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**Report to:** Overview and Scrutiny  
(Performance and Corporate Services)

**Date of Meeting:** 10 September 2013

**Subject:** Equalities Review Update

**Report of:** Director of Corporate Services

**Is this a Key Decision?** No

**Is it included in the Forward Plan?**  
No

**Exempt/Confidential**

No

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**Purpose/Summary**

To provide an update on the recommendations in the Equalities Review Report presented to Cabinet in June 2010

**Recommendation(s)**

1. That the update be received

**How does the decision contribute to the Council's Corporate Objectives?**

	<u>Corporate Objective</u>	<u>Positive Impact</u>	<u>Neutral Impact</u>	<u>Negative Impact</u>
1	Creating a Learning Community	x		
2	Jobs and Prosperity	x		
3	Environmental Sustainability	x		
4	Health and Well-Being	x		
5	Children and Young People	x		
6	Creating Safe Communities	x		
7	Creating Inclusive Communities	x		
8	Improving the Quality of Council Services and Strengthening Local Democracy	x		

**Reasons for the Recommendation:**

In order to keep Overview and Scrutiny Members informed on the actions taken from the Equalities Report

**What will it cost and how will it be financed?**

**(A) Revenue Costs**

None

**(B) Capital Costs**

None

**Implications:**

None

<b>Legal</b>	
<b>Human Resources</b>	
<b>Equality</b>	
1. No Equality Implication	<input type="checkbox"/>
2. Equality Implications identified and mitigated	<input checked="" type="checkbox"/>
3. Equality Implication identified and risk remains	<input type="checkbox"/>

**Impact on Service Delivery:**

Impact is to ensure that Equalities considerations are embedded within service delivery

**What consultations have taken place on the proposals and when?**

The Head of Corporate Finance & ICT (FD 2530/2013) has been consulted and notes the report does not indicate any direct financial implications

Head of Corporate Legal Services (LD1835) have been consulted and has no comments on the report

**Are there any other options available for consideration?**

No

**Implementation Date for the Decision**

Immediately following Committee meeting

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**Background Papers:**

Meeting of Overview and Scrutiny (Performance and Corporate Services) May 2010  
<http://sb1msmgov1:9070/documents/s9814/Equalities%20Cov%20Report.pdf>

Paper to Cabinet June 2010

<http://sb1msmgov1:9070/documents/s9932/Equalities%20Cov%20Report%20cabinet.pdf>

**1. Introduction / Background**

- 1.1 Further to resolution at the Overview and Scrutiny Committee (Performance and Corporate Services) at its meeting on 24 June 2008 a Working Group was established to undertake an Equalities Review

1.2 The final report and recommendations from the Working Group were reported to Overview and Scrutiny (Performance and Corporate Services) in May 2010 and recommendations approved by Cabinet in June 2010

1.3 This report updates on the implementation of the recommendations

## **2. Implementation on Recommendations from Final Report of Equalities Working Group**

2.1 Overview and Scrutiny (Performance and Corporate Services) and Cabinet agreed the following recommendations from the Working Group and the following information details progress to date in terms of implementation

2.2 Recommendation 1: the Sefton Equalities Partnership be commended for its achievements to date in progressing the Equality Framework for Local Government. Commendations were passed to partners represented on the partnership

2.3 Recommendation 2: the Strategic/Service Directors be recommended to:

- (i) develop the mainstreaming of equality and diversity into the core business of departments; and
- (ii) develop a more consistent approach to training in the application of Impact Assessments across all Council departments.

2.3.1 (i) Continues to progress via commitment from Service Directors, Heads of Service, Departmental Champions and Corporate Equalities Group. All departments aware that equalities is part of core business and that due regard has to be paid to the Public Sector Equality when developing policies, changing services or taking decisions.

Specialist help was made available to departments to advise on process to further embed understanding within departments, but not to undertake the exercise as this would have undermined the commitment to mainstreaming of equality and diversity.

Training has been, and continues to be made available, to all staff around equalities and diversity to ensure everyone is aware of their responsibilities.

Intention is also to ensure that equalities is embedded within all service plans to maintain focus upon equalities as core business

2.3.2 (ii) Training is available to all staff to consider the importance of consultation when considering equality impact assessment. A more embedded approach to assessing equality impacts has been adopted by the Council to ensure that completing an EIA is not seen as a stand alone process and that equalities considerations are made at every stage and records are kept accordingly. This approach minimises bureaucracy but also ensures that the Public Sector Equalities Duty is given due regard throughout the process of policy making, service development and service delivery.

In order to progress understanding of this approach a workshop was delivered to key individuals across the Council to raise understanding of

the Public Sector Equalities Duty and the importance of good record keeping to evidence equalities considerations

2.4 Recommendation 3: The Head of Procurement be recommended to amend the Procurement Equalities Questionnaire Form, as indicated in Appendix 10 to the report, in order to reduce unnecessary bureaucracy and simplify procedures for small businesses of 5 employees or less, wishing to tender for work with the Council.

2.4.1 An equalities questionnaire is sent out with all Tenders that takes into account the recommendation in the report with regards small business of 5 employees or less (as detailed below)

**Please provide a copy of your organisations Equal Opportunities Policy/Statement, and points 6.1 to 6.5 below indicate where in the document each element is evidenced.**

		Yes / No	
6.1a	Are you a sole trader or organisation with less than 5 employees? If Yes see go to 6.1b, if no go to 6.2		
6.1b	If yes: Are you willing to sign up to Sefton's equality Principles and work in a fair and respectful manner		
6.2	Do you have a written equality policy		

2.5 Recommendation 4: the Assistant Chief Executive be recommended to consider the inclusion of an Equalities Impact Statement on the Council's Committee Report template and the Sefton Equalities Partnership be requested to give guidance on the suggested content of such statement. All Council Committee reports now have a section on Equalities Impact that must be completed

### 3 Recommendation

3.1 That the update be received