

SCRUTINY COMMISSION - 2 OCTOBER 2014

REPORT OF CHIEF EXECUTIVE RE EQUALITIES - ACTION PLAN UPDATE

WARDS AFFECTED: ALL



Hinckley & Bosworth
Borough Council

A Borough to be proud of

1. PURPOSE OF REPORT

- 1.1 To update Members on the Council's actions to promote and ensure that equality and diversity are embedded within everything we do and to report specifically on the Action Plan agreed with the Equalities and Human Rights Commission (EHRC), within the terms of the Equality Act 2010, in relation to disability-related harassment and hate crime.

2. RECOMMENDATIONS

- 2.1 That the Scrutiny Commission endorses the actions undertaken to deliver the Action Plan agreed with the Equalities and Human Rights Commission.
- 2.2 That the Scrutiny Commission notes that the final draft of the Action Plan has been submitted to the Equalities and Human Rights Commission, as the basis for sign-off of the S23 Agreement relating to disability-related harassment and hate crime.

3. BACKGROUND TO THE REPORT

- 3.1 Members have received reports previously on the Council's progress to improve and embed our activities to respond to the requirements of the Equality Act 2010 and undertakings placed upon us by our S23 Agreement with the EHRC, working with the Commission to improve our performance as a service provider and to take specific steps to prevent any discriminatory practices in relation to disability-related harassment and hate crime.
- 3.2 As part of the S23 Agreement, an Action Plan was drafted by the Council's internal Corporate Equalities Steering Group (CESG) and agreed with the EHRC. The timeline for completing the actions set out in the Action Plan was September 2014.
- 3.3 Membership and Terms of Reference of the CESG are attached at Appendix A and the S23 Action Plan and activities completed are attached at Appendix B.
- 3.4 The Action Plan and its implementation have been monitored by the EHRC, most recently by telephone in March 2014, at which point it was agreed that a final updated Plan and related actions should be submitted for final 'sign off' by EHRC in September 2014. The document attached at Appendix B was submitted to the relevant officer at EHRC on 9 September 2014. A meeting with her has been arranged for 25 September and I will report the outcome of that to Members at the meeting on 2 October.

4. **FINANCIAL IMPLICATIONS [KP]**

4.1 There are no financial implications arising directly from this report. The cost of producing the associated documents have been met from existing budgets.

5. **LEGAL IMPLICATIONS [EH]**

5.1 By submitting the Action Plan in accordance with the deadline and requirements of the EHRC, the Council has complied with its statutory duty in relation to the Action Plan.

6. **CORPORATE PLAN IMPLICATIONS**

6.1 This report reflects two of the key aims of the Council - empowering communities and supporting individuals. However, more fundamentally, it should underpin all our work and activity.

7. **CONSULTATION**

7.1 As set out in the Action Plan at Appendix B

8. **RISK IMPLICATIONS**

8.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.

8.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.

8.3 The following significant risks associated with this report / decisions were identified from this assessment:

Management of significant (Net Red) Risks		
Risk Description	Mitigating actions	Owner
That the Council does not have in place clear actions to address discrimination against people with disabilities within the Council and in areas which the Council can influence in the wider community; thus failing in our statutory duties	Endorse the Action Plan and the actions within it for continuous implementation	Chief Executive

9. **KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS**

9.1 This report and the Action Plan are aimed at addressing issues of discrimination against people who have disabilities, wherever they live in the Borough.

10. **CORPORATE IMPLICATIONS**

10.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
- Environmental implications
- ICT implications
- Asset Management implications
- Human Resources implications
- Planning Implications
- Voluntary Sector

Background papers: Report to Scrutiny Commission – 13 March 2012

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Executive Member: Cllr Bron Witherford

HINCKLEY CORPORATE EQUALITIES STEERING GROUP

MEMBERSHIP AND PURPOSE

- Membership**
- Hinckley and Bosworth BC
 - Steve Atkinson (Chair)
 - Cllr Bron Witherford
 - Cal Bellavia
 - Graeme Chilvers
 - Jacqueline Puffett
 - Julie Kenny
 - Julie Stay
 - Paul Scragg
 - Rachel Burgess
 - Steve Merry
 - Storme Coop
 - Mervyn Watson
 - Leicestershire County Council
 - Michelle Nicholls
 - Job Centre Plus
 - Helen Cole
- Purpose**
- To understand and promote the awareness, profile and operation of the highest possible standards of response to equality and diversity within all organisations based in or working with employees in the Hinckley Hub, building on statute and local policies to ensure that outcomes for all customers and employees are based on equality of treatment.