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Portsmouth
CITY COUNCIL

Title of meeting: Resources portfolio
Subject: Equality & Diversity Strategy Review
Date of meeting: 09 October 2018
Report by: Director of Customer and Communication
Wards affected: All

1. Requested by

1.1. Portfolio Holder for Resources

2. Purpose

2.1. To provide an update on the Equality & diversity strategy review

3. Background

3.1. Purpose of the revision to Equality & Diversity Strategy 2010-13

3.1.1. Portsmouth City Council's Equality & Diversity Strategy will need to be refreshed to update the action plan. Although there is no statutory duty to provide a strategy document we still need to demonstrate how we will comply with the Equality Act 2010 legislation so our strategy provides us with a framework on how this will be achieved.

3.1.2. The aim has not been to develop a completely new strategy but to check on the relevance and effectiveness of the current strategy and refresh it. The purpose of the revised strategy will set out the council's approach to equality and diversity issues in Portsmouth in the context of its current policy and legal duties, and in accordance with the changes in customer needs and expectations.

3.1.3. The council has legal obligations under the Equalities legislation to eliminate unlawful discrimination, and to take account of the needs of our staff, residents and visitors in our day-to-day work with respect to their age, sex, disability, race, religion or belief, sexual orientation, gender reassignment,

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pregnancy and maternity, and marriage and civil partnership.

4. Refreshed Draft Equality & Diversity Strategy 2019-21

4.1. Process used in the revision of the current strategy

- Taking account of the developments in the legislative and policy framework.
- Looking at changes in Portsmouth's demographics.
- Checking on the effectiveness of our current strategy and on the progress made against the actions under the Equality & diversity action plan.
- The consultation on the strategy started in August and will finish on 2 November to allow plenty of time for people to respond and give their feedback and suggestions for the action plan that they feel are relevant.

4.2. The content of the refreshed Equality & Diversity Strategy for 2019-21

4.2.1. Legislative context

The refreshed strategy will set out the council's current statutory duties relating to equality and diversity and how we meet these under the Equality Act 2010 including our specific duties as an employer.

4.2.2. Equality & diversity at Portsmouth City Council

This outlines our approach to equality and diversity that primarily focuses on our customers and their needs, to ensure that we serve all of our communities in the city.

4.2.3. Workforce diversity and management

We have outlined the work that is currently being undertaken by the council to ensure equal opportunities for and diversity of our workforce, such as looking at the Gender pay gap and employee surveys. We have also set out the key equality & diversity monitoring data of our staff.

4.2.4. Priorities & Action Plan

The draft document explains what equality issues we have identified in Portsmouth and what action we will take to tackle them. Our Equality objectives underpin our five key priority areas. Those main priorities are:

1. Promoting fairness and diversity by tackling inequalities, disadvantage, and discrimination
2. Leaderships and partnerships
3. Employment & training
4. Service delivery & access

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5. Promoting community & the voluntary sector

5. Summary

Early assessment of the consultation so far shows that the 5 priorities are still relevant and are important to individuals. Once consultation is completed we will deliver a revised Equality & diversity action plan

The consultation document has been available online as well as hard copies for people to complete. The consultation document has been advertised through the Voluntary sector mail out, Kroma (organisation for LGBT), Portsmouth disability forum (PDF), Saturday Kids Zone (This is a club for deaf children), Visual impaired action group (VIAG), Portsmouth deaf association (PDA) and Portsmouth parent voice (PPV).

The consultation document and draft strategy is also available on the Equality & diversity web page <https://www.portsmouth.gov.uk/ext/documents-external/cou-draft-equality-strategy-2019-21.pdf>

The Access and equality advisor has attended the open Access forum at PDF, VIAG, PDA as well as meeting with the chair of Kroma to seek their views on what specific actions they feel are important for their communities.

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Signed by (Director of Customer and Communication)

Appendices:

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