

To the Chair and Members of the Overview and Scrutiny Management Committee

UPDATE ON EQUALITY, INCLUSION AND DIVERSITY (EDI)

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Mayor Ros Jones	All	No

EXECUTIVE SUMMARY

1. This report provides the Overview and Scrutiny Management Committee with an update on the proposed corporate approach to equality, diversity and inclusion (EDI).

EXEMPT REPORT

2. Not applicable

RECOMMENDATIONS

3. It is recommended that Overview and Scrutiny Management Committee note and confirm support for the proposed Corporate Equality, Diversity and Inclusion Framework.

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

4. We want all people in Doncaster to thrive regardless of background or situation. The EDI framework will identify and address any inequalities if they exist in the borough supporting vulnerable and minority groups to have a better quality of life.
5. The EDI Framework will ensure the Council adheres to the General Duty on public authorities contained in the Equality Act 2010. This is to have due regard when carrying out public functions eliminating any unlawful discrimination, harassment and victimisation if identified and advance equality of opportunity and foster good relations with regard to the nine protected characteristics detailed in the Act - Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. For Marriage and Civil Partnerships, the duty is to eliminate unlawful discrimination only.

BACKGROUND

Setting the scene

6. Doncaster Council is committed to providing high-quality, customer focused services to all people living in, working in or visiting our borough. We recognise and value the benefits of diverse and inclusive communities and we strive to improve their quality of life.
7. The Public Sector Equality Duty states that we must publish our EDI objectives at least every four years and, to comply with this, Doncaster Council needs to review and communicate it's priorities by the end of 2017/18.
8. As part of our review we invited the LGA to work with us to help shape our future approach, build on our strengths and to learn from best practice. We want to take our approach to the next level for our people, and this can only happen in an environment of participation and openness.
9. The review team were on site December 2016 and comprised of: Becca Singh, LGA; Kirsty Wilkinson, Newcastle City Council; Pauline Ellis, Leeds City Council and Anne McMaster, Leeds City Council. During their visit, the team met with a range of staff including:
 - Directors
 - Cabinet
 - The Assistant Director for the Strategy and Performance Unit
 - The Assistant Director for HR
 - Members of the Equalities, Diversity and Inclusion steering group
 - Partners (including the leads for anti-poverty, financial inclusion, community cohesion and the independent chair of the Inclusion and Fairness Forum.
 - Front Line staff
 - People Managers
 - A group meeting with a selection of cross party Members and individual meetings with the Portfolio Holder for Equalities Diversity and Inclusion (Cllr Glyn Jones) and the Chair of OSMC (Cllr John Mounsey).
 - Staff with direct responsibility for Equalities, Diversity and Inclusion.
10. The review team provided a set of short and long term recommendations for consideration and these have been used to help shape and inform our approach in developing the Council EDI Framework and our focus for the next four years.

The EDI Framework

11. Doncaster Growing Together (DGT) has been developed through an extensive engagement process involving partners from across the Team Doncaster family over the last few months. It was initially introduced at the Partnership summit in November 2016 and then worked on through various policy and partnership processes since then (for example the implementation of the 'One Doncaster' report of the Education & Skills Commission, and the

development of the Doncaster Place Plan).

12. In line with the Council's commitment to embedding EDI into everything we do, our EDI framework and more specifically our equality objectives will mirror the themes and objectives that make up the Doncaster Growing Together portfolio, namely:

LEARNING – In 2021 Doncaster's education and Skills system will be geared towards skills for life, employment, creativity and careers alongside academic achievement. This will start in the early years and be an 'all age offer'.

WORKING – In 2021 our economy and business will continue to grow, in a way that clearly works for local people who will directly benefit by accessing skills and jobs, increased incomes, growing and sharing prosperity and circulating more money in the local economy.

LIVING – In 2021 Doncaster's offer as a place to live, work, invest, play and visit will be reaching City standards with: access to a full range of housing options, offering homes for life, to a top class culture and leisure offer; quality, thriving town centres; an increasingly safe and secure setting.

CARING – In 2021 the focus of health and social care delivery for children and adults will be on locality based prevention and early intervention. Self-care, family and community led solutions will be a key part of the front line of integrated delivery.

13. The Council's approach to develop, deliver, monitor and govern their equality objectives will be delivered through the Equality, Diversity and Inclusion Framework, consisting of 4 key elements:

1. **STATEMENT:** A high level statement of intent outlining the Council's ethos and commitment to equality, diversity and inclusion;

2. **OBJECTIVES SUMMARY:** An overview of the Council's ED&I objectives that underpin the DGT priorities and outcomes. This will evidence the current position, highlight areas for improvement, focus on key areas for targeted activity that will be underpinned by a number of measures and highlight the key plans and programmes linked to their delivery. Draft objectives are starting to emerge and the following represent possible areas of focus:

Working

- Creating inclusive growth that provides all residents within Doncaster with the opportunity to engage in good work.
- We will raise the weekly wage level for our residents to ensure they are not economically disadvantaged.
- We will reduce JSA claimants who have been claiming for over 12 months, to ensure our residents have access to the most suitable working opportunities.

