

Classification: Public

Key Decision: No

Gravesham Borough Council

Report to: Community and Leisure Cabinet Committee

Date: 14 September 2021

Reporting officer: Community Involvement Officer

Subject: Equalities Objectives and Action Plan Update

Purpose and summary of report:

To update the Community and Leisure Cabinet Committee of progress of the Equalities Policy, Objectives and Action Plan.

Recommendations:

Community & Leisure Cabinet Committee are asked to note the report.

1. Introduction

1.1 In February 2021, the council's Equalities Policy, Objectives and Action Plan was adopted. The policy sets out two main objectives and four themes. The objectives are:

- Understanding our communities and workforce and how people could be disadvantaged or discriminated against because of a protected characteristic.
- Building a cohesive and inclusive borough as a service provider, employer and community leader.

1.2 The actions are themed as follows:

- Understanding and working with our communities
- Leadership and organisational commitment
- Responsive services and customer care
- Diverse and engaged council

2. Action Plan Update

2.1 An action plan was developed to ensure delivery against each of the main objectives. A copy of the action plan with an update from June 2021 is attached to this report as appendix II

2.2 Progress has been made against many of the actions whilst others are more complex involving input from a range of services.

3. Recommendations

3.1 The report is for information

4. BACKGROUND PAPERS

Appendix I Gravesham BC Equality Policy and Objectives

Appendix II Gravesham Equalities Action Plan

IMPLICATIONS	APPENDIX 1
Legal	The Equality Strategy helps the council deliver and meet its obligations under the Equalities Act 2010
Finance and Value for Money	The report is for information only.
Risk Assessment	The report is for information only
Data Protection Impact Assessment	<p><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> <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? N/A</p> <p>b. If yes to question a, have you completed and attached a DPIA including Data Protection Officer advice? N/A</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. N/A</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 as the Equalities Strategy is the overarching document that guides council work ensuring that the council is meeting its legal requirements and is promoting equality.</p> <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></p>
Corporate Plan	#2 Place –Connected Community #3 Progress – Strong Leadership
Crime and Disorder	N/A this report is for information only
Digital and website implications	There are no implications

**Safeguarding
children and
vulnerable adults**

N/A this report is for information only