

**Committee: FINANCE AND RESOURCES**

**Date: 6 DECEMBER 2022**

**Report: EQUALITY, DIVERSITY AND INCLUSION**

### **Purpose of the report**

1. To provide an update in relation to equality, diversity and inclusion matters.

### **Recommendation**

2. To note the update in relation to equality, diversity and inclusion matters.

### **Strategic Planning Framework**

3. The information and recommendation contained in this report are consistent with the Authority's statutory purposes and its approved strategic planning framework, and specifically Action Plan Objective 37 'Ensure that we have HR policies, procedures, terms and conditions to attract and support the right people with the right skills to deliver the work of the Authority effectively'.

### **Equality, Diversity and Inclusion Update**

#### **The Equality Act**

4. The Equality Act 2010 is a cross-cutting legislative framework which replaced previous anti-discrimination laws with a single act.

5. The Act simplified and strengthened the previous legislation and removed inconsistencies, to deliver a modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. This makes the law easier for individuals and organisations to understand and comply with.

6. The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

#### **Responsibilities**

7. The Public Sector Equality Duty came into force on 5 April 2011, and this section of the Equality Act specifically relates to the duties for local authorities.

8. The Authority must not treat people unfairly because of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called "protected characteristics".

9. As a local authority we must:

- 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.

**Equality Duty**

10. To demonstrate our compliance with the duty, the following information is prepared and published annually:

**i) Equality Statement**

The draft Statement is considered first by the Equality, Diversity and Inclusion Working Group before being presented to SMT for approval prior to publication. The Equality Statement was published in October 2022, and can be viewed at the following link <https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2022/10/Equality-Diversity-and-Inclusion-Statement-October-2022.pdf>

**ii) Equality objectives**

We fulfil this by publishing our corporate planning objectives - Management Plan and Corporate Plan - annually and highlighting the corporate planning considerations in the Equality Statement.

**iii) Workforce Data Report**

A statutory requirement for local authorities employing more than 150 people, the most recent Workforce Data Report is based on employee data available on 31 March 2022 and can be viewed at the following link <https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2022/10/Workforce-Data-Report-2021-2022.pdf>

**The Equality, Diversity and Inclusion Working Group**

11. The Working Group last met remotely on 22 September 2022 to consider the Annual Equality Statement plus other related items and issues.

**Equality Impact Assessments**

12. A summary of the Equality Impact Assessments (EIA) received by the Monitoring Officer since 2018 is as follows:

<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Budget	Budget	Budget	Budget	Budget
Attracting Families	Equality, Diversity and Inclusion Policy	Public Participation by video conference and telephone at remote meetings	Review of Data Protection Policy	Education & Engagement Strategy

Management Plan	Special Qualities, Special Experiences	Green Lanes Management Framework	Blended Working	
Salary benchmarking		Volunteering Strategy	Returning to the Office	

### **Training**

13. Taye Training were identified as a training provider for Equality, Diversity and Inclusion briefing sessions. During 2021/22, three sessions were arranged for officers who had recently joined the Authority or who were unable to attend the training last year.

14. Training sessions will continue to be delivered on an annual basis.

### **Conclusion**

15. Please refer to the recommendation at paragraph 2.

**Vikki Thomas**  
**Head of HR**

27 October 2022