

OVERVIEW AND SCRUTINY PERFORMANCE BOARD 18 JANUARY 2017

EQUALITIES AND DIVERSITY - UPDATE

Summary

1. The Cabinet Member with Responsibility for Transformation and Commissioning and the Corporate Equality and Diversity Manager have been invited to update the Board on the progress made against the recommendations detailed in Appendix 1 (attached) since the Board last discussed the County Council's work in relation to equalities and diversity.

Background

2. The Cabinet Member and the Corporate Equality and Diversity Manager attended the Overview and Scrutiny Performance Board (OSPB) on 23 June 2016. Following the meeting the Board sent a letter to the Cabinet Member setting out a number of recommendations (attached at Appendix 1).

3. The letter also invited the Cabinet Member to attend OSPB in January 2017 to update Members on developments.

4. Members will recall that the Council's Equality and Diversity function is located in the Commercial and Change Directorate (COaCH). It is delivered by the Corporate Equality and Diversity Manager, supported by a part-time Administrator. They ensure that, as the Council undertakes major transformation, equality governance and processes evolve to support the Council in paying due regard to the requirements set out in Equalities legislation.

Progress update (including introduction of Gender Pay Gap Regulations)

5. A verbal update will be delivered to Members setting out:

- Progress against the recommendations in Appendix 1
- Clarification of anticipated Government regulations in respect of Gender Pay Gap Reporting.

Purpose of the Meeting

6. The Board is asked to:

- consider the information in the update
- determine whether it would wish to carry out any further scrutiny, and
- agree whether it would wish to make any further comments to the Cabinet Member with Responsibility for Transformation and Commissioning.

Supporting Information

Appendix 1 – Letter to the Cabinet Member with Responsibility for Transformation and Commissioning following 23 June 2016 OSPB

Contact Point for this Report

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Background Papers

In the opinion of the proper officer (in this case the Head of Legal and Democratic Services) the following are the background papers relating to the subject matter of this report:

- Agenda and minutes of the Overview and Scrutiny Performance Board meeting held on 23 June 2016
- [All agendas and minutes are available on the Council's website here.](#)



To: Councillor Roberts, Cabinet Member with Responsibility for Transformation and Commissioning

Cc: Members of the Overview and Scrutiny Performance Board
Corporate Equality and Diversity Manager

5 August 2016

Dear Andy

EQUALITY AND DIVERSITY

Thank you for attending OSPB on 23 June to discuss issues relating to Equality and Diversity. In the light of these discussions, the Board has agreed the following recommendations:

Recommendations for the CMR for Transformation and Commissioning

The Cabinet Member should:

Quick wins

1. Ensure that the 3 aims of the General Equality Duty are fully aligned with the Council's Corporate Plan.
2. Share the Equality and Diversity Manager's agenda report with District Councils in order to encourage a Countywide approach to public sector equality duties.
3. Consider how the Council can hold the CMR to account for the Council's Statutory Duties and how the outcomes can be reported.

Medium term

4. Ensure user engagement with hard to reach groups is improved, with the support of user groups themselves.
5. Examine if a gender pay gap exists within the Council, if so what it is and how can it be reduced.

Longer term

6. Consider how Economic and Social Deprivation issues with regard to equality can be addressed and tackled.
7. Consider the development of a local duty to join up Directorates' strategies to look at equality of access to services to include education, bus services, rural spend, mobile services, broadband services and social isolation.

Richard Udall
Chairman
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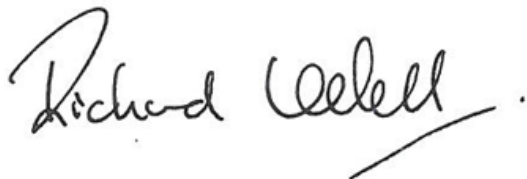
Recommendations for Overview and Scrutiny

OSPB should:

1. Ensure that equality and diversity is embedded into scrutiny's QA approach, reported on in complaints reporting, and included in Member training in 2017. (Quick win)
2. Ask the Vice Chairman of OSPB, when reporting on commissioning outcomes, to identify how Equality and Diversity is approached and assess the quality of that approach. (Medium term)
3. Ask Adult Care and Well-being O&S Panel to look at disability employment, including SEN. (Longer term)

I would also like to invite you to attend the OSPB meeting in January 2017 to update members on developments.

Yours sincerely

A handwritten signature in black ink that reads "Richard Udall". The signature is written in a cursive style with a long horizontal stroke at the end.

Richard Udall
