

For General Release

REPORT TO:	CABINET 25th March 2019
SUBJECT:	Equality Annual Report
LEAD OFFICER:	Hazel Simmonds Executive Director Gateway Strategy & Engagement
CABINET MEMBER:	Councillor Hamida Ali Cabinet Member for Safer Croydon & Communities
WARDS:	ALL
CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON: The Council's Equality and Inclusion Annual Report 2018 provides an update on the progress made in implementing the statutory equality objectives that are set out in the Equality and Inclusion Policy 2016-20 to reduce inequality and promote opportunity and fairness for all communities in the borough. It is aligned with the Community Strategy and the Corporate Plan. The Equality and Inclusion Annual Report sets out the progress made in line with the statutory duty to publish information each year.	
FINANCIAL IMPACT There are no direct financial implications arising from this report. There were minimal costs incurred in publishing the Annual Report and these were contained within the existing service budgets.	
KEY DECISION REFERENCE NO.: This is not a key decision	

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out in the recommendations below

1. RECOMMENDATIONS

The Cabinet is recommended to;

- 1.1 Note the Equality and Inclusion Annual Report 2018 and that arrangements are in place to publish the Annual report. .

2. EXECUTIVE SUMMARY

- 2.1 The Equality and Inclusion Annual Report 2018 provides an update on the progress made in implementing the statutory equality and inclusion priorities as set out in the Equality and Inclusion Policy 2016-20 agreed by Cabinet in April 2016.
- 2.2 The Equality and Inclusion Annual Report 2018 supports the Council to demonstrate compliance with the Public Sector Equality Duty (PSED) set out in the Equality Act 2010. The PSED is made up of a general equality duty which is

supported by specific duties. The general equality duty requires the Council, in the exercise of functions, to have “due regard” to the need to:

- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a relevant protected characteristic and those who do not share
- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.

The **specific duty** requires the council to:

- Annually publish information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate to people who are affected by the Councils policies and practices such as service users as well as its employees
- Prepare and publish equality objectives at least every four years

2.3 The information included in this report is drawn from a range of sources from across the Council.

2.4 It has also involved identifying activities that demonstrate good practice on equality and working with activity leads to gather more detailed information on how these initiatives have delivered positive outcomes for local people, particularly those that are most vulnerable and may experience exclusion. This information has been used to produce some good practice stories that describe the positive impact of some of the equality and inclusion initiatives that the Council implemented during the previous year.

2.5 The Equality and Inclusion Annual Report 2018 is structured around the Council's equality objectives:

- To increase the rate of employment for disabled people, young people, over 50s and lone parents who are furthest away from the job market.
- To reduce the rate of child poverty especially in the six most deprived wards.
- To improve attainment levels for white working class and Black Caribbean heritages, those in receipt of Free School Meals and Looked after Children, particularly at Key Stage 2 including those living in six most deprived wards.
- To increase the percentage of domestic violence sanctions.
- To increase the reporting and detection of the child sexual offences monitored.
- To reduce the number of young people who enter the youth justice system.
- To reduce social isolation amongst disabled people and older people.
- To improve the proportion of people from different backgrounds who get on well together.
- To reduce differences in life expectancy between communities.

2.6 Each section of the report sets out the current equality and inclusion policy priorities (listed above) and a summary of the key activities and projects that the Council has focused on over the last year to deliver them.

- 2.7 It also contains good practice stories that aim to provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners and engaged with our customers to deliver equality initiatives that support work on improving service outcomes for diverse communities in the borough.
- 2.8 The Council used the Opportunity and Fairness Commission's (OFC) final report recommendations and research and the information on issues of deprivation and disadvantage that are highlighted in the Indices of Multiple Deprivation (2015) to set its statutory equality and objectives for 2016-20. These define the boroughs longer term vision for fairness and set out the outcomes and performance measures that the Council will focus on to address inequality.

3. DETAIL

- 3.1 The Equality Act 2010 (the Act), contains the Public Sector Equality Duty (PSED) in section 149 of the Act that came into force on 5 April 2011. The duty applies to public bodies and others carrying out public functions. Nine characteristics are protected in law and these include age, gender, disability, race, religion and/or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, and gender reassignment
- 3.2 The Act and PSED support good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs.
- 3.3 The PSED is made up of a general equality duty which is supported by specific duties. The 'public sector equality duty' is the formal title of the duty, the 'general equality duty' is the overarching requirement or substance of the duty, and the 'specific duties' are intended to enable better performance of the general equality duty.
- 3.4 The general equality duty requires the Council, in the exercise of functions, to have due regard to the need to:
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
 - Foster good relations between people who share a relevant protected characteristic and those who do not share it.
 - Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- 3.5 The Council is also required to publish information to demonstrate their compliance with the general equality duty. In addition:
- All listed bodies (except schools and pupil referral units) must do this at least annually by 31 January.
 - Schools and pupil referral units must do this, at least annually by 6 April.

