

Cabinet



Date of meeting:	08 December 2020
Title of Report:	Equality and Diversity Review and Action Plan 2020 - 2021
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing and Co-operative Development)
Lead Strategic Director:	Andy Ralphs (Strategic Director of Customer and Corporate Services)
Author:	Laura Hill, Policy and Intelligence Advisor
Contact Email:	Laura.hill@plymouth.gov.uk
Your Reference:	LH25.11.20
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

- Between September and November 2020 we undertook a review of our organisational practices on equality and diversity. This report provides Cabinet with a summary of the findings from this equality review.
- The paper sets out the context for this work and the methodology used within the review which included a mix of workshops, surveys and one-to-one interviews with internal and external stakeholders including employees, members and partners.
- The paper places the equality and diversity review in the wider organisational context of the Council's ambitions to reach the 'Excellence Level' of the Equality Framework for Local Government.
- The paper explores key themes that were identified through this review which include; leadership and organisational commitment, organisational culture, workforce development, community engagement and the way services are delivered.
- The paper identifies and recommends specific actions which the Council can take to ensure that equality and diversity are further mainstreamed across the organisation.

Recommendations and Reasons

Cabinet is asked to:

1. Endorse the new draft Equality and Diversity Action Plan (2020 – 2021).
2. Endorse the proposal to develop a corporate equality and diversity group.

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. The equality review also found areas where further work would enable the organisation to fully embed equality and diversity across the organisation.

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 actions. These resources 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.*

Not applicable because the subject of the report ensures that due regard has been given to equality.

Appendices

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	Plymouth City Council Equality and Diversity Action Plan (2020 – 2021)							
B	Draft terms of reference for the equality and diversity review							
C	Equality Act Background information							
D	Pledges							

E	Costs and resources								
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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)						
	1	2	3	4	5	6	7
Mainstreaming Equality and Diversity, Cabinet report, 18 August 2020							

Sign off:

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Originating Senior Leadership Team member: Kim Brown, Service Director for Human Resources and Organisational Development											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 27/11/2020											
Cabinet Member approval: Cllr Chris Penberthy approved by email on 27/11/20 Date approved: 27/11/2020											