

## REPORT TO CABINET

**REPORT OF:** Economic Development Portfolio  
(Member Equalities Champion)

**REPORT NO:** TS0057

**DATE:** 3<sup>rd</sup> OCTOBER 2011

<b>TITLE:</b>	Corporate Equality Scheme 2011-2014	
<b>KEY DECISION OR POLICY FRAMEWORK PROPOSAL:</b>	Key decision	
<b>PORTFOLIO HOLDER: NAME AND DESIGNATION:</b>	Cllr Frances Cartwright, Economic Development Portfolio (Member Equalities Champion)	
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<b>INITIAL IMPACT ASSESSMENT:</b>	Carried out and Referred to in paragraph (7) below	Full impact assessment Required:
<b>Equality and Diversity</b>		
<b>FREEDOM OF INFORMATION ACT:</b>	This report is publicly available via the Your Council and Democracy link on the Council's website: <a href="http://www.southkesteven.gov.uk">www.southkesteven.gov.uk</a>	
<b>BACKGROUND PAPERS</b>	None	

### 1. RECOMMENDATIONS

That Members approve the attached draft Corporate Equality Scheme for 2011-2014.

### 2. PURPOSE OF THE REPORT

The purpose of this report is to detail the Council's current responsibilities under the updated Equality Duty and to seek approval of the draft Corporate Equality Scheme.

### 3. DETAILS OF REPORT

The Equality Act 2010 (the Act) replaces the previous anti-discrimination laws with a single Act. Section 149 of the Act introduces an Equality Duty.

The Equality Duty applies across Great Britain to all public bodies when they are carrying out public functions.

It ensures that as a public body we consider the needs of all individuals in our day to day work – in shaping policy, in delivering services and in relation to our own employees.

The Equality Duty is designed to reduce bureaucracy whilst ensuring public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The Equality Duty has three aims. It requires public bodies to have *due regard* to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it

*Having due regard* means that consideration of equality issues must influence the decisions reached by the Council such as how we act as employers, how we develop, evaluate and review policy, how we design, deliver and evaluate service and how we commission and procure from others.

The attached draft Corporate Equality Scheme sets out our approach to mainstreaming equality and diversity within all our services to ensure the Council addresses all of the key aspects of the Equality Duty.

### 4. OTHER OPTIONS CONSIDERED

Not applicable

### 5. RESOURCE IMPLICATIONS

There are no resource implications within Corporate Equality Scheme

### 6. RISK AND MITIGATION

None

### 7. ISSUES ARISING FROM EQUALITY IMPACT ASSESSMENT

There were no issues arising from the completed equality impact assessment.

**8. CRIME AND DISORDER IMPLICATIONS**

Not applicable

**9. COMMENTS OF FINANCIAL SERVICES**

Any resource implications arising from the implementation and delivery of the action plan will be met from existing resources.

**10. COMMENTS OF LEGAL AND DEMOCRATIC SERVICES**

The introduction of the Equalities Act 2010 widens the equalities duty for public authorities and replaces 3 duties with the one single duty. Changes to the Scheme have been made to reflect and address that duty. The Act includes new provision relating to discrimination by association, perception and indirect discrimination and strengthens the duty in respect of disability, gender re-assignment and gender generally. It also introduces wider provision relating to positive action, harassment and victimisation.

A full consultation on the new scheme was carried out. A list of all external consultees is included in the draft Scheme.

**11. APPENDICES:**

- Proposed draft Corporate Equality Scheme