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**Meeting of the Cabinet – 14th December 2016**

**Report of the Strategic Director People**

**Annual Review of Equality 2016**

**Purpose of Report**

1. To consider the annual review of equality for 2016, a full copy of which is available in the members' room and electronically on the Council's committee management information system.

**Background**

2. The Cabinet approved a new equality strategy for 2016-19 at its meeting on 29<sup>th</sup> June 2016. This sets out a refreshed approach to promoting equality in line with the community council framework and responding to the reorganisation of the council's structure, the reduction in available resources and the council's transformation programme. The 2016 annual review contains the top level action plan for implementing the strategy. Work to deliver the action plan will be led through the officers' corporate equality and diversity leadership group chaired by the Chief Officer Health and Wellbeing. The annual review will be the way of reporting on progress with implementing the strategy to the Cabinet in future years.
3. The 2016 review also contains an updated equality policy statement which sets out the council's commitment to equality in line with the new strategy and the usual summary and analysis of equality in employment monitoring information prepared for the Cabinet annually.
4. The review contributes to meeting the requirements of the specific public sector equality duties under the Equality Act 2016 to publish equality information that demonstrates how the council is meeting the general duty in the Act.

**Finance**

5. Costs associated with implementing the action plan will need to be met from within existing budgets.

## **Law**

6. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. Most duties of the Act came into force on 1<sup>st</sup> October 2010.
7. The general public sector equality duty under the Act requires public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
8. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information and equality objectives.

## **Equality Impact**

9. The purpose of the review is to present a range of information, monitoring data and analysis relating to the impact of the council's policies and practices on promoting equality and the achievement of equality objectives in relation to both services and employment to allow scrutiny of the council's work on equality.

## **Recommendation**

10. It is recommended that the Cabinet approves the annual review of equality 2016.



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**Tony Oakman**

**Strategic Director People**

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## **List of Background Papers**

Dudley MBC employment monitoring data