

Cabinet

Dorset County Council



Date of Meeting	23 May 2018
<p><u>Cabinet Member(s)</u> Peter Wharf – Cabinet Member for Workforce <u>Member Champions</u> Pauline Batstone – County Councillor for Blackmore Vale Kate Wheller – County Councillor for Portland Harbour <u>Lead Director(s)</u> Mike Harries – Corporate Director for Environment and Economy</p>	
Subject of Report	Dorset Equality Scheme 2018-19
Executive Summary	<p>This report presents the Dorset Equality Scheme for 2018-19. It sets out how the County Council will meet its legal duties under Section 149 of the Equality Act 2010 and how we will promote diversity, equality and inclusion as service providers and employers. Equality objectives are required to be published by local authorities at a minimum of four yearly intervals, however, with the Local Government Re-organisation and the formation of the two new unitary councils, this scheme covers just one year, and the new Dorset Council will need to establish an Equality Scheme and delivery plan for April 2019. However, the adoption of the Dorset Equality Scheme will ensure compliance with the Equality Act 2010.</p> <p>The Public Sector Equality Duty (Section 149) sets both general and specific duties to which public bodies are legally bound. The general duty requires the council to have 'due regard' to the need to</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act; • Advance equality of opportunity between people who share a protected characteristic and people who do not share it • Foster good relations between people who are share and people who do not share it. <p>In addition, the General Equality Duty is supported by specific duties, which require public bodies to:</p> <ul style="list-style-type: none"> • Publish information to show their compliance with the Equality Duty, the information published must include information relating to employees who share protected characteristics.

Dorset Equality Scheme

	<ul style="list-style-type: none"> • Prepare and publish one or more equality objectives, every four years to demonstrate how the council is meeting the aims of the general equality duty. <p>The Dorset Equality Scheme 2018-19 (detailed in Appendix 1) proposes six equality objectives focussing on the Council's workforce and the services the Council provides. The objectives have been developed with the support of the Diversity & Inclusion Members Group and feedback from the Directorate Diversity Action Groups, Staff Support Groups and the Forum for Equality and Diversity (FED) which represents Dorset's diverse communities.</p> <p>The equality objectives identified in the Dorset Equality Scheme will be monitored on a regular basis by the Corporate Inequalities Group and the Forum for Equality and Diversity. Performance against the delivery of the objectives will also be formally reported to the Cabinet every six months.</p> <p>It is important to note that these equality objectives do not cover all the work that is being carried out by the Council with the aim of improving diversity, inclusion and equality in Dorset.</p> <p>It is hoped that this scheme will provide a useful basis for the new Dorset Council when developing its own equality scheme.</p>
Impact Assessment:	<p>Equalities Impact Assessment: Please see Appendix 2.</p> <hr/> <p>Use of Evidence: The Dorset Equality Scheme draws from a wide range of evidence including:</p> <ul style="list-style-type: none"> • Diversity & Inclusion Review Report - November 2017 • Dorset Equality Scheme 2013-2016 • State of Dorset 2018 • Census 2011 data information available from Dorset Statistics (profiles of Dorset's communities - age, race, ethnicity, sex and disability) <hr/> <p>Budget:</p> <p>It is expected that the council's equality objectives will be delivered within the existing budgets and therefore do not expect any additional financial implications for the council.</p> <hr/> <p>Risk Assessment: Having considered the risks associated with this decision using the County Council's approved risk management methodology, the level of risk has been identified as:</p> <p>Current Risk: MEDIUM Residual risk: MEDIUM</p> <p>There is a risk that if Dorset County Council does not publish an Equality Scheme, we will fail to comply with the Public Sector Equality Duties under the Equality Act 2010.</p>

Dorset Equality Scheme

	Other Implications: None.
Recommendation	It is recommended that the Cabinet: Approve the Dorset Equality Scheme at Appendix 1, ready for promotion and publication on Dorset For You.
Reason for Recommendation	Adoption of the Dorset Equality Scheme 2018-19 by Dorset County Council will: <ul style="list-style-type: none">• ensure compliance with the Public Sector Equality Duties as specified by the Equality Act 2010; and• provide a measurable and accountable framework for the County Council's work to promote diversity, inclusion and equality, both as service providers and employers.
Appendices	Appendix 1: Dorset Equality Scheme 2018-19 Action Plan Appendix 2: Equality Impact Assessment
Background Papers	None
Officer Contact	Name: Susan Ward-Rice Tel: 01305 224368 Email: susan.ward-rice@dorsetcc.gov.uk

Mike Harries
Corporate Director, Environment and the Economy
May 2018