



REPORT TO:	OVERVIEW AND SCRUTINY COMMITTEE
DATE:	24 NOVEMBER
REPORT OF THE	PROGRAMME DIRECTOR PEOPLE AND RESOURCES MARGARET WALLACE
TITLE OF REPORT:	EQUALITIES PROGRESS REPORT
WARDS AFFECTED:	ALL

EXECUTIVE SUMMARY

1.0 PURPOSE OF REPORT

- 1.1 This report details progress on the Equalities action plan alongside updating on activities and initiatives undertaken by the Council to further its equalities aim.

2.0 RECOMMENDATION

- 2.1 It is recommended that:

- (i) Overview and Scrutiny Committee note the Equalities Progress report

3.0 REASON FOR RECOMMENDATION

- 3.1 The report details the ongoing work and action plan associated with its equalities aims. The Council Plan identifies a specific pledge that “Delivering better equality across the district is central to everything the council does and it is committed to doing all it can to be a welcoming and inclusive place characterised by diversity”.
- 3.2 This report evidences the progress that the Council continues to make in regard to this priority; highlighting examples from across the business of how equality, diversity and inclusion are championed; and services improved for the betterment of all citizens.

4.0 SIGNIFICANT RISKS

- 4.1 There are significant risks mitigated through the use of effective policies that help prevent discrimination in the workplace. By helping improve knowledge and understanding of equalities issues the Council is ensuring compliance with legislation.

5.0 POLICY CONTEXT AND CONSULTATION

- 5.1 The delivery of equalities requires the Council to be compliant with a number of key policies and legislation. Ryedale District Council must show compliance with, in particular:
- The Equality Act 2010
 - The Public Services (Social Value Act) 2013
- 5.2 Delivery of effective equalities work is dependent on effective impact assessing and ensuring consideration is paid to the experiences of minority groups to ensure they do not become further marginalised. Equalities impacts are identified in all cases via the impact assessment forms and reported through the appropriate covering reports when required.

REPORT

6.0 REPORT DETAILS

- 6.1 Significant progress has been made on the delivery of the equalities action plan; the introduction of CommonPlace, a community engagement software platform, aims to connect people to the places where they live, work and play and encourages residents to identify local issues and participate in sharing their experiences of living in Ryedale. This has included participating in consultations on active travel and geothermal energy.
- 6.2 In light of the changes to British Sign Language being recognised as a language in its own right a number of sessions were held with staff to help improve their knowledge of the language and of people who identify as being part of the D/deaf community. This has further extended to the exploration of sign language translation services which will be included in a future contract for translation facilities.
- 6.3 More work is now being undertaken to establish the impact of awareness sessions and equalities training have had on staff; including tracking how confident they feel around specific subjects. So far this has included dementia awareness and an evaluation of the D/deaf awareness sessions. In all cases a noticeable improvement in the knowledge and confidence of staff has been achieved.
- 6.4 All service plans contain reference to equalities work and following a review of the impact assessment forms it is anticipated that greater visibility and understanding of equality impacts will be generated at a service level; including consideration of appropriate measures that will need to be introduced to prevent any impacts occurring.
- 6.5 Ongoing work includes the Let's Talk campaign which is being supported by the Community Team and is a large-scale county wide initiative to help understand the needs of residents. This will also include the capturing of demographic information to help develop effective profiling to help with the development of future plans for the new North Yorkshire Council..

7.0 IMPLICATIONS

7.1 The following implications have been identified:

- a) Financial
 - There are no financial implications associated with the report.
- b) Legal
 - There are legal implications associated with the report
- c) Other (Equalities, Staffing, Planning, Health & Safety, Environmental, Crime & Disorder)
 - There are no other implications associated with the report.

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Background Papers:

Appendix A – Equalities Progress Report October 2022