

Committee: Establishment Committee	Date: 4 February 2016
Subject: Equality and Inclusion Update	Public
Report of: Director of Human Resources	For Information
Report Author: Tracey Jansen	

Summary

This report provides Members with an update on equality and inclusion activity since my report in November 2015.

Recommendation

Members are asked to note the report.

Main Report

Current Position

Equality analysis toolkit

1. Members will be aware that the Public Sector Equality Duty requires public authorities to have due regard in the exercise of its functions to:
 - Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not
2. Equality analysis is a useful way in which we can demonstrate that we are meeting the requirement to have 'due regard'. A revised toolkit has been drafted with associated revised processes and training for officers. This will be considered by the Equality and Inclusion Board at its next quarterly meeting.

Equality Objectives

3. Work is also underway to update and refresh the City Corporation's Equality Objectives which it is required to publish from April 2016. These are high level objectives and departments will have their own plans in place for how the objectives will be achieved. The Board will also take the opportunity to review and refresh its equality and inclusion action plan for the coming year.

Highlights from the staff networks

4. All networks have continued to hold their quarterly meetings. In addition:

- The Disability Network organised an Access and Empowerment of People of all Abilities conference for staff to coincide with the United Nations International day of Persons with Disabilities. With speakers from MIND the conference was thought provoking and an opportunity for staff to share their experience and ideas.
- The Women's Network hosted the Mag 7 Panel. This is a group of seven business women from across industries that have formed their own network, having first met on a training course. They outlined and promoted the benefits of networking with the audience followed by a questions and answers session.
- The BAME Network organised an exclusive tour for staff with the curator Katy Pearce of No Colour Bar – Black British Art in Action 1960 - 1990. Attended by two of the artists, the Network members were given a personal tour of the event by the artists. The attendees were able to discuss the artists' work with them and were given insight into the period and the work of some of the other artists.

Review of service delivery and business planning

5. The business planning template has been amended to reference equality analysis. A session with the business planners from all departments included a session on the Public Sector Equality Duty and the importance of undertaking equality analysis where appropriate to do so.

Conclusion

6. Preparations are well underway to refresh our overall approach to embedding equality and inclusion in both service delivery and employment. The revised action plan and objectives will be reported to the next meeting of the Committee. The Staff networks are now fully established and up and running with their own aims, objectives and plan of activities for the year.

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