

Individual Executive Member Decision

Title of Report:	Equality Objectives Annual Report - January 2014
Report to be considered by:	Individual Executive Member Decision
Date on which Decision is to be taken:	23 January 2014
Forward Plan Ref:	ID2652

Purpose of Report: To set out the detail of the annual equalities report, required to be published in January 2014.

Recommended Action: To approve for publication the attached annual equalities report.

Reason for decision to be taken: Publication of this report in January each year is required by the Equality Act 2010.

Other options considered: None

Key background documentation: Equality Act 2010

Portfolio Member Details	
Name & Telephone No.:	Councillor Graham Pask – Tel (01635) 864023
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Contact Officer Details	
Name:	Elaine Walker
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Implications

Policy:	None
Financial:	None
Personnel:	None
Legal/Procurement:	Publishing our equality objectives and our progress against them will fulfil our legal requirement to make this information public on an annual basis each January.
Property:	None
Risk Management:	None

Is this item relevant to equality?	Please tick relevant boxes	Yes	No
Does the policy affect service users, employees or the wider community and:			
• Is it likely to affect people with particular protected characteristics differently?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Is it a major policy, significantly affecting how functions are delivered?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Will the policy have a significant impact on how other organisations operate in terms of equality?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Does the policy relate to functions that engagement has identified as being important to people with particular protected characteristics?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Does the policy relate to an area with known inequalities?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Outcome (Where one or more 'Yes' boxes are ticked, the item is relevant to equality)			
Relevant to equality - Complete an EIA available at www.westberks.gov.uk/eia			<input type="checkbox"/>
Not relevant to equality			<input checked="" type="checkbox"/>

Consultation Responses

Members:

Leader of Council: Councillor Gordon Lundie

Overview & Scrutiny Management Commission Chairman: Councillor Brian Bedwell

Ward Members: n/a

Opposition Spokesperson: Councillor Gwen Mason responded: It is very good to see the significant increase in number of carers' that has been identified and the increase in young people using the Castlegate respite facility. Do we know if Equality training for the 31% still to receive training has been organised and if there is a department where it is difficult to deliver the training?

Local Stakeholders:

Officers Consulted: Corporate Board

Trade Union:

Is this item subject to call-in?	Yes: <input checked="" type="checkbox"/>	No: <input type="checkbox"/>
If not subject to call-in please put a cross in the appropriate box:		
The item is due to be referred to Council for final approval		<input type="checkbox"/>
Delays in implementation could have serious financial implications for the Council		<input type="checkbox"/>
Delays in implementation could compromise the Council's position		<input type="checkbox"/>
Considered or reviewed by Overview and Scrutiny Management Commission or associated Task Groups within preceding six months		<input type="checkbox"/>
Item is Urgent Key Decision		<input type="checkbox"/>
Report is to note only		<input type="checkbox"/>

Supporting Information

1. Introduction

- 1.1 The Equality Act 2010 set out a number of general and specific duties required to be undertaken by public authorities. Included in the specific duties was a requirement to prepare a number of specific and measurable equality objectives, and publish an update on progress against these annually each January.
- 1.2 In 2012 the Including Everyone Group agreed a set of objectives that were drawn directly from the Council Strategy 2012-16. Following the refresh of the Council Strategy in 2013, the objectives were reviewed and minor changes applied to maintain consistency with the strategy and to remove completed actions. The amendments are set out in Appendix A.
- 1.3 Under each objective are a number of measurable activities and all are linked directly to the Council's performance measurement framework.
- 1.4 The Equalities Annual Report (shown at Appendix B) provides a brief update on our progress against each activity and is proposed for publication on the Council's website in January 2014 following agreement by Individual Decision.

2. Equalities Impact Assessment Outcomes

- 2.1 This report, whilst pertaining to equalities within the Council, presents a summary of information gathered by different areas within the Council. Any pieces of work being reported on would be subject to their own individual assessment.

3. Recommendations

- 3.1 That the attached report for publication in January 2014.

Appendices

Appendix A – Summary of amendments to the 2012/13 objectives
Appendix B – Equalities Annual Report