

Equality, Diversity and Inclusion Annual Report 2022 – 2023

Date: 26th July 2023

Report of: Director of Communities, Housing and Environment and Director of Strategy and Resources

Report to: Executive Board

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

- The Equality Improvement Priorities 2021 - 2025 were approved by Executive Board in July 2021. Executive Board also requested that they receive annual reports on progress.
- The council's Executive Board approved a new Vision and Action Plan for Equality, Diversity and Inclusion in February 2023 and a part first year update on progress against the 15 high level priorities in the action plan are included alongside the annual update against our Equality Improvement Priorities.
- The council's Equality Improvement Priorities 2021 - 2025 were produced to ensure that the council meets its legal duties under the Equality Act 2010. These continue to recognise poverty as a barrier that limits what people can do and can be.
- They also consider tackling poverty and reducing inequalities with the City's Inclusive Growth Strategy, Health & Wellbeing Strategy and Climate Emergency declaration as key drivers and locality working as a core principle and will help to hard wire the council's approach to improving equality and tackling inequality for the city.

Recommendations

The Executive Board recommendations are to:

- a) Approve the Equality Diversity and Inclusion Annual Report 2022 – 2023 (appendix 1).
- b) Note that the Director of Communities, Housing and Environment is responsible for the implementation of decisions made by Executive Board in respect of this report.

What is this report about?

- 1 The production of the Equality, Diversity and Inclusion Annual Report ensures compliance with the Equality Act 2010 in regards to the Public Sector Equality Duty to report annually against our improvement priorities.

- 2 The council's Equality Improvement Priorities have considered the protected characteristics as required by equality legislation. They also recognise poverty as a barrier that limits what people can do and can be. As a result, priorities have been included that address poverty as the council recognises that several of the protected characteristics are disproportionately represented in those living in poverty.
- 3 Appendix 1 shows progress against each priority over the previous 12 months as well as progress against the new Equality Diversity and Inclusion Action Plan high level actions. It also outlines work that is currently planned to be undertaken over the remaining 2 years of the cycle of the priorities.
- 4 Appendix 2 provides information from the Census 2021 relating to the protected characteristics.

What impact will this proposal have?

- 5 Tackling poverty and reducing inequalities is fundamental to the Best City Ambition.
- 6 The Strategic Equality Improvement Priorities 2021 – 2025 ensure the council continues to meet its legal duties but more importantly improves equality outcomes and tackles the barriers to poverty and disadvantage for the citizens of Leeds.
- 7 The new Equality, Diversity and Inclusion Vision and Action Plan (appendix 3) supports the councils Equality and Diversity Policy and Equality Improvement Priorities against the three identified pillars of People and Communities, Service Delivery through the Council, and Workforce - The Council As An Employer.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing Inclusive Growth Zero Carbon

- 8 The Equality Improvement Priorities are an integral part of the Best City Ambition and help to underpin the ambition for Leeds to be the best city in the UK, compassionate and caring with a strong economy which tackles poverty and reduces inequalities. See appendix one for updates on improvement work around the three pillars at pages 13, 36 and 25 respectively.

What consultation and engagement has taken place?

Wards affected:

Have ward members been consulted? Yes No

- 9 This report provides a progress update on the Equality Improvement Priorities and Equality, Diversity and Inclusion Action Plan. Extensive public consultation on the Best City Priorities and budget setting has been used to inform the Strategic Equality Improvement Priorities. Service specific consultations have taken place to inform the new priorities. Consultation on the Equality, Diversity and Inclusion Vision and Action Plan took place in Spring and Summer 2022.

What are the resource implications?

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

What are the key risks and how are they being managed?

- 11 Any risks associated with specific priorities would be addressed as part of service delivery. The risk to the council in not developing 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 impact and possible financial implications.

What are the legal implications?

12 The production of the Equality Improvement Priorities Annual Report and production of equality objectives at least every four years ensures the council meets its legal duties under the Equality Act 2010.

Options, timescales and measuring success

What other options were considered?

13 No other options were considered.

How will success be measured?

14 Each of the Strategic Equality Improvement Priorities have their own indicators and measures. These are reported annually to Executive Board.

What is the timetable and who will be responsible for implementation?

15 Work to deliver the Strategic Equality Improvement Priorities takes place throughout the year and an update on these can be found at appendix 1. Responsibility for the delivery of the priorities sits with the Director for Communities, Housing and Environment.

Appendices

- Appendix 1 – Equality, Diversity and Inclusion Annual Report 2022– 2023.
- Appendix 2 – Census 2021 EDI Overview
- Appendix 3 - Equality, Diversity and Inclusion Vision and Action Plan

Background papers

- None.