Caring

- Increase in the number of children achieving a good level of development by the age of 5 (EYFS).
- Improved perinatal mental health.
- Fewer children will be re-referred to statutory social care services.
- A decrease in inpatient admissions rate for mental health disorders for 10-17 year olds.
- Reduce Health Inequalities and improve access to healthcare.
- Learning disabilities.
- Carers.

Learning

- Improved outcomes for vulnerable children in and outside of mainstream education.
- Pupil attendance, behaviour and attainment is improved.
- Greater work readiness of all children and young people.
- More young people from disadvantaged backgrounds do well at school.

Living

- More Care Leavers in Doncaster will access suitable accommodation.
- Communities live together well and understand each other's needs.

Connected Council

- A modern, efficient and flexible workforce.
- Modern, accessible customer interactions.
- A co-ordinated whole person, whole life focus on the needs and aspirations of residents.

3. GOVERNANCE PROFILE: An account of how ED&I will be managed, monitored, evaluated, reviewed and reported.

4. CASE STUDIES: Information relevant to the delivery of EDI.

14. Everyone within Doncaster Council has a responsibility to ensure the policies, procedures, services and programmes we deliver reflect our commitment to EDI and that we are meeting the needs of the people and communities of Doncaster.

The EDI Board

15. The Corporate Equality, Diversity and Inclusion Board, chaired by the relevant Portfolio Holder, will champion EDI across the authority from both an officer and member perspective. The key roles of this Board are to co-ordinated EDI work across the Council and monitor, review and reflect on the progress made against the improvement of the EDI objectives. The board membership is listed below:

- Chair – Deputy Mayor Cllr Glyn Jones
- Cllr Rachel Blake
- Cllr George Derx

- Cllr Majid Khan
- Cllr Charlie Hogarth
- Rupert Suckling – Director of Public Health
- Susan Hampshaw – HoS for Public Health
- Scott Cardwell – AD for Development
- Riana Nelson – AD Partnership and Operational Delivery
- Karen Johnson - AD for Communities
- Jill Parker - AD for HR, OD and Communications
- Lee Tillman - AD for Strategy and Performance

What's next?

16. The launch of Doncaster Growing Together, which is being presented to full Council on 21st September, provides the strategic priorities for the Council over the next four years. Further refinement and wider engagement will take place to develop the full detail of the later stages of the fouryear plan. A Communication and Engagement Plan is currently under way, which includes a series of member engagement sessions and staff workshops to increase awareness and involvement. Throughout this period of refinement, the EDI framework will be developed and shaped so that EDI is threaded throughout the Council's strategic priorities.
17. In addition to this, our revised Performance Management Framework and Governance model will include information on Equalities, diversity and Inclusion and continue to form part of the Quarterly Performance monitoring report received by Overview and Scrutiny Management Committee.
18. The EDI board will meet in September to agree the EDI framework and consider draft EDI objectives linked to the priorities in the Doncaster Growing Together Programme. Using the same process of refinement for the Doncaster Together Programme, these EDI objectives will be finalised along with the EDI framework ready for publication before the end of 2017.

IMPACT ON THE COUNCIL'S KEY OUTCOMES

19. The EDI framework is a key part of the mechanism for delivering the Council and Team Doncaster's key outcomes. Summaries of the implications on each are detailed below;

Outcomes	Implications
<p>All people in Doncaster benefit from a thriving and resilient economy.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Creating Jobs and Housing</i> • <i>Mayoral Priority: Be a strong voice for our veterans</i> • <i>Mayoral Priority: Protecting Doncaster's vital services</i> 	<p>The EDI framework will seek an economy that improves opportunities and the quality of life for all Doncaster residents identifying and closing gaps wherever possible.</p> <p>The EDI framework in Doncaster specifically includes Veterans.</p>
<p>People live safe, healthy, active and</p>	<p>The Caring policy area of the</p>

<p>independent lives.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Safeguarding our Communities</i> • <i>Mayoral Priority: Bringing down the cost of living</i> 	<p>strategy is focused directly on supporting Doncaster's most vulnerable people especially where inequalities exist.</p> <p>The Working policy area will focus directly on improving incomes and living standards for all people across the borough especially where inequalities exist.</p>
<p>People in Doncaster benefit from a high quality built and natural environment.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Creating Jobs and Housing</i> • <i>Mayoral Priority: Safeguarding our Communities</i> • <i>Mayoral Priority: Bringing down the cost of living</i> 	<p>The Living policy area will directly focus on improving Doncaster's offer as a place to live, including the quality of housing and the local environment.</p>
<p>All families thrive.</p> <ul style="list-style-type: none"> • <i>Mayoral Priority: Protecting Doncaster's vital services</i> 	<p>The whole EDI framework is focused on improving the quality of life for the people of Doncaster and tackling the inequalities that exist.</p> <p>The Caring area is directly focused on supporting vulnerable families and individuals.</p>
<p>Council services are modern and value for money.</p>	<p>The EDI framework will spark new ways of working to ensure best use of council and partners resources.</p>
<p>Working with our partners we will provide strong leadership and governance.</p>	<p>The EDI Framework will be underpinned by strong programme management and governance arrangements.</p>

