

South Lakeland District Council
Council
Tuesday, 18 December 2018
Equality, Diversity and Inclusion Strategy

Portfolio:	Councillor Giles Archibald - Leader of the Council
Report from:	Debbie Storr - Director of Policy and Resources (Monitoring Officer)
Report Author:	Paul Mountford - Principal Performance and Intelligence Officer
Wards:	(All Wards);
Forward Plan:	Budget and Policy Framework Decision included in the Forward Plan as published on 10 August 2018

1.0 Expected Outcome

- 1.1 The expected outcome is that the South Lakeland District Council (SLDC) Equality, Diversity and Inclusion (EDI) Strategy 2019-22 is adopted by Council. The Strategy will set new EDI objectives to improve accessibility and inclusivity at SLDC in compliance with the Public Sector Equality Duty.

2.0 Recommendation

- 2.1 It is recommended that Council adopt the South Lakeland Equality, Diversity and Inclusion Strategy 2019-22 to replace the existing Equality Scheme within the Council's Policy Framework.**

3.0 Background and Proposals

- 3.1 The South Lakeland District Council EDI Strategy 2019-22 (draft enclosed as Appendix 1 to this report) sets out how South Lakeland District Council (the Council) is meeting the requirements of the public sector equality duty under the Equality Act 2010. This includes setting out specific equality objectives, as well as containing useful statistics about our communities to illustrate the different needs of people in South Lakeland.
- 3.2 The Council first adopted an Equality Scheme in 2006. Since then there have been various revisions to ensure the scheme meets current legislation.
- 3.3 The Council last updated its Equality Scheme and published objectives in 2016. The Equality Act 2010 (Specific Duties) Regulations 2011, provides that public bodies must publish equality objectives at least every four years. For this reason, and to be in line with the Customer Connect Programme changes, it is proposed that new equality objectives for 2019-2022 are adopted.
- 3.4 The Strategy includes definitions of the terms Equality, Diversity, and Inclusion. It is recommended to adopt this updated terminology into the title of the new document, and for this document to supersede the current Equality Scheme 2016-19 which sits within the Council's Policy Framework.

3.5 It is proposed that the EDI Strategy will have its performance reviewed annually by the Overview and Scrutiny Committee. This will make it a dynamic document allowing responses to emerging needs, such as changing population or rates of digital inclusion.

4.0 Consultation

4.1 An earlier draft EDI Strategy has been taken to the South Lakeland Equality and Diversity Partnership which is composed of interested representatives from the public and voluntary sectors around EDI.

4.2 The draft EDI Strategy 2019-2022 was endorsed for recommendation to Council by the Council's Overview and Scrutiny Committee on 26 October 2018 and Cabinet on 28 November 2018.

5.0 Alternative Options

5.1 No credible alternative to publishing new equality objectives to comply with the Equality Act 2010 (Specific Duties) Regulations 2011. The consequences of not approving new objectives would be the increased risk of legal challenge.

6.0 Links to Council Priorities

6.1 This policy update is a policy framework decision that supports good performance with the Council Plan.

6.2 The EDI Strategy 2019-22 links to the health and well-being section of the Council Plan.

7.0 Implications

Financial, Resources and Procurement

7.1 The financial implication for the EDI Strategy objective 2 action 'promote the installation of Changing Places facilities in the community and incorporate where we can within our own buildings'. This may be partly accommodated within a capital budget of £50k in 2018/19 identified for Disabled Toilet Improvements and further growth may be required for additional identified funding.

7.2 The financial implications for other EDI Strategy objectives will be included within business as usual or accommodated by existing resources. If additional growth is identified this will be considered in future budgets.

Human Resources

7.3 Employee equality statistics, titled Workplace Profile, are published on the website as part of the public sector equality duty. A link to the statistics is provided in the EDI Strategy 2019-22.

Legal

7.4 By producing and publishing an EDI Strategy with objectives, the Council will comply with the general equality duty and the public sector equality duty as set out in the Equality Act 2010.

Health, Social, Economic and Environmental

7.5 A Health, Social, Economic and Environmental Impact Assessment has been completed and attached at appendix 2.

7.6 Summary of health, social, economic and environmental impacts: more accessible and inclusive working environment at SLDC, improved digital accessibility for communications using digital services, EDI training opportunities for all SLDC employees and members.

Equality and Diversity

7.7 An Equality Impact Analysis has not been completed because by its very nature the EDI Strategy is drafted with a view to having a positive impact on equality and diversity.

Risk

Risk	Consequence	Controls required
EDI Strategy and new equality objectives not adopted.	Risk of external legal challenge, not meeting a statutory requirement and potential impact on the Council's reputation.	EDI Strategy is implemented, managed and monitored.

Contact Officers

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Appendices Attached to this Report

Appendix No.	Name of Appendix
1	South Lakeland District Council Equality, Diversity and Inclusion Strategy 2019-2022 (draft)
2	Health, Social, Economic and Environmental Impact Assessment

Background Documents Available

Name of Background document	Where it is available
South Lakeland District Council Equality Scheme 2016-19	http://democracy.southlakeland.gov.uk/ieDecisionDetails.aspx?ID=2902

Tracking Information

Signed off by	Date sent
Legal Services	01/10/2018
Section 151 Officer	01/10/2018
Monitoring Officer	01/10/2018
CMT	11/10/2018

Circulated to	Date sent
Assistant Director	01/10/2018
Human Resources Manager	01/10/2018
Communications Team	01/10/2018
Leader	09/10/2018
Committee Chairman	N/A
Portfolio Holder	09/10/2018
Ward Councillor(s)	N/A
Committee	26/10/2018
Executive (Cabinet)	28/11/2018
Council	18/12/2018