

Meeting of the Cabinet – 20th March 2019

Report of the Strategic Director People

Annual Review of Equality 2018

Purpose

1. To consider the annual review of equality for 2018 (the review can be found on the [Council's Committee Management Information System](#) and in the members' room).

Recommendations

2. It is recommended that:
 - The Annual Review of Equality 2018 is approved.

Background

3. The annual review of equality is produced each year for the Cabinet in order to report on progress with implementing plans and policies to promote equality and also to contribute to meeting the requirements of the specific public sector equality duties within the Equality Act 2010. These require public authorities to publish equality information that demonstrates how they are meeting the general duty under the Act.
4. The Cabinet approved an equality strategy 2016-19 in June 2016 and an accompanying outline action plan to address the strategy in December 2016. The review reports on the first two years of progress with implementing the action plan, alongside providing detailed statistics and analysis of the Council's equality in employment record.
5. The review also highlights a number of actions related to the strategy to be the focus for further work during the next year.

Finance

6. Any costs associated with implementing the action plan will need to be met from within existing budgets.

Law

7. The Equality Act 2010 provides a comprehensive framework of anti-discrimination legislation.
8. The general public sector equality duty under the Act requires public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
9. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information and equality objectives.

Equality Impact

10. The purpose of the review is to present a range of information, monitoring data and analysis relating to the impact of the council's policies and practices on promoting equality and the achievement of equality objectives in relation to both services and employment to allow scrutiny of the council's work on equality.

Human Resources/Transformation

11. The review presents a wide range of employment data and highlights some issues relating to employment where action is being taken which should have a positive impact on employees and job applicants.

Commercial Implications

12. There are no commercial implications for this report

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List of Background Papers

Dudley MBC employment monitoring data
Corporate equality and diversity leadership group meeting papers