



**OPEN REPORT
GOVERNANCE AND RESOURCES COMMITTEE**

Governance and Resources Committee – 14 September 2023

EQUALITY, CONSULTATION & ENGAGEMENT PLAN 2022-2024

Report of Director of Regeneration and Policy

Report Author and Contact Details

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Wards Affected

District-wide

Report Summary

The District Council publishes an Equality, Consultation and Engagement Plan which sets out how the Council will meet its public sector equality duties, and what consultation and engagement activities are proposed for each year.

This report provides an update on progress against the 2022-23 actions set out in the Equality, Consultation and Engagement Plan 2022-24.

Recommendations

1. That progress against the actions in the Equality, Consultation and Engagement Plan 2022-24 (as set out in Appendices one and two) be received.

List of Appendices

Appendix 1 Consultation & Engagement Plan outturn 2022-23

Appendix 2 Equality Plan outturn 2022-23

Background Papers

None

Council Approval Required

No

Exempt from Press or Public

No

Equality, Consultation & Engagement Plans 2022 to 2024

1. Background

- 1.1 The public sector equalities statutory duty comprises a [general equality duty](#) and a [specific duty](#). The District Council must comply with both. The general duty requires the District Council to have due regard in the exercise of all its functions to the need to:
- Eliminate discrimination, harassment and victimisation
 - Advance equality of opportunity between all persons;
 - Foster good relations between all persons.
- 1.2 The District Council must therefore ensure due consideration is given to the aims of the Duty in all its decisions. The paragraph on 'Equality implications' in every committee report reminds Members that although Officers have had regard to equality issues when preparing reports, Members should also consider equality issues in order to meet the Equality Duty.
- 1.3 The specific duty requires the District Council to publish:
- Equality information annually about its workforce and service users to demonstrate compliance with the general Equality Duty;
 - Equality objectives (drawing on this information) at least every four years that it needs to achieve to meet the aims of the general equality duty, focusing on its priority equality issues.
- 1.4 The District Council has a comprehensive [Equality, Diversity and Inclusion Policy](#) which details how the Council meets the requirements of equality legislation and provides the context for the Equality, Consultation & Engagement Plan. It was adopted in September 2021.
- 1.5 The Equality, Consultation and Engagement Plan which set out the activity planned for the period 2022-24 was approved by the Governance and Resources Committee on 22 September 2022.

2. Equality Objectives 2022-2024

- 2.1 The Council's Equality Objectives for 2022-24 were agreed by the Governance and Resources Committee on 22 September 2022. Informed by the priorities within our Corporate Plan (themselves based on extensive public and stakeholder consultation), the Equality Objectives are:
- Objective 1: Maintain high customer satisfaction about the quality of services we deliver
 - Objective 2: Implement the Derbyshire Dales Climate Change Strategy and make improvements to the operational aspects of the Clean & Green service
 - Objective 3: Promote housing development that meets the needs of the present and future population of the District
 - Objective 4: Seek to attract investment that supports the local economy including the provision of jobs for younger people
 - Objective 5: One team, working together as one Council with one purpose

Progress: Equality and Consultation 2022-2024

- 2.2 As required by legislation, updated equality information was published on the District Council's [website](#) early in 2023. A proportionate approach to the collection and publication of data continues to be taken, with a particular focus on key service user satisfaction data disaggregated by relevant protected groups.
- 2.3 The Equality, Consultation & Engagement Plan 2022-24 set out performance measures/targets which are detailed in Appendix One and Two.
- 2.4 Successes to highlight include;
- The Residents' Survey was completed in February 2023. 1,977 responses were received, significantly exceeding the target of 1,500 responses. From the Residents Survey, satisfaction with DDDC services has increased slightly to 60%.
 - Surveys of satisfaction levels with 3 parks were completed in 2022 with ratings above 60% for two of the three parks surveyed and one just below 60%.
 - The CEOs Business Forum was held in July 2022 with another Business Forum under consideration for 2023/24 when the Economic Development Manager is in post.
 - Customer satisfaction surveys on the waste and recycling service are planned for Autumn 2023 and in 2024 by SERCO.
- 2.5 The following targets were not met fully:
- Area Community Forums are under review by the Constitution Working Group
 - The Online Panel Survey normally scheduled for November was not undertaken as a full Residents Survey was completed instead.

4. Options Considered and Recommended Proposal

- 4.1 The Equality Plan is required by the Equality, Diversity and Inclusion Policy, the Equality Act 2010 and the public Sector Equality Duty which forms part of the Act. The plans demonstrate that we are having due regard to equality issues. The Council's Consultation Strategy requires the creation of a consultation plan, where actions from Service Plans are drawn together.

5. Consultation

- 5.1 The Equality, Consultation and Engagement Plan identifies consultation that will be led by Senior Managers.

6. Timetable for Implementation

- 6.1 The plans cover the period from April 2022 to end March 2024. They include a simple timetable to show the deadlines for implementing actions. Reports to Council will be made on progress annually.

7. Policy Implications

- 7.1 The plans link to the Equality, Diversity and Inclusion Policy, and the Consultation Strategy 2020-27.

8. Financial and Resource Implications

- 8.1 Resources implications were considered at the time of adopting the plan and on an ongoing basis for individual actions across services.
- 8.2 The costs of addressing the statutory requirements in relation to equality and consultation are contained within existing service budgets. As such the financial risk is low. However, failure to comply with the relevant statutory requirements may expose the District Council to legal challenge and therefore the potential for higher financial risks.

9. Legal Advice and Implications

- 9.1 Legal implications were considered at the time of adopting the plan and on an ongoing basis for individual actions across services.

10. Equalities Implications

- 10.1 Equality Impact Assessments will be prepared for the proposals contained in the plan as indicated.

10. Climate Change and Biodiversity Implications

- 10.1 A CCIA is not necessary as much of the content of this report is reporting the results of past actions. The remainder of the report contains action plans. For each action consideration as to whether a CCIA is required will be made as the action is begun.

11. Risk Management

- 11.1 Risk assessments for each proposal contained within the Plan will be made as they are developed.

Report Authorisation

Approvals obtained from Statutory Officers:-

| | Named Officer | Date |
|-------------------------------------------------------------------------|----------------------|-------------|
| Chief Executive | Paul Wilson | 30/08/2023 |
| Director of Resources/ S.151 Officer (or Financial Services Manager) | Karen Henriksen | 24/08/2023 |
| Monitoring Officer (or Legal Services Manager) | James McLaughlin | 06/09/2023 |