

SINGLE EQUALITY STRATEGY 2018-2022

To: **General Purposes Committee**

Meeting Date: **29 May 2018**

From: **Sue Grace, Director of Corporate & Customer Services**

Electoral division(s): **All**

Forward Plan ref: **Not applicable** *Key decision:* **No**

Purpose: **To consider the Single Equality Strategy 2018-2022**

Recommendation: **The committee is asked to:**

- **To endorse the Single Equality Strategy 2018-2022 and recommend its adoption by Full Council;**
- **To support the recommendation to set up an expanded Member working group, that will replace the existing Council Diversity Group, to consider how the strategy can be developed.**

<i>Officer contact:</i>		<i>Member contacts:</i>	
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1. BACKGROUND

- 1.1 The Council is committed to promoting equality and celebrating diversity, in line with the Public Sector Equality Duty, the Equality Act 2010 and the Cambridgeshire Equality Pledge. This means ensuring that:
- Our services are fair and accessible to everyone;
 - We are a fair and equitable employer, committed to achieving a diverse and culturally competent workforce;
 - We recognise and celebrate the diversity of our communities.
- 1.2 To help public bodies meet the requirements of the General Equality Duty, under the 2010 Equality Act, there is a Specific Duty to prepare and publish equality objectives at least every four years. The attached Single Equality Strategy is our response to this Specific Duty.
- 1.3 Our constitution requires that this Strategy be adopted by Full Council. This is why General Purposes Committee is being asked to endorse it and to recommend its adoption by Full Council.

2. MAIN ISSUES

- 2.1 The groups that have developed this strategy, and the accompanying action plan, are:
- The Council Diversity Group (CDG), made up of a Member from each political party and senior officers;
 - And the Equality and Diversity Action Group (EDAG), made up of officers from across Council services who ensure the delivery of the action plan.

There is also a staff and Member Equality & Diversity Network which offers more informal support and opportunities for colleagues and Members to meet together.

- 2.2 The strategy has three objectives – one focused on our workforce, members and employment practices, and the other two focused on delivering fair, accessible services and celebrating diversity in our communities.
- 2.3 Our work around equalities and diversity is very important, hence the need to have the attached strategy endorsed by Full Council. However, we also want to give the opportunity for wider Member involvement in this activity. The context in which we are working is constantly changing and we want to explore how the next version of this strategy can encompass our shared service work with Peterborough City Council, as well as other important developments. This is why we are recommending that we establish an expanded Member working group, that will replace the existing CDG, and an expanded EDAG officer group to incorporate the equalities and diversities responsibilities, to look in more detail at this strategy and the accompanying action plan.
- 2.4 One of the ways we demonstrate our commitment to equality and diversity is through our programme of events. In 2018 these have included:

- A rainbow flag-raising ceremony at Shire Hall for LGBT History Month;
- A 'Be The Rainbow' event where staff across the county came to work in rainbow colours, held a charity rainbow bake sale and a human rainbow heart was photographed for Valentine's Day to celebrate LGBT History Month;
- A Vote100 commemorative photo on the steps of Shire Hall to celebrate the 100th anniversary of the first British women to get the vote;
- A Vote100 Q&A in the Council Chamber with Gillian Beasley and special guests including Professor Mary Beard;
- A celebration of Chinese New Year with a tea ceremony and Chinese food, led by a member of the E&D Staff Network.

More events will be celebrated throughout the year such as Black History Month, International Day of Persons with Disabilities and Gypsy, Roma and Traveller History Month.

3. ALIGNMENT WITH CORPORATE PRIORITIES

- 3.1 This strategy will have a positive impact on all corporate priorities as set out in the appendix:

Developing the local economy for the benefit of all

Helping people live healthy and independent lives

Supporting and protecting vulnerable people

4. SIGNIFICANT IMPLICATIONS

4.1 Resource Implications

It is not envisaged that there will be any significant resource implications.

4.2 Procurement/Contractual/Council Contract Procedure Rules Implications

It is not envisaged that there will be any significant procurement implications resulting from the adoption of this strategy but in the event that any contracts are required these will be procured in line with the councils Contract Procedure Rules.

4.3 Statutory, Legal and Risk Implications

Agreed equality objectives are required as part the Equality Act 2010 and the Single Equality Strategy is part of the County Council's constitution.

4.4 Equality and Diversity Implications

As shown above.

4.5 Engagement and Communications Implications

We will work with colleagues and Members to ensure appropriate engagement and communications of activity which supports the delivery of the strategy's three objectives.

4.6 Localism and Local Member Involvement

Cambridgeshire has a diverse population which varies between Districts. Members will want to consider how the strategy may apply to their own wards and Districts.

4.7 Public Health Implications

Valuing and celebrating equality and diversity can make a positive contribution to people's individual well-being and to community well-being and cohesion.

Implications	Officer Clearance
Have the resource implications been cleared by Finance?	Yes Name of Officer: Tom Kelly
Have the procurement/contractual/ Council Contract Procedure Rules implications been cleared by Finance?	Not applicable
Has the impact on statutory, legal and risk implications been cleared by LGSS Law?	Yes Name of Legal Officer: Fiona McMillan
Have the equality and diversity implications been cleared by your Service Contact?	Yes Name of Officer: Sue Grace
Have any engagement and communication implications been cleared by Communications?	Yes Name of Officer: Matthew Hall
Have any localism and Local Member involvement issues been cleared by your Service Contact?	Yes Name of Officer: Sarah Ferguson
Have any Public Health implications been cleared by Public Health	Yes Name of Officer: Val Thomas

Source Documents	Location
None	Not applicable