

Cabinet



Date of meeting:	18 August 2020
Title of Report:	Mainstreaming Equality and Diversity
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)
Lead Strategic Director:	Giles Perritt (Assistant Chief Executive)
Author:	Laura Hill, Policy and Intelligence Advisor
Contact Email:	laura.hill@plymouth.gov.uk
Your Reference:	LH180820
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The report responds to Cabinet's request for a review of our approach to equality and diversity. Our statutory duties and the actions we have taken to ensure they are met are described. The progress we have made in delivering actions and achieving outcomes set out in our Equality and Diversity Action Plan (2018-20) which CMT endorsed in July 2018 is reviewed. The report also covers our response to recent challenges such as COVID-19 and the Black Lives Matter movement.

Recommendations and Reasons

Cabinet is asked to:

1. Note the progress made by the Council towards the priorities set out in our Equality and Diversity Action Plan.
2. Endorse a more in-depth action learning review into equalities across the organisation which will aim to report to Cabinet in autumn. Terms of reference for the review are appended.
3. Provide equality and diversity leadership and challenge across the organisation by: -
 - Endorsing our updated Equality and Diversity Policy.
 - Endorsing our commitment working towards the 'excellence' level of the Equalities Framework for Local Government (EFLG).
 - Committing to undertake the relevant equality and diversity training

Alternative options considered and rejected

Option 1 - do nothing

Under the Equality Act (2010) Plymouth City Council is subject to the General Duty and the Public Sector Equality Duty. Therefore the option to do nothing is not viable.

Option 2 – continue to make minor detail changes to the system we already have

The Equality Act anticipates that organisations will work towards the three aims of the General Duty and we continue to meet this basic requirement. However the systems and processes we have in place to support this work have been in place without significant review since 2015 and since then we have seen an unprecedented degree of organisational change and external challenge.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council's Corporate Plan sets out our ambition to be one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone. Our key mission is making Plymouth a fairer city, where everyone does their bit. To achieve these ambitions we need to ensure any decision we take does not adversely impact communities sharing protected characteristics under the Equality Act.

Implications for the Medium Term Financial Plan and Resource Implications:

Officer resources will be needed to carry out the recommended review. There is a fee of £7,400 plus expenses for the peer assessment which would be required to reach the excellence level of the EFLG which will be met from within existing budgets.

Carbon Footprint (Environmental) Implications:

It is not anticipated that the proposed actions will cause negative environmental impacts. Where negative environmental impacts are identified an environmental analysis will be carried out in line with the Council's policies.

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

There is a risk of community tensions escalating if we don't respond appropriately to Black Lives Matter.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Mainstreaming Equality and Diversity							
B	Equality and diversity action plan (2018)							
C	Terms of reference for the equality review							
D	Updated equality and diversity policy							
F	Equality Act background information							
E	Our people strategy							
F	Pledges							
G	Horizon scanning							
H	Resources							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: Giles Perritt (Assistant Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 04/08/2020											
Cabinet Member approval: Approved verbally by Councillor Chris Penberthy											
Date approved: 04/08/2020											