3.6 This information must relate to people who share a protected characteristic and who are:

- The Council's employees
- Affected by its policies and practices (for example, service users).

3.4 The Council, like most public sector organisations is required to publish an annual report setting out the progress it makes implementing the equality objectives and its arrangements for publishing information. At appendix one is the Council's Equality and Inclusion Annual Report 2018 (minor updates to the draft report will be completed by the date of final publication 31 March 2019.)

4. CONSULTATION

4.1 The information included in this report is drawn from a range of sources from across the Council.

- It has also involved identifying activities that demonstrate good practice on equality and working with activity leads to gather more detailed information on how these initiatives have delivered positive outcomes for local people, particularly those that are most vulnerable and may experience exclusion

5 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

5.1 There are minimal direct financial implications arising from the publication of the Council's Equality and Inclusion Annual Report 2018 and these are contained within existing revenue budgets. The Annual report must be accessible and therefore made available in different formats, in summary and electronically - on the Council's website and intranet.

5.2 Failure to implement and annually report on the Council's Equality and Inclusion priorities and actions will expose the Council to risk of claims for breach of statutory duty. Failing to implement actions identified in the equality analysis conducted to support decision-making or compliance with the public sector equality duties will also expose the Council to risk.

Approved by Lisa Taylor, Director of Finance, Investment and Risk, S151 Officer

6. LEGAL CONSIDERATIONS

6.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that the Equality Act 2010 (Specific Duties) Regulations 2011 sets out that the Council must publish information to demonstrate its compliance with the duty imposed by section 149(1) of the Equality Act 2010, not later than 31st January 2012; and subsequently at intervals of not greater than one year beginning with the date of last publication. The information which the Council publishes must include, in particular, information relating to persons who share a relevant protected characteristic

who are—

- (a) its employees;
- (b) other persons affected by its policies and practices.

- 6.2 Section 149(1) (a) to (c) sets out the public sector equality duty with which the Council is required to comply. A public authority must, in the exercise of its functions, have due regard to the need to—
- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 6.3 In addition, the Council is required to publish one or more objectives it thinks it should achieve to do any of the things mentioned in paragraphs (a) to (c) of subsection (1) of section 149 of the Act referenced above.
- 6.4 The objectives must be published—not later than 6th April 2012; and subsequently at intervals of not greater than four years beginning with the date of last publication.
- 6.5 An objective published by a public authority in compliance with paragraph (1) must be specific and measurable and must be published in such a manner that the information is accessible to the public.

Approved by: Sandra Herbert, Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer

7. HUMAN RESOURCES IMPACT

- 7.1 Equality is integral to our workforce processes, policies and practices, including becoming an employer of choice. We continue to make positive progress towards having a workforce that reflects its community and where inclusivity is embedded in our practice, though it is recognised that there is more to do.

Approved by: Sue Moorman, Director of Human Resources

8. EQUALITIES IMPACT

- 8.1 Consultation was carried out when drafting the Equality and Inclusion Policy. Please see Cabinet Reports, 25 April 2016, Item A44/16 for further details.
- The Opportunity and Fairness Plan 2016-2020 aims to make Croydon ‘a stronger, fairer borough where no community is held back.
 - The Opportunity and Fairness Plan sets out the Council’s Equality objectives 2016-2020. This information is from the Borough Profile, Index of Multiple Deprivation, as well as the views of 3000 people including staff, residents, local businesses, community and voluntary organisations all of whom contributed to

the Opportunity and Fairness Commission's final report published in January 2016.

- The work of the Opportunity and Fairness Commission is essentially an extensive analysis of equality and inclusion issues in the borough.
- 8.2 Further information about thematic inequalities will be found in borough-wide documents such as the annual health report, crime analysis or workforce profile that can be accessed through that can be accessed through <http://www.croydonobservatory.org/>

Approved by: Yvonne Okiyo, Equalities Officer

9. ENVIRONMENTAL IMPACT

9.1 None

10. CRIME AND DISORDER REDUCTION IMPACT

10.1 None

11. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

11.1 To support the Council to demonstrate its transparency and fairness in its operations as well as compliance with its public sector equality general duty and specific duties as defined by the Equality Act 2010.

12. OPTIONS CONSIDERED AND REJECTED

12.1 None

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APPENDICES TO THIS REPORT: Appendix 1 – Equality annual report 2018

BACKGROUND PAPERS: None