

Cabinet



Date of meeting:	10 March 2025
Title of Report:	Our Commitment to Equality, Diversity and Inclusion
Lead Member:	Councillor Chris Penberthy (Cabinet Member for Housing, Cooperative Development, and Communities)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Sarah Gooding, Policy and Intelligence Advisor
Contact Email:	Sarah.gooding@plymouth.gov.uk
Your Reference:	SG100325
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 2024-2025. The paper highlights the progress made towards meeting the outcomes set out in the Equality and Diversity Action Plan 2024-25 and acknowledges that there will be continued efforts to embed equality, diversity and inclusion best practice across the Council.

This paper also sets out progress towards Plymouth City Council's equality objectives for 2024/25-2028/29. Under the Public Sector Equality Duty, the Council is required to set at least one new equality objective every four years. The Council agreed four new equality objectives in March 2024.

A new Action Plan is in development to define how the organisation will work towards achieving its objectives over the next three year. The Action Plan will also include some of the wider activity that the Council will undertake in order to support its ambitions.

Recommendations and Reasons

- I. Note the progress set out in the Our Commitment to Equality and Diversity document.

Alternative options considered and rejected

- 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' and its mission is to make Plymouth a fairer, greener city, where everyone does their bit. To achieve this, we need to ensure any decision we take does not adversely impact communities sharing protected characteristics under the Equality Act (2010).

One of the key themes running through the Plymouth Plan is the ambition to be a Welcoming City where every citizen feels safe and every person who lives in or visits the city will be treated fairly and with respect. The new equality objectives outlined in the report will support Plymouth City Council to continue working with partners to foster community cohesion and support Plymouth's ambition to be a welcoming city.

Implications for the Medium Term Financial Plan and Resource Implications:

Officer resources will be needed to carry out actions to deliver against the equality objectives 2024/25-2028/29. These resources will be met from within existing budgets.

Financial Risks

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

Legal Implications

(Provided by :Liz Bryant)

This report confirms how the Council will continue to meet its public sector equality duties under the Equality Act 2010.

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.

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	Our Commitment to Equality, Diversity and Inclusion							
B	N/A							
C	N/A							

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
N/A							

Sign off:

Fin	DJN. 24.25. 168	Leg	LS/00 0033 90/27 /LB/2 8/02/ 2025	Mon Off		HR	CS.24.25. 035	Assets		Strat Proc	
Originating Senior Leadership Team member: Tracey Lee, Chief Executive											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 18/02/2025											
Cabinet Member approval: Cllr Chris Penberthy (Cabinet Member for Housing, Cooperative Development and Community)											
Date approved: 28/02/2025											