

REPORT OF THE LEADER OF THE COUNCIL**PUBLIC SECTOR EQUALITY DUTY OBJECTIVES****Purpose of the Report**

1. To consider the Council's Equality Objectives for 2013 – 2014 as part of the Public Sector Equality Duty.

Background

2. The Public Sector Equality Duty is a specific duty in the Equality Act 2010. The duty places a number of legal obligations on public authorities including the requirement to consider the implications of decisions and have due regard to the need to:
 - § Eliminate unlawful discrimination, harassment and victimisation
 - § Advance equality of opportunity between people who share a protected characteristic and those who do not
 - § Foster good relations between people who share a protected characteristic and those who do not.
3. The Council is required:
 - § to set specific equality objectives relating to duty and the protected characteristics
 - § to demonstrate how it ensures that people with protected characteristics receive appropriate services and are treated fairly in all dealings with the organisation.
4. The protected characteristics covered by the duty are: age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

Objectives

5. The Council's current equality objectives were set by Cabinet in April 2012 through the Equality Plan 2012 -2013. They apply for the period April 2012 to March 2013 and relate to Domestic Violence and Hate Crime as follows:

- § Reduce repeat incidents of Domestic Violence
 - § Increase reported Hate Crime incidents
 - § Reduce repeat Hate Crime victimisation
6. Activity and progress against the objectives during 2012 is set out in the appendix to the report. The appendix provides an evidence base demonstrating a number of ways that the Council has complied with the duty in the past year through work to achieve the Council's strategic priorities.
7. It is proposed that the current objectives be continued as the equality objectives for 2013-14 and that in future the setting of the Council's equality objectives should be aligned to the Council's strategic planning processes and the setting of the Strategic Plan.

Other Options Considered

8. The Government has commenced a review of the current statutory duties which may enable other options to be considered in the future. Pending the outcome of the review the statutory duty remains in place and no other options have been considered.

Reason/s for Recommendation/s

9. The County Council is under a statutory requirement to set one or more equality objectives as part of the public sector equality duty.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of finance, public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

§ Equalities Implications - The equality implications are set out in the report.

RECOMMENDATION/S

It is recommended that

1. the policy committee agree the equality objectives for 2013-14.

Councillor Kay Cutts
Leader of the Council

For any enquiries about this report please contact: Matthew Garrard, Policy, Performance and Research Team Manager T: (0115) 9772892 E: matthew.garrard@nottsc.gov.uk

Constitutional Comments (SLB 04/03/2013)

11. The Committee has authority to consider the matters set out in this report by virtue of its terms of reference; it has responsibility for ensuring the Council meets its equalities duties.

Financial Comments (DJK 04.03.2013)

12. The contents of this report are duly noted; there are no specific financial implications arising.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

The Equality Act 2010

Electoral Division(s) and Member(s) Affected

All