

## **BARNSELY METROPOLITAN BOROUGH COUNCIL**

**This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.**

### **REPORT OF SERVICE DIRECTOR, BUSINESS IMPROVEMENT AND COMMUNICATIONS TO CABINET 11<sup>TH</sup> JULY 2018**

## **Equality Diversity and Inclusion Strategy 2018-20**

### **1. PURPOSE OF REPORT**

- 1.1 This report proposes an Equality Diversity and Inclusion Strategy for the Council and highlights the key issues for the consideration of Cabinet.

### **2. RECOMMENDATIONS**

**It is recommended that:**

- 2.1 **Cabinet approve the Council's proposed Equality Diversity and Inclusion Strategy.**
- 2.2 **The ten Equality Outcomes are implemented to ensure the Strategy makes a positive contribution towards the Council's Corporate Priorities.**
- 2.3 **Annual progress reports are provided to Cabinet to ensure that effective progress is being made.**

### **3. INTRODUCTION**

- 3.1 The Council introduced its first Equality Scheme in 2009, followed by two revisions in 2012 and 2015, the last of which has now come to an end. The implementation of the Schemes resulted in the Council making significant improvements to the way it embedded equality and diversity into its day to day activities, its service delivery and planning and performance management processes. More importantly over the life time of the three Schemes the Council made important improvements to its services to help challenge and reduce inequality for local people.
- 3.2 However the legislative, policy and financial context within which our work on equality must be developed and implemented has changed markedly in recent years. A new Strategy therefore needs to be cognisant of these changes, of the Council's revised Corporate Priorities and of the objectives and principles outlined in the One Council Strategy.

### **4. PURPOSE OF THE EQUALITY SCHEME**

- 4.1 The Equality, Diversity and Inclusion Strategy details how the Council will put its Equality and Diversity Policy into practice and to meet our Public Sector Equality Duty.

4.2 The Council recognises that all individuals have fundamental human rights and welcomes the diversity of the community living, working and learning in the Borough. As a service provider, community leader and major employer the Council is committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all its activities, having due regard to the need to:

- Eliminate unlawful discrimination;
- Promote equality of opportunity; and
- Promote good relations between all groups irrespective of their disability, race, sex, religion or belief, sexual orientation, trans gender status, age or marital status.

4.3 These are the three aims associated with the Public Sector Equality Duty and the equality priorities and objectives outlined in this Strategy will enable us to make progress on each of these aims.

4.4 The Strategy:

- Develops a new approach to implementing the equality outcomes and objectives, embedding these within mainstream performance activity, giving responsibility for oversight of implementation to key boards;
- Identifies those areas that we consider priorities for addressing (where the greatest inequalities exist that we can have a positive impact upon); and
- Describes how we will make sure we deliver on our plans to promote equality and meet our objectives.

## **5. EQUALITY OUTCOMES AND PRIORITIES**

5.1 The Strategy details the equality outcomes and objectives that the Council will work towards over the two-year lifetime of the Strategy. It also lists some of the key actions it will take to achieve significant progress towards each objective.

### **5.2 Community Equality Outcomes**

The first half of these outcomes and objectives are those that will promote equality, diversity and inclusion in the community. These are:

5.3 A Town Centre that is accessible, safe and welcoming to all.

- An accessible built environment and public spaces
- Innovative support to enable people to access shops and leisure
- A safe, inclusive and welcoming town centre
- Improved access to all principal town centres in the borough.

5.4 Accessible and inclusive services that don't leave people behind.

- Services understand customers' individual access needs.
- Services are better prepared to meet customers' access needs.
- Simple, accessible and easy to follow content on the Council's website.
- Provide interpretation and translation services when people need them.

5.5 Barnsley's diverse communities and their contributions are celebrated.

- Diverse festivals and events involve local people and challenge stereotypes.

- Love Where You Live involves and celebrates all communities.
- Diverse community groups' events and activities are promoted to wider community.
- Remove barriers to volunteering for new arrivals.

