



Hinckley & Bosworth
Borough Council

A Borough to be proud of

COUNCIL 12 JULY 2016

WARDS AFFECTED: ALL WARDS

EQUALITY POLICY & WORKFORCE MONITORING

Report of Monitoring Officer

1. PURPOSE OF REPORT

- 1.1 To seek approval of the Equality Policy (Appendix 1) and to note the Equalities Workforce Monitoring information (Appendix 2).

2. RECOMMENDATION

- 2.1 That Council approves the Equality Policy and notes the Equalities Monitoring information.

3. BACKGROUND TO THE REPORT

- 3.1 Under the Equality Act 2010 the Council, as a local authority, is legally required to uphold the general equality duty and have due regard to:

- Eliminate discrimination, harassment, victimisation and other conduct that is unlawful under the Act,
- Advance of opportunity between people who share a protected characteristic and those who do not,
- Foster good relations between persons who share a protected characteristic and those who do not.

- 3.2 The broad purpose of the general duty is to ensure consideration is given to integrate equality and diversity into the day-to-day business including employment and practice. This is achieved by promoting equality of opportunity, positive employment relations and by eliminating harassment and unlawful discrimination in regard to the following protected characteristics: age; disability; gender reassignment; race; religion and belief; sex; sexual orientation; marriage and civil partnership and pregnancy and maternity.

- 3.3 The Equality Policy sets out how we as an organisation will meet the general equality duty in employment and as a service provider.

3.4 The workforce monitoring report covers the period from April 2012 to March 2015 including an equality analysis of staff in post, occupational segregation, gender pay gap information; recruitment and selection, leavers and employment relations. This information will be used to determine if any practices, procedures, policies or work cultures unfairly discriminate against staff based upon the protected characteristics and to take action where inequalities exist.

3.5 Both the Policy and monitoring information have been considered and endorsed by the Scrutiny Commission.

5. FINANCIAL IMPLICATIONS [DW]

5.1 None arising directly from the report.

6. LEGAL IMPLICATIONS [AR]

6.1 As set out within the body of this report the Council is required to meet the statutory obligations contained within the Equality Act 2010 and specifically its Public Sector Equality Duty.

6.2 The Equality Act (Specific Duties) Regulation 2011 requires all public authorities to publish objectives for achieving compliance with the Public Sector Equality Duty.

6.3 This report forms part of the Council's response in meeting its statutory obligations.

7. CORPORATE PLAN IMPLICATIONS

7.1 Contributes to all Corporate Aims.

8. CONSULTATION

8.1 The Equality Policy was circulated to the VCS for consultation. No comments were received.

9. RISK IMPLICATIONS

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

9.2 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.

10. KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS

10.1 Implementation of the policy and associated objectives will ensure services are accessible to all.

11. CORPORATE IMPLICATIONS

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

- Community Safety implications
 - Environmental implications
 - ICT implications
 - Asset Management implications
 - Procurement implications
 - Human Resources implications
 - Planning implications
 - Data Protection implications
 - Voluntary Sector
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Background papers: None

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