

Report of Director of Communities and Environment

Report to Executive Board

Date: 24th July 2019

Subject: Equality Improvement Priorities Progress Report 2018 – 2019

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Will the decision be open for call-in?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

1. Main issues

- The Equality Improvement Priorities 2018 - 2022 were approved by Executive Board in July 2018. Executive Board also requested that they receive annual reports on progress. The Equality Improvement priorities were produced to ensure that the council meets its legal duties under the Equality Act 2010.
- The priorities were developed to complement the Best Council Plan priorities and help to underpin the ambition to be the best city in the UK: one that is compassionate with a strong economy, which tackles poverty and reduces the inequalities that still exist.
- During the year there has been some work undertaken to review/amend or complete the Equality Improvement Priorities. Of the 32 equality improvement priorities published in approved in 2018, 19 priorities and their performance indicators/measures will remain the same. The rest are either: completed; subsumed within mainstream work or have been amended and an additional 4 priorities with performance indicators/measures have been developed.
- The council has a legal duty to publish information to show their compliance with the Equality Act duty.

2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

- Equality Improvement Priorities have been designed to complement the best council plan priorities and the plans ambition to be a compassionate city with a strong economy.

3. Resource Implications

- All resources deployed for the work articulated in this report are within budget and part of the Councils mainstream service delivery.

Recommendations

The Executive Board recommendations are to:

- Approve the Equality Improvement Priorities Annual Report 2018 – 2019; and
- Agree to sign off the completed priorities for 2018/19
- Approve the new and amended priorities for 2019/20
- Invite a further report in July 2020
- Note that the Director of Communities and Environment is responsible for the implementation of decisions made by Executive Board in respect of this report.

1. Purpose of this report

- 1.1 This report sets out the annual progress against the council's Equality Improvement Priorities for 2018 – 2022. It also outlines the reviewed, amended and completed priorities outlined in Appendix 1.

2. Background information

- 2.1 Compliance with the Equality Act 2010 includes a specific duty to develop equality priorities which are reviewed every 4 years. The specific duty requires local authorities to:
- publish accessible information outlining the equality analysis which has taken place to inform equality objectives;
 - engage with people who have an interest in furthering the aims of the general equality duty; and
 - demonstrate progress against equality objectives for both employment and service delivery: and
 - publish information to show their compliance with the Equality Duty, at least annually
- 2.2 The council's Equality Improvement Priorities have taken into account the protected characteristics as required under the Equality Act 2010. They also recognise poverty as a barrier that limits what people can do and can be. As a result priorities were included that address poverty as the council recognises that a number of the protected characteristics are disproportionately represented in those living in poverty.
- 2.3 The council's Equality Improvement Priorities have taken into account the protected characteristics as required under the Equality Act 2010. They also recognise poverty as a barrier that limits what people can do and can be. As a result priorities were included that address poverty as the council recognises that a number of the

protected characteristics are disproportionately represented in those living in poverty.

3. Main issues

- 3.1 Progress against each of the council's equality improvement priorities during 2018 – 2019 is attached in Appendix 2. This update is not intended to give a comprehensive view of all the work that has been undertaken but provides an overview and examples from across all directorates.
- 3.2 The Equality Improvement Priorities recognise that there are currently different outcomes and experiences for different groups and communities and were developed to support the Best Council ambitions of Compassionate City and a Strong Economy and progress is reported against these.
- 3.3 The Equality Improvement Priorities Annual Report now includes progress on the delivery of the workforce Inclusion and Diversity work which was approved by Executive Board in July 2017.
- 3.4 In addition to the current Equality Improvement Priorities some work has taken place on refreshing and amending the existing priorities and developing new ones. Equality Improvement Priorities can be revised or new ones developed at any point during the year.
- 3.5 The work on the refresh and development of new Equality Improvement Priorities has been led and developed by Directorates and/ or Services to reflect their equality improvement work.
- 3.6 All of the refreshed and new strategic equality improvement priorities have been: informed by qualitative and/or quantitative intelligence and various consultation and engagement activities.
- 3.7 The annual reporting, refresh and development of new equality improvement priorities is tied in to the business planning cycle for the council. This enables data analysis and consultation and engagement activities used for developing the annual budget proposals and Best Council Plan to also inform the equality improvement priorities.
- 3.8 Details of the refreshed, amended and new priorities as attached as appendix 1. These are high level strategic priorities which are supported by delivery/action plans for implementation.
- 3.9 The table outlines priorities highlighting which ones have been refreshed, which ones are new and which have been completed. Work will take place over the next 12 months to seek to identify and improve ways to report equality progress, demonstrate improved outcomes and the impact on inequality.

4. Corporate considerations

4.1 Consultation and engagement

- 4.1.1 This report provides a progress update on the Equality Improvement Priorities. Extensive public consultation on the Best City Priorities and budget setting has been used to inform the priorities. Service specific consultations have taken place to inform the revised/new priorities.

4.2 **Equality and diversity / cohesion and integration**

- 4.2.1 The Equality Improvement Priorities are in place to provide focus to address issues of inequality. They are based on evidence of disproportionate outcomes, which we are seeking to challenge and change.
- 4.2.2 The tools and mechanisms that the council use will continue to play a pivotal role in identifying and addressing inequality and these priorities form one part of this approach. Equality Impact Assessments continue to take place and will inform further developments in each of these priorities.

4.3 **Council policies and the Best Council Plan**

- 4.3.1 The Equality Improvement Priorities are an integral part of the Best Council Plan priorities and help to underpin the ambition for Leeds to be the best city in the UK: one that is compassionate with a strong economy which tackles poverty and reduces the inequalities that still exist

Climate Emergency

- 4.3.2 There is no direct impact on the Climate Emergency arising from this update report. This report outlines progress against the council's the Equality Improvement Priorities 2018 – 2022. Any direct impact on the Climate Emergency will be addressed by Directorates as part of their equality improvement work which is outlined in the update report.

4.4 **Resources, procurement and value for money**

- 4.4.1 There are no additional resource implications arising from this report.

4.5 **Legal implications, access to information, and call-in**

- 4.5.1 The production of an annual progress report on the Equality Improvement Priorities is a legal requirement to ensure compliance with the Equality Act 2010.
- 4.5.2 This report does not contain any confidential or exempted information and is subject to call in.

4.6 **Risk management**

- 4.6.1 Any risks associated with specific priorities would be addressed as part of service delivery.
- 4.6.2 The risk to the council in not developing 4 yearly equality priorities and/or not publishing an annual progress report is that we will be in breach of the Equality Act 2010 which could result in reputational and possible financial implications for the council.

5. **Conclusions**

- 5.1 The Equality Improvement Priorities Annual Update Report demonstrates progress against the Equality Improvement Priorities 2018 – 2022 and help the council to focus on areas of disproportionality and tackle inequalities

6. Recommendations

6.1 The Executive Board recommendations are to:

- Approve the Equality Improvement Priorities Annual Report 2018 – 2019; and
- Agree to sign off the completed priorities for 2018/19
- Approve the new and amended priorities for 2019/20
- Invite a further report in July 2020
- Note that the Director of Communities and Environment is responsible for the implementation of decisions made by Executive Board in respect of this report.

7. Background documents¹

7.1 None

¹ The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.