



**SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL**

## Rural and Communities Overview and Scrutiny Committee

10 September 2020

**Report of:** Councillor Annie Mason  
Cabinet Member for Communities



# Equality and Diversity Annual Position Statement 2020

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 2020.

### Report Author

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Corporate Priority:	Decision type:	Wards:
<b>Administrative</b>	<b>Administrative</b>	<b>All Wards</b>

<b>Reviewed by:</b>	Paul Stokes, Corporate Operations Lead	13 August 2019
<b>Approved by:</b>	Gary Smith, Strategic Director, Commercial and Operations	28 August 2019
<b>Signed off by:</b>	Councillor Annie Mason, Cabinet Member for Communities	28 August 2019

### 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 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 we have 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 provide an overview of how this Council has complied with the three aims of the Duty during 2019/20.

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, retrospective information plus background to its vision and priorities, values and behaviours and the good practice of our partners and across our services to show that due regard is integral to our interactions and delivery.

1.9 The 2020 Annual Position Statement includes the Council's latest Equality Objectives which cover the period 2020-2024. An action plan has been developed to ensure the Authority delivers the required outcomes of these objectives. Service areas from across the Authority will be required to feed in and help deliver on our objectives going forward.

## **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 Communities.

## **3 Available Options Considered**

3.1 These are set out in the report.

## **4 Preferred Option**

4.1 This is set out in the report.

## **5 Reasons for the Recommendation**

5.1 To inform Members of action taken to ensure we comply 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 Communities will be asked to approve the Equality and Diversity Annual Position Statement 2020 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, Director of Finance**

## **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 peoples' 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: Shelley Hardy, Legal Services**

## **9 Equality and Safeguarding Implications**

9.1 Equality impact is identified through the production of this document. In producing this document we are also able to identify potential areas of under representation in our 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 our 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 Not applicable.

### **13 Other Implications (where significant)**

13.1 None identified.

### **14 Background Papers**

14.1 None.

### **15 Appendices**

15.1 Appendix A: Equality and Diversity Annual Position Statement 2020.

<b>Report Timeline:</b>	Date of Publication on Forward Plan (if required)	Not applicable
	Previously Considered by: Rural and Communities Overview and Scrutiny Committee	12 September 2019
	Final Decision date	Not applicable