

Agenda item:

Title of meeting: The Governance and Audit Committee

Date of meeting: 28 June 2012

Subject: Update on the Council's compliance with its Equality Duty and Equality Impact Assessment Process

Report by: City Solicitor

Wards affected: All

Key decision: No

Full Council decision: No

1. Purpose of report

- 1.1. The purpose of this report is to update the Governance and Audit Committee on the compliance of individual services with the Equality Duty and the Equality Impact Assessment process since the last report dated 9th March 2012.

2. Recommendations

- 2.1. That the Committee notes the contents of the report;
- 2.2. That the Committee continues to monitor the compliance of the Council services with the Equality Duty and the Equality Impact Assessment process adopted by the Council on a quarterly basis.
- 2.3. That the City Solicitor continues to report on such compliance to the Committee on a quarterly basis.

3. Background

- 3.1. A report updating members on the recent changes in the Equalities legislation was considered by the Committee on 10 November 2011.

- 3.2.** The report outlined the Council's legal responsibilities under the Equality Act 2010, which introduced the Public Sector Equality Duty. The main points made by the report are:
- 3.2.1. The Equality Duty requires public bodies, including local authorities to carry out an equalities analysis of any proposed new or changed policy, service, function or strategy as part of their decision-making and performance of their functions.
 - 3.2.2. Non-compliance can lead to costly, time-consuming and reputation-damaging legal challenge by individuals or pressure groups.
 - 3.2.3. The Council has a well-established Equality Impact Assessment process which ensures compliance with the Public Sector Equality Duty.
- 3.3.** The recommendations from the report of 10 November 2011 were:
- 3.3.1. "That the Committee welcomes the Equality Act 2010, and notes the contents of the report;
 - 3.3.2. That the Committee monitors the compliance of the Council services with the Equality Duty and the Equality Impact Assessment process adopted by the Council on a quarterly basis.
 - 3.3.3. That the City Solicitor reports on such compliance to the Committee on a quarterly basis."
- 3.4.** The Committee endorsed the above recommendations and this report provides a further update on the compliance of the Council's individual services with the Equality Duty and the Equality Impact Assessment process since 9th March 2012.

4. Update on the Council's compliance with the Equality Duty and the Equality Impact Assessment (EIA) process

The table below measures the individual services' compliance with the council's 3 yearly rolling Equality Impact Assessment process as at May 2012. This process sets deadlines for EIAs to be completed on the major services, policies, and functions of the council that have been identified by the management and the Equality & diversity team as having a potential present or future impact on people because of their age, disability, gender, race, sexual orientation,

transgender, pregnancy & maternity and religion, the characteristics which are protected under the Equality Act 2010. All completed non-exempt EIAs are published on the equality pages of the council website.

The table does not take account of the additional EIAs being undertaken on other proposed new or changed projects, policies, services and strategies that are placed before relevant decision-makers. These are monitored by the Equality & diversity team regularly through the Future Work Programme. Council services are overall pro-active in planning for equality analysis as part of their project processes and / or contacting the Equality & diversity team for advice and support. The Team are currently working with Learning & development services to refresh the Equality & diversity training courses available to the council staff.

Directorate	Service	Compliance
Adult Services	Community Safety	100%
	Health Improvement and Development	100%
	Social Care	100%
	Housing Management	100%
	Customer, Community and Democratic Services	100%
	Revenues and Benefits	100%
Young People	Education	Following the restructure of the service, a new list of EIAs with clear deadlines is being prepared. Most of them are in the process of being completed. We are however still waiting for an update from the Early Support Commissioning Team.
	Children's Social Care	100%
	Audit and Performance Improvement	100%
Regeneration	Planning	100%
	Community Housing and Regeneration	100%
	Traffic and Transportation	100%
	Culture	100%
Performance / Support	Information Services	100%
	Finance	100%

Services	Legal, Licensing and Registrars	100%
	Asset Management	100%
	Human Resources	100%

5. Reasons for recommendations

5.1. To ensure that the Council complies with its legal obligations under the Equality law.

6. Equality impact assessment (EIA)

This report does not require an Equality Impact Assessment as it does not propose any new or changed services, policies or strategies.

7. Head of legal, licensing & registrars' comments

The recommendations in this report are intended to increase compliance with the Council's legal obligations. There are no other legal implications in this report.

8. Head of finance's comments

There are no financial implications arising from the recommendations in this report.

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 Signed by:

Appendices: Nil

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
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Nil	

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Signed by: