

Classification: Public

Key Decision: No

Gravesham Borough Council

Report to: Community and Leisure Cabinet Committee

Date: 02 February 2021

Reporting officer: Community Involvement Officer

Subject: Gravesham Borough Council Equality Policy and Objectives

Purpose and summary of report:

To present the new Gravesham Borough Council Equality Policy and Objectives for 2021-24 including action plan

Recommendations:

1. Note the content of the report
2. Provide comments on the draft Equalities Policy and Objectives, enabling the Cabinet Member for Community & Leisure to recommend adoption at Full Council on 23 February 2021

1. Introduction

- 1.1 The Equalities Act 2010 legally protects people from discrimination in the workplace and wider society. As a local authority, the council is required to prepare and publish one or more objectives to show how we will achieve the aims of the general equality duty.
- 1.2 The current equalities objectives expired in 2020 and as part of the development of the council's new equalities objectives officers were requested to review the Equality Policy. This has now been revised and combined with the equalities objectives and action plan.

2. Gravesham BC Equality Policy and Objectives and action plan 2021-24

- 2.1 Following a review of the council's 2016-20 Equalities Statements and Objectives, new objectives were drafted and submitted to management team back in September 2020.
- 2.2 Since this date an Equalities Officer Group has been established and has assisted with the development of a detailed action plan and a new Equalities Policy to help the council deliver its equalities ambitions and meet its legal duties under the Equalities Act.

- 2.3 The work has been guided by the Equality Framework for Local Government 2020, examples of good practice by council's from across the country and discussion with the Kent Equalities Cohesion Council.

3. Recommendations

- 3.1 Members of the committee are asked to comment on the new policy, objectives and action plan enabling the Cabinet Member for Community & Leisure to recommended adoption at Full Council on 23 February 2021

4. BACKGROUND PAPERS/ APPENDICES

Anyone wishing to inspect background papers should, in the first place, be directed to Committee & Electoral Services who will make the necessary arrangements.

Appendix II Gravesham Borough Council Equality Policy, Objectives and Action Plan 2021-24

IMPLICATIONS	APPENDIX 1
Legal	The council has a legal duty to prepare and publish one or more equality objectives to achieve the aims of the Equality Duty
Finance and Value for Money	There are no financial implications in relation to this report
Risk Assessment	A failure to meet the duty to ensure compliance could lead to the council being reported to the Equalities and Human Rights Commission, damage to the reputation of the council and the potential to impact on community tensions.
Data Protection Impact Assessment	<i>A data protection impact assessment (DPIA) should be carried out at the start of any major project involving the use of personal data or if you are making a significant change to an existing process.</i>
	<p>a. Does the project/change being recommended through this paper involve the processing of personal data or special category data or criminal offence data? A definition of each type of data can be found on the Information Commissioner's Office website via the above links.</p>
	<p>b. If yes to question a, have you completed and attached a DPIA including Data Protection Officer advice?</p>
	<p>c. If no to question b, please seek advice from your nominated DPIA assessor or the Information Governance Team at gdpr@medway.gov.uk.</p>
Equality Impact Assessment	<p>a. Does the decision being made or recommended through this paper have potential to cause adverse impact or discriminate against different groups in the community? If yes, please explain answer. No</p>
	<p>b. Does the decision being made or recommended through this paper make a positive contribution to promoting equality? If yes, please explain answer. Yes the purpose of the Equality Objectives is to enable the council to fulfil its legal obligations under the Equality Duty to tackle discrimination and promote equality</p>
	<i>In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above</i>
Corporate Plan	This policy and objectives form part of the councils "golden thread". Actions support putting the customer first, developing a supportive and resilient community and an employer of choice
Climate Change	There are no direct impacts
Crime and Disorder	Promotion of equalities supports better relationships and therefore has potential to reduce crime and disorder e.g. hate crime
Digital and website implications	There are no digital implications. The equality objectives will be loaded onto the GBC website.

Safeguarding children and vulnerable adults

Promoting equalities positively assists