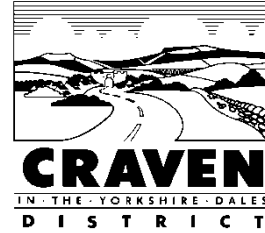


Policy Committee – 1 March 2016

CDC Equality Objectives 2016-2020



Report of the Chief Executive

Lead Member: Cllr Linda Brockbank

Ward(s) affected: All

1. Purpose of Report

To seek members approval to adopt the Equality Objectives 2016-2020.

2. Recommendations – Members are recommended to:

2.1 Approve proposed Equality Objectives 2016-2020 (Appendix A).

Members should note: The Council has a statutory duty under the Equality Act 2010 to prepare and publish one or more objectives. The objectives identify the key areas the Council should improve to ensure it delivers fair and accessible services.

3. Background

3.1 The Equality Act 2010 places a duty on all public sector bodies, requiring them to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees.

3.2 The duty has **three aims** and requires Craven District Council to:

- Have due regard to the need to eliminate discrimination,
- Advance equality of opportunity, and
- Foster good relations between different people when carrying out their activities.

3.3 The Equality Act requires Councils to publish one or more equality objectives every 4 years. We published our first Equalities Objectives in April 2012 and progress made against these objectives has been reported in our subsequent Annual Equality Reports. We are now intending to publish our revised objectives by **1st April 2016**.

- 3.4 Objectives must be specific and measurable and must allow authorities to focus on the most important areas for their organisation to make real improvements for the community.

4. **Equality Objectives 2016-2020**

- 4.1 Our 2012-2016 equality objectives were published on our website as part of The Craven District Council Single Equality Scheme on the 6 April 2012.
- 4.2 Revised Equality Objectives for 2016-2020 were drafted informed by the Annual Equality Report 2014/15 and discussions with North Yorkshire Equality and Diversity Strategic Partnership & North Yorkshire and York Community Engagement Group. The Revised Equality Objectives were published to our website for consultation between October and December 2015. Notification regarding the consultation was circulated via a press release to the Partnerships and Voluntary Sector database, Councillors, Parish Councils, CDC Community News and Members Information Bulletin.
- 4.3 Whilst information about the consultation was widely circulated there was a poor response rate with only 13 individuals providing comments. Although we appreciate the time taken by these individuals, this represents less than 0.025%, or less than one in 4,000 residents and is not a statistically significant sample, however as a result of consultation feedback the draft objectives have been revised to be more focused.
- 4.4 The CDC Equality Report 2014/15 shows that the main issues affecting Craven's communities are an aging population, rurality and access to services. While the report has identified these key issues, they are issues which will vary in each local areas and would need to be targeted locally and via a multi-agency approach to work on local specific project to deliver outcomes suitable for the particular community. Therefore our equality objectives have been chosen to embed equality across the organisation and encourage each service area to develop initiatives which consider equality for all and develop solutions which are most likely to deliver outcomes for the people the policy , procedure, strategy or function are aimed at:
- 4.5 To help embed equality throughout all service areas, the equality objectives will be integrated into TEN and the policy development officer will be responsible for providing quarterly updates to demonstrate progress on each equality objective. The objectives will be refreshed annually and reviewed every four years. An equality statement is also in

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each service plan on Ten so that service managers are aware of the need to consider equalities in service delivery.

5. **Implications**

- 5.1 **Financial implications** – All actions which address the equality objectives will be delivered from Council resources available at the point to implementation of each action.
- 5.2. **Legal implications** – The Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011 places a duty on all authorities to publish one or more equality objectives at least every four years.
- 5.3 **Contribution to Corporate Priorities** – Setting the Council Equality Objectives will contribute significantly towards transforming the Council.
- 5.4 **Risk Management** – Failure to ensure that the Council has published its Equality Objectives by the 1st April 2016 would mean that the Council has not met its equality duty to prepare and publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general equality duty.

The risks for the Council would be the potential for legal challenge and as a consequence the risk of damage to the Council's reputation and the financial costs and penalties that such challenge would fall to the Council to be required to pay.

- 6. **Consultation with others** – Equalities Consultation 2015 published on CDC website and promoted to Partnerships and Voluntary Sector database, Councillors, Parish Councils, CDC Community News and Members Information Bulletin.

- 7. **Access to Information: Background Documents** – Equality Act 2010, Guidance on the Equality Act 2010. Both can be found at www.equalityhumanrights.com

8. **Author of the Report**

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9. **Appendices**

Appendix A: Craven District Council Equality Objectives 2016 - 2020.