

Report of Director of Communities and Environment

Report to Executive Board

Date: 25th July 2018

Subject: Equality Improvement Priorities Progress Report 2017 – 2018 and Equality Improvement Priorities 2018- 2022

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible 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 of main issues

1. The Equality Improvement Priorities 2016 - 2020 were approved by Executive Board in October 2015. 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.
2. The priorities were developed to compliment 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.
3. During the year work has taken place with Directorates to review the Equality Improvement Priorities to ensure that they are still relevant and continue to reflect the ambition of the council. The revised Equality Improvement Priorities 2018 – 2022 have been developed.
4. The council has a legal duty to publish information to show their compliance with the Equality Act duty.

Recommendations

Executive Board is recommended to:

- Approve the Equality Improvement Priorities Annual Report 2017 – 2018;
and
- Approve the revised Equality Improvement Priorities 2018 - 2022

1 Purpose of this report

- 1.1 This report sets out the annual progress against the council's Equality Improvement Priorities for 2017 – 2018.
- 1.2 It also sets out the council's revised Equality Improvement Priorities for 2018 - 2022.
- 1.3 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
- 1.4 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 Progress Update

- 2.1 Progress against each of the council's equality improvement priorities during 2017 – 2018 is attached in Appendix 1. 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. The progress update also identifies where progress is linked to the council's Breakthrough Projects and locality focussed work.
- 2.2 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.
- 2.3 In addition Human Resources have set out important building blocks that will help the council become more inclusive and representative. To drive further improvement, it has been recognised that we need to have a workforce that is representative of the citizens of Leeds and a culture that is truly inclusive. We know that we need to do more on both counts.
- 2.4 To support the delivery of the workforce Inclusion and Diversity work in 2017 - 2018 it was agreed by Executive Board in July 2017 that progress against the directorate level delivery plans that set out the things they are doing to 'be more

representative, would be included in future Equality Improvement Priorities Annual Update report.

3 Refreshed Equality Improvement Priorities 2018 -2022

- 3.1 In addition work has taken place on reviewing and refreshing the existing priorities and developing new ones as appropriate. This is to ensure that they are still appropriate and reflect the ambitions of the council.
- 3.2 The work on the refresh and review of the Equality improvement Priorities has been led and developed by directorates and/ or services to reflect the equality improvement work for directorates and services.
- 3.3 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.
- 3.4 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.
- 3.5 The reviewed and refreshed Equality Improvement Priorities 2018 -2022 are attached as Appendix 2. These are high level strategic priorities which are supported by delivery/action plans for implementation.
- 3.6 The table outlines priorities highlighting which ones have been refreshed and which ones are new. 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.

4.0 Corporate Considerations

4.1 Consultation and Engagement

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.

4.4 Resources 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 2016 – 2020 and the reviewed and refreshed priorities 2018 – 2-22 help the council to focus on areas of disproportionality and tackle inequalities.

6 Recommendations

6.1 Executive Board is recommended to:

- Approve the Equality Improvement Priorities Annual Report 2017 – 2018; and
- Approve the revised Equality Improvement Priorities 2018 – 2022

7 Background documents¹

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.