RISKS AND ASSUMPTIONS

20. There is a risk that if we do not have an effective approach to EDI, vulnerable people in Doncaster may not be well served. Failure to review and publish the councils EDI objectives could place the council at risk of judicial review based on non-compliance with the requirements of the Public Sector Equality Duty.

LEGAL IMPLICATIONS

21. The Equality Act 2010 sets out the statutory duty in relation to the Public Sector Equality Duty. In summary it obliges public authorities, including the Council, when exercising their functions, to have 'due regard' to the need to:

- a. Eliminate discrimination, harassment and victimization and other conduct which the Act prohibits;
- b. Advance equality of opportunity; and
- c. Foster good relations between people who share relevant protected characteristics and those who do not.

The relevant protected characteristics under the Equality Act are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination.

In addition and in accordance with the Equality Act 2010 (Specific Duties) Regulations 2011 (the Regulations) the Council must:

1) publish information to demonstrate its compliance with the duty imposed the Equality Act 2010 at intervals of no greater than one year beginning with the date of last publication. The information the Council publishes must include, in particular, information relating to persons who share a relevant protected characteristic who are—

- (a) its employees;
- (b) other persons affected by its policies and practices.

2) prepare and publish one or more objectives it thinks it should achieve, and which are specific and measurable, to do any of the things mentioned in paragraphs (a) to (c) of subsection (1) of section 149 of the Act (which are set out above) at intervals of not greater than four years beginning with the date of last publication.

As set out in the Regulations publish means in such a manner that the information is accessible to the public.

FINANCIAL IMPLICATIONS

22. There are no specific financial implications related to the contents of this report.

HUMAN RESOURCES IMPLICATIONS

23. HR implications concern the impact that this framework will have on Doncaster Council's workforce. From a workforce perspective this framework will perpetuate the integration and embedding of the corporate approach to equality, diversity and inclusion. This is further strengthened as the EDI objectives within the framework underpin the DGT priorities and outcomes.
24. HR was involved in the design of the format of the framework and will continue to collaborate across the organisation to ensure that the outcomes are complied with. The framework also supports Doncaster Council's ability to meet its duties under the Equality Act 2010. HR will also continue to raise awareness with staff, provide support in the form of policies, provide learning

and development and advise and guide managers and staff on matters relating to equality, diversity and inclusion

TECHNOLOGY IMPLICATIONS

25. There are no direct technology implications relating to the content of this report. If as a result of this report and embedding EDI across the organisation further and the Doncaster Growing Together agenda, ICT requirements are identified, a business case should be submitted to the ICT Governance Board for consideration and approval to ensure all technology requirements meet the required standards, network security protocols of the organisation, are value for money and the necessary technical resources are available and planned.

EQUALITY IMPLICATIONS

26. Decision makers must consider the Council's duties under the Public Sector Equality Duty at s149 of the Equality Act 2010. The duty requires the Council, when exercising its functions, to have 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the act, and to advance equality of opportunity and foster good relations between those who share a 'protected characteristic' and those who do not share that protected characteristic.

As an over-arching key strategic approach to EDI the framework isn't subject to a 'due regard' statement. However, all key activity that will deliver the framework will require a comprehensive due regard statement to evidence how equality, diversity and inclusion continues to underpin everything we do.

COMMUNICATIONS IMPLICATIONS

27. The Council has an obligation to publish information to demonstrate its compliance with the Public Sector Equality Duty. Whilst there are no set guidelines on the format, the Council should ensure the information is easily accessible.

CONSULTATION

28. There has been a series of consultations that has taken place on the development of specific reforms and programmes within the Doncaster Growing Together Programme which will inform the objectives in the EDI framework including;
 - One Doncaster - Independent Commission on Education and Skills
 - Town Centre Masterplan
 - Doncaster's Place Plan
 - Town Centre stakeholder workshops
 - Complex Lives Alliance
29. The EDI framework and objectives will be produced in conjunction with members of the EDI board. There will be opportunities for additional engagement, from October 2017 to end of February 2018. Members will be engaged in programme Boards and will have opportunities to enhance and

influence the EDI framework and the DGT programme in the lead up to the March 2018 budget setting process.

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