# **Cabinet**



Date of meeting: 08 March 2022

Title of Report: Our commitment to equality and diversity

Lead Member: Councillor Mrs Vivien Pengelly (Cabinet Member for Home &

Communities)

Lead Strategic Director: Giles Perritt (Assistant Chief Executive)

Author: Laura Hill, Policy and Intelligence Advisor

Contact Email: Laura.hill@plymouth.gov.uk

Your Reference: LH080322

Key Decision: No

Confidentiality: Part I - Official

# **Purpose of Report**

This paper sets out the progress that the Council has made towards meeting its Public Sector Equality Duty and promoting equality in 2021.

The paper acknowledges that there has been progress towards meeting the outcomes set out in the Equality and Diversity Action Plan (2020-21). It also acknowledges that further work is required for equality and diversity to be fully mainstreamed across the Council.

The paper includes an updated Equality and Diversity Action Plan for 2022/23 to enable equality and diversity to be further embedded across the Council.

#### **Recommendations and Reasons**

Cabinet is asked to:

- I. Note the progress made by the Council towards mainstreaming equality and diversity within the Council.
- 2. Endorse the updated Equality and Diversity Action Plan for 2022/23.

The Council is subject to the Public Sector Equality Duty and the Equality and Diversity Action Plan supports the Council in meeting this duty.

# Alternative options considered and rejected

Option I - do nothing

Under the Equality Act (2010) Plymouth City Council is subject to the Public Sector Equality Duty therefore the option to do nothing is not recommended.

### 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'. To achieve this ambition we need to

ensure any decision we take does not adversely impact communities sharing protected characteristics under the Equality Act (2010).

# Implications for the Medium Term Financial Plan and Resource Implications:

Officer resources will be needed to carry out the actions within the Equality and Diversity Action Plan 2022/23. These resources will be met from within existing budgets.

#### **Financial Risks**

It is not anticipated that the proposed actions will cause negative financial impacts.

## **Carbon Footprint (Environmental) Implications:**

It is not anticipated that the proposed actions will cause negative environmental impacts.

### 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.

This is not applicable because the subject of the report ensures that due regard has been given to equality, however an equality impact assessment is available with the final published paper.

# **Appendices**

\*Add rows as required to box below

| Ref. | Title of Appendix                        | <b>Exemption Paragraph Number</b> (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. |   |   |   |   |   |   |
|------|--|---|---|---|---|---|---|---|
|      |  | I   | 2 | 3 | 4 | 5 | 6 | 7 |
| Α    | Equality and Diversity Action Plan 22/23 |   |   |   |   |   |   |   |
| В    | Equality Impact Assessment               |   |   |   |   |   |   |   |

# **Background papers:**

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> 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 |  |
|                                  |   |   |   |   |   |   |   |  |
|                                  |   |   |   |   |   |   |   |  |

<sup>\*</sup>Add rows as required to box below

**OFFICIAL** 

# Sign off:

| 0 C/23/<br>2/22 B. | Fin | djn.21 Leg<br>.22.28<br>0 |  | HR 22.02.<br>22KA<br>B. | Asset Strat Proc | HG/PS/62<br>I/BP/0222 |
|--------------------|-----|---------------------------|--|-------------------------|------------------|-----------------------|
|--------------------|-----|---------------------------|--|-------------------------|------------------|-----------------------|

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: 01/03/2022

Cabinet Member approval: Councillor Mrs Vivien Pengelly (Cabinet Member for Home &

Communities)

Date approved: 24/02/2022