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# Annual Equalities Report

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<b>Committee considering report:</b>	Individual Decision on 31 January 2019
<b>Portfolio Member:</b>	Councillor Rick Jones
<b>Report Author:</b>	Rachel Craggs
<b>Forward Plan Ref:</b>	ID3672

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## 1. Purpose of the Report

- 1.1 To request agreement of the Annual Equalities Report. This will enable the Council to fulfil its duty under the Equality Act 2010, which requires local authorities to publish information annually that demonstrates compliance with the general equality duty.

## 2. Recommendation

- 2.1 To agree the Annual Equalities Report.

## 3. Implications

- 3.1 **Financial:** No implications as the Equality Objectives have already been agreed.
- 3.2 **Policy:** Local authorities are required to publish information to demonstrate compliance with the General Equality Duty in January each year.
- 3.3 **Personnel:** No implications.
- 3.4 **Legal:** Publication of the Annual Equalities Report on the Council's website ensures that the Council meets its duty under the Equality Act 2010.
- 3.5 **Risk Management:** The Council will be in breach of the Equalities legislation if the information to demonstrate compliance with the General Equality Duty is not published.
- 3.6 **Property:** No implications.
- 3.7 **Other:**

## 4. Other options considered

- 4.1 No other options have been considered to be relevant.

## 5. Executive Summary

5.1 Following the introduction of the Equality Act 2010, public authorities are required to comply with the General Equality Duty and Specific Equality Duties.

The General Equality Duty requires the Council to have due regard, when exercising its functions, to the need to:-

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Specific Equality Duties require the Council to:-

- Publish information to demonstrate our compliance with the general equality duty in January each year.
- Prepare and publish one or more objectives that act to further any of the aims of the general equality duty at least every four years, beginning in 2012.

5.2 The Council's Equality Objectives have either been drawn from the West Berkshire Council Strategy 2015-19 or have been developed by the Including Everyone Board (IEB), which is chaired by the Corporate Director for Environment.

5.3 In order to meet the requirements of the Specific Equality Duties, the Annual Equalities Report has been developed setting out progress with the Council's Equalities Objectives and the work of the IEB. The report will be published on the Council's website on 31 January 2019, after it has been approved at Individual Executive Member Decision and a copy is attached at Appendix B.

## 6. Conclusion

6.1 The Annual Equalities Report will be published on the Council's website after it has been agreed by Individual Member Decision on 31 January 2019.

## 7. Appendices

7.1 Appendix A – Equalities Impact Assessment

7.2 Appendix B – Annual Equalities Report

## Appendix A

## Equality Impact Assessment - Stage One

<b>What is the proposed decision that you are asking the Portfolio Holder to make:</b>	To agree the Annual Equalities Report prior to publication on the council's website		
<b>Summary of relevant legislation:</b>	The Equality Act 2010 requires public authorities to publish information to demonstrate compliance with the general equality duty in January each year.		
<b>Does the proposed decision conflict with any of the Council's key strategy priorities?</b>	No		
<b>Name of assessor:</b>	Rachel Craggs		
<b>Date of assessment:</b>	14 January 2019		
<b>Is this a:</b>	<b>Is this:</b>		
<b>Policy</b>	<b>No</b>	<b>New or proposed</b>	<b>No</b>
<b>Strategy</b>	<b>No</b>	<b>Already exists and is being reviewed</b>	<b>Yes</b>
<b>Function</b>	<b>No</b>	<b>Is changing</b>	<b>No</b>
<b>Service</b>	<b>No</b>		
<b>1 What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?</b>			
<b>Aims:</b>	The report sets out the council's progress with its Equality Objectives and the achievements of the Including Everyone Board		
<b>Objectives:</b>	To keep residents updated on progress within the council in order to:-  (i) eliminate discrimination, harassment and victimisation.  (ii) advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.		
<b>Outcomes:</b>	Residents are aware of the council's commitment to equality.		
<b>Benefits:</b>	Equality will be seen as core to the way in which the council plans and delivers its services.		
<b>2 Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.</b>			
<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this</b>	
Age	The Annual Equalities Report sets out progress	The Annual Equalities Report.	

	with the Council's Equalities Objectives and the work of the Including Everyone Board. Therefore it will have a positive effect on this group.	
Disability	As above	As above
Gender Reassignment	As above	As above
Marriage and Civil Partnership	As above	As above
Pregnancy and Maternity	As above	As above
Race	As above	As above
Religion or Belief	As above	As above
Sex	As above	As above
Sexual Orientation	As above	As above
<b>Further Comments relating to the item:</b>		
None		
<b>3 Result</b>		
<b>Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?</b>		<b>No</b>
<b>Please provide an explanation for your answer:</b> Because the report will have a positive impact.		
<b>Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?</b>		<b>No</b>
<b>Please provide an explanation for your answer:</b> As above		
<b>4 Identify next steps as appropriate:</b>		
<b>Stage Two required</b>	No	
<b>Owner of Stage Two assessment:</b>	N/A	
<b>Timescale for Stage Two assessment:</b>	N/A	

Name: Rachel Craggs

Date: 14 January 2019