

Housing and Community Service Scrutiny Panel



Date of meeting:	16 April 2025
Title of Report:	Public Sector Equalities Duty Compliance
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:	I/25
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To respond to a request from the Housing and Community Services Scrutiny Panel scrutinise the Council's Public Sector Equality Duty compliance.

Recommendations and Reasons

I. Your Recommendation:

Members are asked to note the covering report and Our Commitment to Equality and Diversity document that was received and approved by Cabinet on March 10 2025.

Reason: The report sets out the progress the Council has made in 2024/25 towards meeting:

- *Its Public Sector Equality Duty and promoting equality in 2024-2025*
- *The outcomes set out in the Equality and Diversity Action Plan 2024-25*
- *Plymouth City Council's equality objectives for 2024/25- 2028/29*

Alternative options considered and rejected

- I. N/A. Under the Equality Act 2010 Plymouth City Council is subject to the Public Sector Equality Duty. This duty requires the Local Authority to produce and publish an annual report setting out what steps it has taken to comply with the duty.

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

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							

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) <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

Sign off:

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Originating Senior Leadership Team member: Tracey Lee, Chief Executive											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 02/04/2025											
Cabinet Member approval: Councillor Chris Penberthy, Cabinet Member for Housing, Cooperative Development, and Communities Date approved: 02/04/2025											