# Performance, Finance and Customer Focus Overview and Scrutiny Committee



Date of meeting:	22 February 2023
Title of Report:	Our Commitment to Equality and Diversity
Lead Member:	Councillor Rebecca Smith (Cabinet Member for Homes & 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:	LH2223
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 2022.

The paper acknowledges that there has been progress towards meeting the outcomes set out in the Equality and Diversity Action Plan (2021-22). 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 2023/24 to enable equality and diversity to be further embedded across the Council.

## **Recommendations and Reasons**

Scrutiny is asked to:

- I. Note the progress set out in the Our Commitment to Equality and Diversity document.
- 2. Note the accompanying updated Equality and Diversity Action Plan for 2023/24.
- 3. Provide feedback to inform the final document and action plan.

## 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 2023/24. 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 Equality 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 will be available with the final published paper.

#### **Appendices**

\*Add rows as required to box below

Ref.	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			
А	Equality and Diversity Action Plan 2023/24										

#### **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 <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.							
	I	2	3	4	5	6	7	

# Sign off:

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Originating Senior Leadership Team member: Kim Brown, Service Director for HROD Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: Giles Perritt, Assistant Chief Executive approved by email 10/02/2023											
Cabinet Member approval:											
Councillor Rebecca Smith (Cabinet Member for Homes & Communities) approved by email											
Date approved: 10/02/2023											