

**LEICESTERSHIRE DISTRICT COUNCILS EQUALITY AND  
DIVERSITY PARTNERSHIP – SINGLE EQUALITY SCHEME  
REPORT OF CHIEF EXECUTIVE**



Hinckley & Bosworth  
Borough Council

*A Borough to be proud of*

**WARDS AFFECTED: ALL WARDS**

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1. **PURPOSE OF REPORT**

To update the members of the Scrutiny Committee on the draft Leicestershire District Councils Equality and Diversity Partnership – Single Equality Scheme 2011 – 2014.

2. **RECOMMENDATION**

- (i) Members of Scrutiny Committee consider and comment on the Partnership Scheme.
- (ii) Delegate to the Chief Officer (Corporate and Customer Resources, Scrutiny and Ethical Standards)/Monitoring Officer to consider and include as appropriate any comments received.
- (iii) Members of the committee endorse the Partnership Single Equality Scheme and recommend it for Council for formal approval.

3. **BACKGROUND TO THE REPORT**

3.1 Hinckley and Bosworth Borough Council has been working to embed equality and diversity since 2005. A number of different schemes have been in place as required in line with equality legislation and were the Race Equality Scheme, Disability Equality Scheme and the Gender Equality Scheme. All these schemes were combined into a Single Equality Scheme in 2009.

3.2 With the introduction in October 2010 of the Equality Act 2010 and the public sector equality duty coming into force on the 5 April 2011, the previous Corporate Equality and Diversity Policy and Plan 2007-2010 that the council worked to needed to be reviewed and refreshed to bring them into line with the new legislative requirements.

3.3 The draft scheme addresses all the current nine dimensions of equality:

- Age
- Disability,
- Gender/Sex,
- Gender reassignment,
- Marriage and Civil Partnership,
- Maternity and Pregnancy,
- Race/Ethnicity,
- Religion/belief/non belief,
- Sexual orientation

3.4 Although there is no longer a specific requirement within the current equality legislation to have a separate and distinct equality and diversity scheme/policy in place, there is a requirement for a local authority to prepare and publish its equality objectives and commitments by 6<sup>th</sup> April 2012 and at least every four years thereafter. This Policy is an opportunity to do that.

- 3.5 Hinckley and Bosworth Borough Council is a lead member of the Leicestershire District Councils Equality and Diversity Partnership (“Partnership”) and as such many of the equality objectives for delivery are being delivered jointly through partnership working.
- 3.6 It therefore seemed logical and efficient to produce a Partnership Single Equality Scheme. (see Appendix A). There are objectives detailed in the action plan which relate purely to Hinckley and Bosworth, whilst others which apply to all partners.
- 3.7 The draft scheme was also considered by all Partners and their staff prior to undergoing an external consultation exercise between 1<sup>st</sup> July and 30<sup>th</sup> August 2011. As part of the consultation process, the draft scheme was distributed to relevant Partners and made available to view and download from the Councils web-pages at [www.hinckley-bosworth.gov.uk](http://www.hinckley-bosworth.gov.uk), plus was available to download via all Partners web-site.
- 3.8 A total of fifty two Partners, locally and regionally were invited to comment and contribute to the development of the draft scheme. Meetings were also held to explain the contents and rationale of the scheme with local groups as requested.
- 3.9 Comments from this consultation exercise were received from Leicester City Council, Valuing Peoples Team at Leicestershire County Council, Regional Equality and Diversity Partnership, Age Concern and Trade Sexual Health. These have been considered and subsequently been incorporated within the document attached at Appendix B. Those comments have been taken into account on the draft Single Equalities Policy.
- 3.10 Members are asked to comment, endorse and refer the Policy to Council.

#### 4. FINANCIAL IMPLICATIONS [AB]

All associated costs for the Partnership have been met using existing resources.

#### 5. LEGAL IMPLICATIONS (LH)

Detailed in the report.

#### 6. CORPORATE PLAN IMPLICATIONS

The council's current equality scheme need updating and bringing into line with the requirements of the public sector equality duty and the new protected characteristics as defined by the Equality Act 2010. It contributes to all 5 Stagic Aims.

#### 7. CONSULTATION

Accommodation for the Homeless, Hinckley and Bosworth  
Adult Basic Education Scheme, Hinckley  
Hinckley Connexions Leicester Shire  
Dementia Carers Support Group  
Earl Shilton Business Forum  
Earl Shilton Community House  
Hinckley & District Mencap Society  
Hinckley and Bosworth Disability Action Group  
Hinckley and Bosworth Pensioners Action Group  
Hinckley Shopmobility  
Home-Start Hinckley and District  
Islamic Foundation  
The Carers' Project

8. **RISK IMPLICATIONS**

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

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.

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 |
| Failing to comply with the legislation may lead to adverse consequences from the Equality and Human Rights Commission. | Adopt the Single Equality Policy and comply with the General Equality duties. | LH    |

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

There is a significant body of new equality legislation which is constantly changing that the Council is required to adhere to. The scheme and the associated action plan as it relates to Hinckley and Bosworth Borough Council will ensure that the council is complying with these requirements.

The commitments and objectives outlined within the scheme when delivered by services are designed to have a positive impact on local communities

Where there is a proposed new service, change of service, or a new or reviewed policy, an Equality Impact Assessment is required and has been undertaken and can be viewed here:

10. **CORPORATE IMPLICATIONS**

None

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Background papers: Corporate Equality and Diversity Policy and Plan 2007- 2010  
Equality Act 2010  
Equality and Human Rights Commission – Equality Act 2010 guidance for English public bodies

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