

Report of the Head of Community Risk and HR & Development

Equality Monitoring 2019/2020 – Interim Report

Purpose of report

1. To present the Service's Equality Monitoring 2019/2020 – Interim report.

Recommendation

It is recommended the Authority notes the content of the Equality Monitoring 2019/2020 Interim report and approves its publication.

Introduction and Background

2. The Public Sector Equality Duty (PSED) of the Equality Act 2010 requires all public sector organisations to publish equality information at least on an annual basis. The Service usually publishes its equality data by 31 October with a separate Gender Pay Gap report provided for the Audit and Standards Committee the following January for a formal launch in March.
3. In order to align the collection and reporting of the organisation's equality information, the Service is changing its equality reporting arrangements. The Service will produce an annual equality report by 31 January which will include both its Gender Pay Gap reporting and equality monitoring information. This will create a more holistic picture of our data and enable the Service to analyse, explain and consult on the information prior to publication as well as focus our actions in the year ahead. Therefore for 2020, the Service is publishing an interim report to enable the organisation to meet its legal duty to publish equality information annually and support the move to the new reporting date.
4. Due to the coronavirus outbreak, the Equality and Human Rights Commission (EHRC) have suspended their planned compliance activity on the specific duties for 2020. However, where possible the EHRC encourage those bodies who can meet these obligations to do so. The Service will continue to meet its PSED reporting requirements for this year in recognition of the critical importance of progressing our equality, diversity and inclusion agenda.
5. The interim report is shorter than the usual full report and provides an overview of how the Service is meeting the PSED. It summarises our actions and progress on improving equality in the way we serve our communities and how we behave as an employer against our equality objectives. The interim report covers the period from the 1 April 2019 to 31 March 2020.

6. The Service has three equality objectives for 2017 – 2020 (as published on our Service website). These objectives are as follows:
 - **Leadership and Corporate Commitment**
We will encourage a culture that supports equal treatment, opportunity, inclusion and transparency at all levels of the Authority
 - **Service Delivery and Community Risk**
We will make sure that our prevention, protection and response activities target the most vulnerable people and the greatest risks
 - **People and Culture**
To have a diverse workforce that represents our community
7. The interim report has a refreshed format and has been written with a view to be inclusive, reader friendly and compatible with Google Translate.
8. The full equality report to be published in January 2021 will provide detailed information about our areas of equality work and highlight any areas of focus. It will also cover our workforce diversity in more detail and provide an analysis across the protected characteristics. This will inform our Equality, Diversity and Inclusion plan and associated yearly delivery frameworks in support of our overarching People Strategy 2020-2022.
9. The Equality Monitoring 2019/2020 – Interim report is attached as Appendix 1.

Conclusion/Summary

10. The Service continues to prioritise a commitment to advancing equality and becoming a more inclusive employer. The report has been shared with our Member EDI Champions and the Organisational Development and Challenge Group.
11. Members are asked to note the contents of the Equality Monitoring 2019/2020 – Interim report.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	<p>There are no resource implications arising from publishing the interim report. Implications of championing and embedding equality into mainstream business may incur financial support for implementation, management support, dissemination of resources and consideration of different ways of working e.g. around equality monitoring, staff training on EDI.</p> <p>The Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. The Equality Monitoring interim report aims to help us meet our statutory duty.</p>
---	--

Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The Equality Monitoring interim report helps to support our vision and core values and links to our People Strategy – specifically Commitment 2: Equality & Diversity.
Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	Failure to adopt measures that demonstrate an ongoing commitment to equality, diversity and inclusion may damage our reputation as an employer of choice and attract public, media and political scrutiny. Publishing equality information on at least an annual basis is a requirement of the PSED.
Consultation (identify any public or other consultation that has been carried out on this matter)	<p>The future quality of equality monitoring depends on a collaborative approach being taken by the HR & Development team and other business areas. It is anticipated that further work will take place with departments to make sure there is greater consistency of data across the business areas.</p> <p>Ongoing consultation and engagement with the ODCG, Women@HWFire and representative bodies continues to take place on equality workstreams. A copy of the report has been shared with the ODCG and any feedback received will be considered going forward.</p>
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	An equality impact assessment was carried out to assess the impact the report may have on protected groups. When published on our website the report should work well with Google Translate, enabling the content to be accessed in languages other than English. The report format is also dyslexia friendly. Other formats can be made available upon request.

Supporting Information

Appendix 1 – Equality Monitoring 2019/2020 – Interim report