

**Committee: Finance and Resources****Date: 5 December 2023****Report: Annual Report on Equality, Diversity & Inclusion****Purpose**

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

**Recommendations**

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

**Strategic Planning Framework**

3. The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and its approved strategic planning framework and specifically Corporate Action Plan Objective 33, to "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; delivering 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 our 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 November 2023 and can be viewed at the following link <https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2023/11/EDI-Statement-2023.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 2023 and can be viewed at the following link

<https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2023/11/Workforce-Data-Report-2023.pdf>

## Equality, Diversity and Inclusion Working Group

11. The Group was established to guide the Authority on equality, diversity and inclusion matters and meets twice a year, usually in April and September.

12. The most recent meeting of the Group was held on 25 September 2023 to consider the Annual Equality Statement plus other related items and issues

13. The Group includes a representative from each Section, to help ensure the equality message is integrated into the day-to-day business of the Authority.

## Equality Impact Assessments

14. A summary of the Equality Impact Assessments (EIA) received by the Monitoring Officer since 2020 is as follows:

2020	2021	2022	2023
Budget	Budget	Budget	Budget
Public Participation by video conference and telephone at remote meetings	Review of Data Protection Policy	Education & Engagement Strategy	Green Lanes Management
Green Lanes Management Framework	Blended Working		Local Plan

Volunteering Strategy	Returning to the Office		
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### **Training**

15. Equality, Diversity and Inclusion awareness sessions, were delivered by Josie Hastings and Associates during 2022/23, 2 sessions were arranged for both staff that have recently joined the Authority and staff unable to attend the training last year. Members were also invited to attend the sessions.

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

### **Conclusion**

17. The Authority is committed to the delivery of the Equality Duty as demonstrated in the Equality Statement and will continue to set Corporate Plan targets which provide challenging goals and include consideration of equality, diversity and inclusion issues, and to monitor and publish information on performance against those targets.

**Vikki Thomas**  
Head of HR

**15 November 2023**

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