

**BABERGH DISTRICT COUNCIL or / and MIDSUFFOLK DISTRICT COUNCIL**

<b>From: Head of Corporate Organisation</b>	<b>Report Number: M185</b>
<b>To: Strategy Committee</b>	<b>Date of meeting: 8 April 2013</b>

**Publication of equality information in compliance with the Equality Act 2010**

**1. Purpose of Report**

- 1.1 To provide an update for the Strategy Committee on the approach and actions being taken this year by the council in discharging its equality duties under the Equality Act 2010 (Specific Duties) Regulations 2011. ([Details of the duties - Appendix 1.](#))
- 1.2 To seek Strategy Committee's approval for publication of the equality information in April 2013. ([Details of equality information Appendix 2a](#))

**2. Recommendations**

- 2.1 That this Committee is satisfied that the equality information proposed for publication as contained in this report represents an effective means of complying with its duties under the Equality Act 2010.
  - 2.2 That the publication of the proposed equality information on Babergh's website, in April 2013, at <http://www.babergh.gov.uk/your-community/equality-and-diversity-fairness-in-all-we-do/> be endorsed.
- The Committee is able to resolve this matter.

**3. Financial / Legal Implications**

- 3.1 There are no immediate financial or legal implications associated with this report.

**4. Risk Management**

- 4.1 This report is most closely linked with the Babergh and Mid Suffolk District Councils' Joint Corporate / Significant Business Risk No. 04. Key risks are set out below:

Risk Description	Likelihood	Impact	Mitigation Measures
Non-compliance with the Public Sector Equality Duty could lead to challenges from the Equality and Human Rights Commission (EHRC) and possibly reputational and/or financial implications.	2	4	1. Effect a programme of work as the organisation goes through integration, to implement the requirements set out in the Babergh and Mid Suffolk Statutory Equality Duty 2011 Compliance Plan.

## **5. Consultations**

- 5.1 This was an update of existing information; consultation beyond information owners was not carried out.

## **6. Equality Analysis**

- 6.1 The evidence suggested potential communication impacts in respect of age, disability and race: older people, people who are visually impaired or have a learning difficulty, people from Black and Minority Ethnic backgrounds who experience English language barriers and social housing tenants are more likely to be unable to access website based information. Steps will be taken to help mitigate the potential negative communication impacts for these groups and future actions to address communication impacts in the future have been passed to the Communications Corporate Managers for Communications and Organisational Development.

## **7. Shared Service / Partnership Implications**

- 7.1 There are implications for Customer Service Direct (CSD) and Shared Revenues Partnership (SRP) which provide services, by contract and agreement respectively, on behalf of Mid Suffolk/Babergh District Council among other councils. The Council is required to ensure that CSD and SRP comply with equalities legislation.

## **8. Key Information**

- 8.1 Equality information published on Babergh District Council's website in January 2012 was refreshed and prepared for publication in April. ([See Appendix 2a](#))
- 8.2 Babergh District Council provided separate equality information for: Choice Based Lettings, Housing Applications, Housing and Council Tax Benefits and joint Babergh and Mid Suffolk equality information for the Council's workforce. Housing Services and Communities teams have set objectives to make equality information available in 2014.
- 8.3 The areas for which equality information has been provided this year are the same as those covered last year. Workforce data is more limited this year than last because of how it was gathered and analysed. Babergh and Mid Suffolk Housing Services and Communities teams set joint objectives to include equality information from their service areas in 2014.
- 8.4 Equality objectives had already been developed separately by Babergh and Mid Suffolk District Councils prior to integration. In addition the two councils developed joint equality objectives in 2011-12 for: employment and workforce, access to information and services, communities and community engagement, human resources capacity building, equality systems development, and procurement and commissioning. ([See Appendix 2b](#))
- 8.5 The pre-existing objectives set by Babergh District Council before integration have either been achieved or are being integrated into service area delivery plans. Good progress has been made in the development of two of the joint Babergh and Mid Suffolk District Council policies: the Compliments, Complaints and Comments Policy and the Procurement Policy. These will enable the monitoring and reporting of performance against equalities indicators for both these functions in future years.

## 9. Appendices

Appendix 1 – Equality Act 2010 (Specific Duties) Regulations 2011	<a href="http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-1-Equalities-Act-2010.pdf">http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-1-Equalities-Act-2010.pdf</a>
Appendix 2a - Equality Information Reports	<a href="http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-2a-Equality-Information-Reports.pdf">http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-2a-Equality-Information-Reports.pdf</a>
Appendix 2b – Equality Objectives 2012	<a href="http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-2b-Equality-Objectives-2012.pdf">http://bdcdocuments.onesuffolk.net/assets/Uploads/Committees/Committee-Reports/Reports-2012-13/Appendix-2b-Equality-Objectives-2012.pdf</a>

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