- 5.6 Reducing negative experiences, impacts and perceptions of migration.
- Challenge prejudicial beliefs and actions that underpin community tensions.
  - Reducing the impact of migration in local neighbourhoods.
  - Increase provision of suitable English Language learning activities for new arrivals.
  - Prevent radicalisation and violent extremism.

- 5.7 Young people with additional needs achieve better outcomes.
- Help to make independent living an achievable goal for all disabled young people.
  - Ensure young people receive the help and support they need to overcome inequality.

### 5.8 **One Council Equality Outcomes**

If we are to promote equality in the community, as outlined above, then we must make sure Barnsley Council embeds these principles in its own policies, culture and working practices. The Strategy therefore also outlines a number of outcomes that seek to embed equality into everything we do when recruiting and developing employees, when making decisions and when planning services. These are:

- 5.9 All employees feel safe, valued and supported.
- Develop employee diversity networks, increasing engagement activity.
  - Workforce Mobilisation responds to the needs of all employees.
  - Reduce the gender pay gap
  - Promote equality, dignity and respect at work.
  - Give due regard to the equality impact of our HR policies and practice.
- 5.10 Diverse workforce that better reflects the community it serves.
- Positive action to support greater diversity in the workforce.
  - Remove barriers to employment for new arrivals.
  - Improve workforce diversity data.
- 5.11 A flexible workforce with the skills and commitment to meet diverse needs of a diverse community.
- Improve equality and inclusion on-line training offer.
  - Improved training for elected members.
  - Improve advice and guidance for managers and employees.
  - Enable more frequent and better discussions of equality and inclusion objectives in PDRs.
- 5.12 Equality and inclusion is at the heart of everything we do.
- A decision-making process that gives due regard to the impacts on diverse groups.

- All core strategies to articulate and embed equality objectives.
- Consider equality objectives and potential impacts in procurement projects.

5.13 Better engagement with diverse communities to help improve services.

- More independent equality forums with a stronger voice.
- Equality forums more integrated into mainstream community engagement activity.
- Improve accessibility and inclusivity of mainstream engagement activity.

## **7. LOCAL AREA IMPLICATIONS**

7.1 The actions associated with the equality outcomes will help to support the development of the Local Area Plans and build on communities' abilities to be more involved and promote independence.

## **8. COMPATIBILITY WITH EUROPEAN CONVENTION ON HUMAN RIGHTS**

8.1 The recommendations in the report do not interfere with the Convention Rights and are in accordance with the Human Rights Act 1998.

## **9. PROMOTING EQUALITY AND DIVERSITY AND SOCIAL INCLUSION**

9.1 The purpose of the Equality, Diversity and Inclusion Strategy is to promote equality and challenge discrimination in the fields of employment and service delivery and to ensure the Local Authority meets its obligations under equalities legislation.

## **10. REDUCTION OF CRIME AND DISORDER**

10.1 Whilst this report is focused on promoting equality and as such will help reduce social inequalities which are recognised as a contributing factor towards crime, this is not its prime purpose, and nor is there anything further that could be included in this report to reduce crime.

10.2 The report does include reference to hate crimes and makes it a priority to challenge and prevent these.

## **11. CONSERVATION OF BIODIVERSITY**

11.1 There are no implications for biodiversity within the report.

## **12. RISK ASSESSMENT ISSUES INCLUDING HEALTH AND SAFETY**

12.1 Implementing the Equality, Diversity and Inclusion Strategy will assist the Council to meet its obligations under relevant equalities legislation (as detailed within the Strategy).

12.2 There are no Health and Safety implications associated with the report.

12.3 There is a reputational risk for the Council if it fails to deliver improvements on the Equality Outcomes and Objectives highlighted in the Strategy.

### **13. FINANCIAL IMPLICATIONS**

13.1 There are no direct financial implications arising out of this report or the adoption of the proposed Equality, Diversity and Inclusion Strategy (2018-20).

### **14. EMPLOYEE IMPLICATIONS**

14.1 The Strategy includes reference to the need to further improve workforce diversity, a long-standing commitment of the Council that is well embedded within the existing Workforce Development Strategy.

### **15. LIST OF APPENDICES**

15.1 Appendix 1: Equality, Diversity and Inclusion Strategy 2018-20.

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