

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.

<p>1</p>	<p>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.</p>	<p><u>Community Engagement strategy.</u></p> <p>This strategy will form part of a wider framework and will consist of:</p> <ol style="list-style-type: none"> 1. The Community Engagement Policy 2. The Community Engagement strategy 3. The Community Engagement toolkit <p>The Community Engagement Policy, was agreed at Cabinet in 2017 and sets out our four policy commitments;</p> <ol style="list-style-type: none"> 1. We will listen and Understand 2. Doncaster people will inform our policy and we will keep people informed 3. We will be inclusive and act with purpose 4. We will make the most of what already exists in communities and where possible increase community capacity. <p>The Community engagement framework will complement the development of several other strategy developments which include our communications and engagement strategy, social value policy and our inclusive growth plan. We have made connections with the development of these to ensure alignment.</p>
<p>2</p>	<p>Service area responsible for completing this statement.</p>	<p>Strategy and Performance Unit. Doncaster Council.</p>
<p>3</p>	<p>Summary of the information considered across the protected groups.</p>	<p>We have used information from a variety of useful sources some of which can be viewed on line using the Team Doncaster Data Observatory website, in particular data on specific communities in terms of ethnicity and gender;</p> <p>http://www.teamdoncaster.org.uk/doncaster-data-observatory</p>

<p>Service users/residents</p> <p>Doncaster Workforce</p>	<ul style="list-style-type: none"> • DARTS - draft strategy sent in August 2018, comments received and outlined in section 5. • Customer Involvement team – draft strategy sent 3rd July 2018, comments received and outlined in section 5. • BME Advisory Group – draft strategy sent in August 2018, no comments were received. • Equalities, Diversity and Inclusion Board – Circulated for comments .
<p>4 Summary of the consultation/engagement activities</p>	<p>Utilising the four policy commitments (outlined in section 1) as our framework we, consulted and discussed the key objectives and actions we believe were in support of the 4 commitments.</p> <p>The development of the strategy was built by taking each policy statement and asking questions such as ‘what does it really mean to be listened to’, ‘what does a successful dialogue with communities look like?.</p> <p>Consultation was undertaken with the below:</p> <ul style="list-style-type: none"> • Internal officers and frontline staff (from Communication team, Democratic Services, Stronger Communities, Planning, Procurement, Public Health, Customer Services, (October 2017 and June 2018) • Overview and Scrutiny Management Committee (OSMC) (October 2017) • OSMC and extended Elected members workshop (July 2018) • Voluntary, Community and Faith sector workshop (November 2017) • Parish Council workshop (November 2017) • Public consultation (November 2017) • Partner engagement – customer involvement team from St Leger, Doncaster College (November 2017) • Directors (July 2018 & September 2018) • Joint Portfolio Group for ‘People’ Directorate (September 2018) • Doncaster Growing Together (DGT) Portfolio Group (August 2018)

		<ul style="list-style-type: none"> • Team Doncaster (August 2018) • Inclusion & Fairness Forum (April 2017) • Equalities, Diversity and Inclusion Board (September 2018)
5	<p>Real Consideration:</p> <p>Summary of what the evidence shows and how has it been used</p>	<p>Feedback received from DARTS regarding engagement with people with disabilities, will inform the actions under commitment three within the CE Strategy. Such as Dementia friendly, BSL and easy read formats. Comments received from Elected Members centred on the specific needs of their wards and the need to ensure the strategy was inclusive in its use of language.</p> <p>When considering the vast amount of feedback received from consultation workshops and meetings, there was evidence to support that pockets of good community engagement were in existence across the organisation, although this was not always consistent. Feedback has been compiled into themes, clustered around 6 areas of focus, which will support the delivery of the Community engagement strategy over the next three years, including:</p> <p>1. Citizen Voice</p> <p>Public consultation centred on how the public felt the council could help them to be heard, how the council could share information better, how information could be better promoted in communities and how we could make the best of existing community assets. It was identified that there is the need to develop one consistent approach to enable consultation with our communities that is easy to access, for example a consultation hub. In addition, where gaps exist, we need to seek opportunities for communities to engage with us through a variety of forums and we will improve our internal processes to ensure our community information is readily available and up to date. Feedback also suggested that there is the need to map customer service enquires to local areas in order to identify the types of enquiries we are receiving.</p> <p>2. Volunteering</p> <p>Feedback received highlighted that there is the need to better support the potential that volunteering offers by promoting and supporting the vast number of people and local</p>

		<p>businesses that give up their time to make a difference in the community. In order to make the delivery of this commitment as meaningful as possible there is the need to deliver this at both a Council and Team Doncaster level.</p> <p>3. VCF Sector Support Feedback gathered from the VCF workshop identified that there were inconsistencies in VCF support and as a result, the commitment is to create a clear partnership position on support for the sector including funding advice, training opportunities, and infrastructure support, making it clear how this will take place and how other VCF organisations can access it. Communications will also be improved to ensure relevant and timely feedback where is considered alongside the use of the appropriate tools and techniques to support this.</p> <p>4. Training & Development In order to support the use of consistent tools and techniques in the pursuit of good community engagement practice, it was identified that a range of training and development opportunities would be beneficial for staff and Elected Members. The community engagement toolkit will be one of the tools we can utilise to consider the most appropriate method of engagement during the planning stage of consultation. In addition, feedback highlighted that we also need to learn from the good examples of engagement that already exist throughout the organisation.</p> <p>5. Social Value We will ensure that we consider economic, social and environmental factors when we make decisions about the use of public money.</p> <p>6. Assets Feedback indicated that there was the need to we use our assets creatively to support local communities to improve their areas and bring people together.</p>
6	Decision Making	Directors – 17 September 2018 Executive Board – 25 September 2018

		Cabinet – 16 October 2018
7	Monitoring and Review	The Due Regard Statement is a live document and as such should be regularly reviewed, revised and updated, to ensure that due regard is taken at all points whilst the project is being implemented.
8	Sign off and approval for publication	Cabinet 16 th October 2018.