

Agenda item:

Title of meeting: Governance and Audit & Standard Committee

Subject: Revision to Equality & Diversity Strategy 2014 - 17

Date of meeting: 26 September 2013

Report by: Head of Customer, Community & Democratic Services

Wards affected: All

1. Requested by

Chair of the Governance and Audit & Standards Committee

2. Purpose

- To inform the Committee about a planned revision of the current Equality & Diversity Strategy, and
- Outline the approach that will be applied to consultation and engagement with our staff, residents and key partners, which will assist us with developing a refreshed strategy.

3. Information Requested

Portsmouth City Council's Equality & Diversity Strategy 2010-13 will expire at the end of this year. Equality & Diversity Team are therefore working on producing a refreshed version of the strategy for years 2014-17. The purpose of the revised strategy will be to set out the council's approach to equality and diversity issues in Portsmouth in the context of its current policy, as well as legislative changes that the council is required to conform to. The council has legal duties under the Equalities and Human Rights legislation to eliminate unlawful discrimination, and to take account of needs of our staff, residents and visitors in our day-to-day work with respect to their age, gender, disability, race, religion or belief, sexual orientation, transgender, pregnancy and maternity, and marriage and civil partnership.

The revised strategy will also take on feedback from the recent LGA Peer review and relevant guidance from DCLG and Cabinet Office.

The predominant aim is to continue and build on the good work the council has been doing around identifying and tackling discrimination and disadvantage experienced by our

residents, visitors and staff, not only with relation to access to our public services but also in the wider socio-economic context.

Proposed content of the revised strategy

a) Foreword

A foreword will explain the purpose of the strategy and briefly set out the council's approach to equality & diversity, which will be elaborated upon in the main text of the document. The text of the foreword will be subject to approval by the Leader and/or Chief Executive.

b) Context

The Strategy will provide policy context and refer to the previous strategy. It will also link to other strategies of the council and set out our statutory duties relating to equality and diversity.

Key concepts and terms will be explained.

c) Priorities & Principles

The Strategy will outline the council's commitment to equality & diversity, and key priorities and principles that the council will focus on in the next three years. These priorities and principles will be identified by working with our Heads of Service and equality leads for each service area, as well through consultation with our staff, residents and key partners.

The Strategy will also refer to the Single Equality Scheme Plan 2010-13 and detail the progress the council has made against the priorities in the previous strategy.

d) Diversity of Portsmouth

Current 'Diversity of Portsmouth' document is being updated and improved. It will provide an up-to-date picture of demographics in Portsmouth, highlighting its diversity, needs of different communities, as well as gaps in information. The document will provide a basis for setting our priorities and an action plan that will support it.

The refreshed Diversity of Portsmouth will present key facts and figures using pictures, to form an Infographic. This Infographic will be the main page of the document, which will allow people to navigate to particular areas of interest for more information.

The document will serve as a useful one-stop source of information about the make-up of Portsmouth's population and its rich diversity. Staff can utilise it for the purpose of completing Equality Impact Assessments and gaining a better understanding of our

customers. Residents, visitors and partners can refer to it in order to gain knowledge about the local area and its peoples.

e) Equality & Diversity Team

This section will explain the role of the team and the Equality Impact Assessment process.

f) Action Plan

The Priorities that the revised strategy will be based upon will be supported by an Action Plan that will detail how these Priorities will be achieved. The Plan will set out key activities that the council, at the strategic level, as well as individual services will be responsible for. These activities will be identified through consultation with Heads of Service and service equality leads, as well as our staff and residents.

The Equality & Diversity Team will undertake annual reviews of the Action Plan, identifying progress and gaps through a use of a scorecard and examples of where we are making a difference.

Engagement Plan

The table below outlines our proposed approach to consultation on the revised Equality & Diversity Strategy 2014 - 17.

The Equality & Diversity Team is planning to engage with the council staff, our residents and key partners, using a number of methods, over the coming weeks, and to ask their support with shaping of our refreshed strategy.

Preparatory work for the consultation exercise is underway and the Team has begun its efforts to engage with our communities.

THIS ITEM IS FOR INFORMATION ONLY



Engagement Plan - Equality & Diversity Strategy Refresh

Things we have done so far	September	October	November	December
<ul style="list-style-type: none"> • Invitation to provide email or telephone feedback published on PCC web and 'Equality & diversity in Portsmouth' blog • Email to equality groups • Team presence at Community Days in Commercial Rd. and Cosham • Invitation to provide email or telephone feedback published in the Voluntary and community sector newsletter 	Communications and correspondence outlining process and timescale	3 Group sessions	1 Group session	2 nd Dec - Cabinet meeting - decision on draft strategy
	Email to Heads of Service and service equality leads asking for feedback and ideas on action plan implementing equality priorities	Invite equality groups to set up individual sessions	Collate consultation results	3 rd Dec - launch of the strategy
	Email to key partners (see below)	Presence at Black History Month Event on 13 th October	7 th November - GA&S Committee meeting - report on draft strategy	
	10 th September - GA&S Committee Briefing - oral update	Disabled-Go Steering Group meeting		
	26 th September - GA&S Committee meeting - written report for information	Viewpoint Event for staff and members of public		
	PowerPoint presentation - key messages and equality priorities in the current strategy & consultation	Survey		
	<p>Partner organisations: University of Portsmouth, Hampshire Constabulary, Hampshire Fire & Rescue, NHS & Public Health, Colleges, PDF (Portsmouth Disability Forum), Pompey Pensioners, Friendship Centre, and other equality groups.</p> <p>Additional Formats: Large print, Podcast, Braille, Blog</p>			

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Signed by (Head of Service)

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
Nil	