



**SOUTH
KESTEVEN
DISTRICT
COUNCIL**

Rural and Communities Overview and Scrutiny Committee

7 October 2021

Report of: Councillor Annie Mason
Cabinet Member for People and
Safer Communities



Equality and Diversity Annual Position Statement 2021

The Council is required, under Section 149 of the Equality Act 2010 to publish information on an annual basis showing its compliance with the Public Sector Equality Duty. This report therefore presents the Equality and Diversity Annual Position Statement 2021.

Report Author

Carol Drury (Senior Community Development Officer)



01476 406 161



c.drury@southkesteven.gov.uk

Corporate Priority:	Decision type:	Wards:
Healthy and strong communities	Administrative	All Wards

Reviewed by:	Paul Stokes (Head of Corporate Operations)	17 September 2021
Approved by:	Gary Smith (Strategic Director Commercial and Operations)	27 September 2021
Signed off by:	Councillor Annie Mason (Cabinet Member for People and Safer Communities)	28 September 2021

Recommendation to the decision maker (s)

1. It is recommended that Members of Rural and Communities Overview and Scrutiny Committee review and comment on the appended Equality and Diversity Annual Position Statement 2021 and note its content prior to its approval for publication.

1 The Background to the Report

1.1 Section 149 of the Equality Act 2010 imposes a duty on public sector organisations when exercising public functions to have due regard to:

- Eliminate discrimination, harassment and victimisation
- Advance opportunities for people who share a protected characteristic and those who don't share it
- Foster good relations between people who share a protected characteristic and those who don't share it.

1.2 These are known as the three aims of the Equality Duty.

1.3 Two further specific duties are placed on public sector organisations, which are to:

- Publish information to show compliance with the Equality Duty, at least annually, and
- Set and publish equality objectives, at least every four years.

1.4 The publication must include information to show that the Council has consciously thought about the three aims of the Equality Duty and it must also include information relating to employees who share protected characteristics (for public bodies with 150 or more employees) and information relating to people who are affected by the public body's policies and practices who share protected characteristics (e.g. service users, tenants etc).

1.5 The purpose of the Annual Position Statement is, therefore, to share this information and provide an overview of how this Council has complied with the three aims of the Duty during 2020/21.

1.6 The Annual Position Statement is for publication to the general public for information purposes.

1.7 The law does not prescribe a required format for this document. Organisations can present information in any way they choose. They can also determine content beyond that listed above.

1.8 This Council's Annual Position Statement provides the required information plus background to its vision and priorities, values and behaviours and the good practice of partners and across Council services to show that due regard is integral to the Authority's interactions and delivery.

1.9 The 2021 Annual Position Statement includes the Council's latest Equality Objectives which cover the period 2020-2024. The document also contains the action plan to provide the current status of these objectives.

2 Consultation and Feedback Received, Including Overview and Scrutiny

2.1 Feedback from Members of the Rural and Communities Overview and Scrutiny Committee is welcomed and will be shared with the Cabinet Member for People and Safer Communities.

3 Available Options Considered

- 3.1 There are no other options to consider. The publication of this document is a statutory responsibility.

4 Preferred Option

- 4.1 Not applicable.

5 Reasons for the Recommendation

- 5.1 To inform Members of action taken to ensure the Council complies with the law on equality and to assure Members of this Council's commitment to the equitability of its services and their delivery.

6 Next Steps – Communication and Implementation of the Decision

- 6.1 Following feedback from the Rural and Communities Overview and Scrutiny Committee the Cabinet Member for People and Safer Communities will be asked to approve the Equality and Diversity Annual Position Statement 2021 for publication to the Council's website.

7 Financial Implications

- 7.1 There are no direct financial implications arising from this report.

Financial Implications reviewed by: Richard Wyles, Assistant Director of Finance and s151 Officer

8 Legal and Governance Implications

- 8.1 The public sector Equality Duty (section 149 of the Equality Act 2010) came into force in 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are accessible to all and which meet different people's needs.

- 8.2 The Equality Duty is supported by specific duties, set out in regulations. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty and to set themselves specific, measurable equality objectives.

Legal Implications reviewed by: Graham Watts, Head of Democratic Services and Deputy Monitoring Officer

9 Equality and Safeguarding Implications

- 9.1 Equality impact is identified through the production of this document. In producing this document the Council is also able to identify potential areas of under representation in the Authority's workforce and highlight good practice. The Equality and Diversity Annual Position Statement aims to improve awareness of equality responsibilities and further embed those responsibilities within the Council's working practices.

10 Risk and Mitigation

- 10.1 No risks relating to this report have been identified.

11 Community Safety Implications

- 11.1 There are no direct community safety implications resulting from this report.

12 How will the recommendations support South Kesteven District Council's declaration of a climate emergency?

12.1 None identified.

13 Other Implications (where significant)

13.1 None identified.

14 Background Papers

14.1 None.

15 Appendices

15.1 Equality and Diversity Annual Position Statement 2021.