

# **EQUALITY, DIVERSITY AND INCLUSION**

## **DONCASTER METROPOLITAN BOROUGH COUNCIL**

### **Due Regard Statement Template**

How to show due regard to the equality duty in how we develop our work and in our decision making.

## **Due Regard Statement**

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced needs to reference "Due Regard" in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.

1	<p><b>Name of the ‘policy’ and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the ‘policy’ is to equality.</b></p>	<p><b>Provision of enhanced environmental crime enforcement service on behalf of North East Lincolnshire Council</b></p> <p>Entering into a 2-year shared service agreement with North East Lincolnshire Council with the possibility of up to 3 x 1 year extensions, to deliver on their behalf an enhanced environmental crime enforcement within North East Lincolnshire and put in place the operational arrangements necessary to efficiently deliver this service.</p>
2	<p><b>Service area responsible for completing this statement.</b></p>	<p>Regulation and Enforcement</p>
3	<p><b>Summary of the information considered across the protected groups.</b></p> <p><b>Doncaster Workforce and residents in North East Lincolnshire</b></p>	<p>These proposals may affect Public Sector workers employed by Doncaster Council. This large staff group comes from a wide demographic with various need and is likely to include protected groups such as age, disability, race, gender, sexual orientation, religion and belief, maternity and pregnancy, gender reassignment, marriage and civil partnership. Public Sector Workers generally include a higher proportion of female workers, part time workers, aging workers and workers with disability than the general national workforce.</p> <p>The proposal also changes the service provision in North East Lincolnshire and will affect members of public and business owners in this area, including protected groups. This impact will be considered in a due regard assessment conducted by North East Lincolnshire Council.</p> <p>Residents and businesses in Doncaster are not directly affected by this proposal. However, creation of a joint service with neighbouring authorities would give further scope to deliver value for money by increasing capacity of the team, creating more efficient working processes through economies of scales. Increasing the size of the service in Doncaster would also contribute to local job opportunities.</p>

		<p>Environmental Crimes do not differ or stop across authority boundaries, but instead travels with nuisance individuals between authority areas. As a result, increasing knowledge and providing an effective deterrence against these offences amongst members of the public in North East Lincolnshire Council is likely to be beneficial for the environment in Doncaster as well. Provision of a good environment benefit all residents, including protected groups.</p>
<p><b>4</b></p>	<p><b>Summary of the consultation/engagement activities</b></p>	<ul style="list-style-type: none"> <li>• Consultation with HR and Democratic Services at the start and during the project to ensure correct process.</li> <li>• Consultation with Procurement and Legal Services to ensure correct contract management.</li> <li>• Consultation has taken place with portfolio holder Cllr Chris Mcguinness.</li> <li>• Presented to Directors on 16<sup>th</sup> July 2018</li> <li>• Consultation with Portfolio holder Cllr Joe Blackham</li> <li>• Presented to Executive Board on 31<sup>st</sup> July 2018</li> </ul>
<p><b>5</b></p>	<p><b>Real Consideration:</b></p> <p><b>Summary of what the evidence shows and how has it been used</b></p>	<ul style="list-style-type: none"> <li>• National guidance exists for offences committed under the relevant legislation. The guidance provides effective safeguards to ensure disabilities are considered in any enforcement decisions. In addition absolute legal exclusion exists where appropriate, such as for registered blind individuals.</li>   <li>• Safeguarding children and young people is of the outmost priority for Doncaster Council. Whilst it is important to challenge unlawful behaviours such as environmental crime and Anti-Social Behaviours committed by minors, officers are trained and instructed to follow different procedures when gathering evidence in these cases. Provisions are also in place to ensure we notify parents/guardians as part of any enforcement against a minor. It is also our intention to work with North East Lincolnshire Council to put in place an option for parents to consent to their child taking part in restorative justice, in lieu of paying a monetary fine, similar to what currently is in place in Doncaster.</li> </ul>

		<ul style="list-style-type: none"> <li>• Apart from consideration of disability and children under the age of 18, enforcement of the relevant legislation is carried fair, transparent and proportionate irrespective of any other protective characteristics. All designated officers with the responsibility to enforce the prohibitions and requirements within the order are trained in equality and diversity from induction and this is updated on a regular, if not annual basis.</li> <li>• Staff currently employed in the Enforcement Team and new staff recruited to provide this service may also be affected by this decision. Doncaster Council have HR policies and procedure in place to consider the need and rights of any staff belonging to protected groups. Similar considerations are also made during recruitment and selection to further minimise impact on this group.</li> </ul>
6	<b>Decision Making</b>	<ul style="list-style-type: none"> <li>• Equality implications in Cabinet Report. Equality also discussed in Directors and at Executive Board.</li> </ul>
7	<b>Monitoring and Review</b>	<ul style="list-style-type: none"> <li>• This statement will be updated if any changes occur to ensure we minimise impact on any protected groups.</li> </ul>
8	<b>Sign off and approval for publication</b>	<ul style="list-style-type: none"> <li>• <i>By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity.</i></li> <li>• <i>If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.</i></li> </ul>

