



Corporate Board

15 November 2022

◆ EQUALITIES AND DIVERSITY ANNUAL REPORT AND OBJECTIVES

Report of Senior Management Team

All Wards
Key Decision = Y

1.0 Purpose of Report

- 1.1 To request the approval of the Council's annual report including draft objectives and associated action plan for Equalities and Diversity (for 2021/22 and 2022/23) for onward consideration at Full Council on 6 December 2022.
- 1.2 To provide an update on activities on equalities and diversity including performance and the action plan for 2020/21 and 2021/22.

2.0 Decisions Sought

- 2.1 To approve the draft objectives for Equalities and Diversity for adoption by Full Council.
- 2.2 To note the performance of the Council in relation to Equalities and Diversity and make comments/recommendations.

3.0 Link to Corporate Priorities

- 3.1 Equalities and Diversity is a key corporate priority that covers all areas of responsibility of the Council.

4.0 Introduction & Background

- 4.1 Each year the Council reviews its performance in relation to Equalities and Diversity through the production and approval of an Annual Report. As part of the Annual Report there is a review of achievements relating to the previous year's objectives and approval of objectives for the forthcoming year.
- 4.2 The Council has an established internal Corporate Equalities and Diversity Group that manages and monitors the approach to Equalities and Diversity. This Group has supported the production of the attached Annual Report (see **Appendix 1**).
- 4.3 In addition, there is a wider consultative group that the Council works with to ensure the interests of all groups are taken into account, in particular those with 'protected characteristics' as defined in the Equality Act 2010. The report presented takes into

account feedback received from this group.

4.4 As a result of Covid19 it was not possible to provide an update to Members in 2021. This report therefore covers 2020/21, 2021/22 and into 2022/23. It has been decided to not produce an updated action plan for 2022/23 given the impending Local Government Reorganisation (LGR) covering North Yorkshire.

4.5 Members are requested to note the Equalities Objectives for 2021/22 into 2022/23 as set out in **Annex 5** of the Annual Report (**Appendix 1**).

5.0 Consultation with Scrutiny and wider consultation group

5.1 The Objectives, annual report and action plans have not been circulated to the wider consultation group for feedback given the timing of this report relative to LGR.

5.2 The Objectives, have been reviewed to reflect to take into account national issues, but have not been widely consulted on due to time pressures caused by Covid19.

5.3 Members are asked to comment on the objectives and actions planned in the **Appendices**.

6.0 Equalities performance

6.1 Each year Councils are required to review their performance on Equalities and Diversity by producing an annual report that is approved by Full Council. In 2020 this was approved at the December 2020 Council.

6.2 Members are asked to note and comment on the Annual Report 2019/20.

7.0 Recommendations

7.1 Members are requested to note the objectives for Equalities and Diversity for 2021/22 into 2022/23 for onward communication to Full Council

7.2 To note the performance of the Council in relation to Equalities and Diversity as set out in the Annual Report for 2020/21 and 2021/22 and make comments.

8.0 Corporate Implications

Scrutiny Consultation	No specific consultation has taken place with Scrutiny.
Community Engagement	Having met with the Equalities and Diversity Consultative Group in November 2014, the Group agreed they would prefer to operate 'virtually' by corresponding via e-mail. Since then, consultation has taken place using e-mail and comments received from members of the Group have become part of the attached Annual Report.
Environment & Sustainability	None.
Financial Implications and Efficiencies	None.
Legal Implications	The Council has a legal requirement to publish its equalities and diversity objectives at least every four

	years and to publish an annual performance report. This report ensures compliance with this requirement.
Risk Implications	The Council needs to consider Equalities and Diversity requirements in all its activities. There are significant risk implications if it fails to do this. By setting up a Corporate Equalities Group to deliver both legal and best practice arrangements this will significantly reduce the risk to the organisation.
Human Resource Implications	HR performance issues are contained in the draft objectives and performance report. The HR and Payroll Manager is a key member of the Corporate Equalities and Diversity Group.
Equalities Implications	This report covers equalities and diversity and thus implications are covered in the body of the report.
Health & Safety Implications	Equalities and Diversity is a key health and safety issue, and as the HR and Payroll Manager sits on the Corporate Equalities and Diversity Group, this ensures that Health and Safety implications are addressed.

9.0 Further Information

- 9.1 Background Papers – Equality Act 2010
- 9.2 File Reference – None.
- 9.3 Appendices - **Appendix 1** – Annual Equalities Report 2020/21 and 2021/22 (including Equalities Objectives for 2021/22 into 2022/23 at Annex 4)

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