

<b>Title of meeting:</b>	Resources Portfolio
<b>Date of meeting:</b>	22 January 2019
<b>Subject:</b>	Equality & diversity strategy 2019-22
<b>Report by:</b>	Director of Community and Communications
<b>Wards affected:</b>	All
<b>Key decision:</b>	No
<b>Full Council decision:</b>	No

---

## 1. Purpose of report

The purpose of the report is to seek adoption of the Equality & diversity strategy 2019-22

## 2. Recommendations

**2.1. It is recommended that the Cabinet member for Resources**

**(1) adopts the Equality & diversity strategy 2019-22, (Appendix 3)**

**(2) notes the update from the Equality & diversity strategy 2014-17 (Appendix 1)**

## 3. Background

**3.1.** 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, pregnancy and maternity, and marriage and civil partnership.

**3.2.** The Equality & diversity strategy has equality objectives with 5 key areas that have been consulted on with protected characteristics groups and residents of Portsmouth. This ensures the council complies with the specific duties of the Equality Act 2010 but also helps towards eliminating discrimination that protected groups may experience.

**3.3.** Portsmouth City Council's Equality & Diversity Strategy needed to be refreshed to update the equality objectives. 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 we will achieve this.

## **4. Refreshed Draft Equality & Diversity Strategy 2019-22**

### **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 of the strategy started in August 2018 and finished on 2 November to allow plenty of time for people to respond and give their feedback and suggestions for the action plan that they considered relevant.

### **4.2. The content of the refreshed Equality & Diversity Strategy for 2019-22**

#### **4.2.1. Legislative context**

The refreshed strategy sets 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 the 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
5. Promoting community & the voluntary sector

### **Summary**

Despite the number of respondents and therefore, the consultation results shown in Appendix 2 not being statistically valid or demographically representative, some really useful qualitative information and feedback has been obtained. Particular themes have

been identified from the comments received which will help steer our future work in the Equality & Diversity field.

From existing information and data collected from the consultation it shows that the strategy priorities still remain relevant to our staff and customers. **Priority 1** - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination was still ranked the highest followed by **Priority 4** - Service delivery & access-Ensure access, information and advice is available / accessible to all.

Therefore, we have not made any changes to our overall equality objectives. However, we have revised our actions under the key headings to make it more focused on tackling specific inequalities and disadvantage that our service areas have identified, and on actions that can demonstrate measurable progress. The plan is expected to be a living document and a progress of the actions within it will be monitored and published on at least an annual basis.

#### **6. Reasons for recommendations**

To ensure that the council takes a strategic approach to complying with its legislative duties under the Equality Act 2010. Those legal duties require the council to ensure that equalities are part of everything that we do. Moreover, many equality issues can be identified and dealt with through joint work of the services and the voluntary and community sector.

#### **7. Equality impact assessment**

A full EIA has been completed (attached as Appendix 4) which gives a picture of the issues that impact on the protected groups across the city although the strategy in itself will not negatively impact on the protected characteristic groups.

#### **8. Legal implications**

The report clearly considers the applicable Public Sector Equality Duty to the extent that the report along with the attachments demonstrate engagement and consideration of impact-there are no further legal comments required.

#### **9. Director of Finance's comments**

There are no financial implications arising from the recommendations in this report. The cost of any actions contained within the revised plan will be met from existing budgets

.....  
Signed by:

**Appendices:** **Appendix 1** - Update from the Equality & diversity strategy 2014-17  
**Appendix 2** - Consultation results  
**Appendix 3** - Equality & diversity strategy 2019-22  
**Appendix 4** - Full EIA form

**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

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by ..... on .....

.....  
Signed by: