

Report of the Assistant Director, Office of the Chief Executive to the meeting of Corporate Overview & Scrutiny to be held on 24 September 2020

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Subject:

Annual progress report on the Council's Equality Action Plan 2016-2020 and consultation on draft Equality Objectives for 2020-2024

Summary statement:

Equality and social justice must be at the heart of everything the Council does as they are key to the successful and effective delivery of services, the achievement of better outcomes for everyone and the development of a sustainable and inclusive economy. Our Equality Objectives and the plans that sit alongside them are there to help ensure equality is mainstreamed throughout the organisation.

The Equality Act 2010 requires us to have Equality Objectives that we monitor and review at least every four years. The general equality duty requires us to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.
- In addition to those protected characteristics identified by law, Bradford Council recognises low income as an additional characteristic against which the impact of policy and decision-making should be assessed.

Our existing Equality Action Plan and Equality Objectives cover the period from 2016-2020. This report provides a final annual progress update against these objectives.

As part of the renewal process, draft Equality Objectives are due to be tabled at Executive in October 2020. Corporate Overview and Scrutiny Committee requested that the revised Equality Objectives be considered at this committee before going to Executive. This report provides the latest draft Equality Objectives for consideration and comment in advance of being tabled at Executive in October.

Jenny Cryer
Acting Assistant Director, Office of the Chief Executive
Report Contact: Philip Witcherley
Phone: (01274) 431241/434401
E-mail: philipwitcherley@bradford.gov.uk

Portfolio: Corporate

Overview & Scrutiny Area: Corporate

1. SUMMARY

- 1.1. This report provides the final annual progress update on the Council's current Equality Action Plan and outlines how the Council has delivered against its Equality Objectives for 2016-20. The report also presents for consultation drafts of the Council's Equality Objectives for 2020-2024 and a draft Equality Action Plan.
- 1.2. This report acknowledges that whilst there were some areas where the Council has made good progress, there are others where the Council still has more to do and this needs to be embedded as part of the revised Equality Objectives and Equality Plan.

2. BACKGROUND

- 2.1. There are legal responsibilities for elected members and employees of the Authority on equality, these are outlined in Appendix 1. Regardless of these responsibilities, it is essential that equality and social justice must be at the heart of everything the Council does and not just represent a bureaucratic 'box ticking' exercise. It is important that we seek to operate as an authority and in our District leadership role in a way where everyone has opportunities to achieve their full potential regardless of who they are or where they live. Our Equality Objectives and the plans that sit alongside them are there to help ensure equality is mainstreamed throughout the organisation.
- 2.2. Bradford is a diverse District, home to around 540,000 people, a third of whom are Black, Asian or Minority Ethnic (BAME), two in ten are of Pakistani heritage and, at the 2011 census, 25% of people were of the Muslim faith. The District is home to significant numbers of people from Eastern Europe. Some 150 plus languages are spoken here. It is the UK's youngest city with almost a quarter of people aged under 16 and a third aged under 20 years-old. Our District is geographically diverse, two thirds rural, with a large City and towns and villages each with their own often very strong, identities.
- 2.3. The District's youth and diversity represent significant assets offering a wide range of skills, innovation and experience, connections to global markets, huge productive potential and a rich cultural and community life. Work with and between our diverse communities has led to Bradford being assessed as among the world's leading intercultural cities. There are however, some stark contrasts in outcomes with marked contrasts between different areas with some high levels of deprivation alongside areas of significant wealth and affluence.
- 2.4. Overall, some 266,000 people live in the District's most deprived areas and 30.9% of children live in poverty. Social, economic and health inequalities are real challenges, reflected in the fact that there is an average of 9.1 (9.5 for England) years' difference in life expectancy for male residents in the most affluent area and the most deprived area of the District and 8(7.5 for England) years for women. Many people are affected by a combination of different dimensions of inequality e.g. income, ethnicity, gender, disability. For example, a third of the population is BAME with large Pakistani and Bangladeshi populations. Bradford has over

67,000 people working in the lowest skilled occupational groups – research shows that nationally 41% of Pakistani and Bangladeshi employees work in those same lowest paid groups, far higher than any other ethnicity.

- 2.5. Inequality comes with a social, economic and environmental price tag and has a significant impact on public services so the promotion of equality and social justice is in everyone's interests and must therefore be at the heart of decision-making. Equality is an intrinsic part of the job of every Elected Member and Officer and this needs to be accompanied by us all understanding our District, our people, our communities and our rich cultures along with the inequity that many of our people face on a daily basis. Through this understanding we will be able to ensure our focus stays on making Bradford District a fair and equitable place for all our people.
- 2.6. In September 2016, the Council's Executive approved a set of Equality Objectives for Bradford Council. The ambition for the objectives was to be strategic and only capture a few key areas which the whole organisation could contribute to and that would have maximum impact on the District. Details of these approved objectives can be found on the Council's web site via this link: [Bradford Council's Equality Objectives | Bradford Council](#)
- 2.7. These Equality Objectives were embedded throughout our Council Plan 2016-20 with the aim of ensuring equality remained central to the Council's work. The monitoring of the Equality Objectives was complementary to that of the Council Plan, with monitoring undertaken and discussed with the Corporate Management Team and the Portfolio Holder for equality on a quarterly basis.
- 2.8. The Equality Objectives were set for a four-year period covering 2016 to 2020. Flexibility had been built in to the plan to allow shorter-term actions to be completed and new actions identified in support of achieving each Objective. There was also scope to account for changes happening in the District over time or changes to resources. Progress against the objectives is provided in section 3.2 below.
- 2.9. A number of topics captured in these Equality Objectives are reported to this or other Overview and Scrutiny Committees in their own right in more detail. This report outlines the highlights relevant to the Objectives within the Equality Plan 2016-20, as a means of providing a Council-wide equality view. The reports received by this and other Overview and Scrutiny Committees include:
 - People Can
 - Hate crime
 - Workforce development
 - Stronger Communities
 - Safer Communities Performance
 - Skills for Work Programme
 - Progress against the anti-poverty strategy
 - Armed Forces Covenant
- 2.10. This is the final progress report on the current Equality Objectives 2016-20.

2.11. Delivering on the current Objectives has been challenging at times due to the impacts of austerity, a requirement to focus available resource on frontline delivery and, most recently, the need to organise and deploy our resources to support the District and our most vulnerable people during the Covid-19 pandemic.

Requirement to review our Equality Objectives

2.12. As part of our Public Sector Equality Duty, we are required to review our Equality Objectives every four years, setting one or more Objectives for up to the next four years. Whilst we must set at least one objective, we can set more.

2.13. In line with previous years, development of the new draft Equality Objectives has run alongside the development of the Council Plan. This is to ensure that both the Objectives and the Council Plan align.

2.14. Whilst Covid-19 has impeded business as usual it has also exposed the level and depth of inequality experienced across the UK and across our own District. Our focus is firmly on the lack of equality of opportunity and attainment experienced across our diverse communities and how we might address this.

3. OTHER CONSIDERATIONS

3.1. This report presents progress against the current Equality Objectives 2016-20 followed by the draft Equality Objectives for 2020-2024. An outline of the draft Objectives is presented for consultation in Appendix 2.

Equality Objectives – Annual Progress Report

3.2. This is the concluding progress report on the current Equality Objectives 2016-20. Highlighted below are: where we have made progress on our Equality Objectives, a non-exhaustive summary of other activity across the District that supports equality and where we still have more to do:

Objective 1: Community relations – Ensure that the people of the District get on well together.	
Activity	Where we have made progress
<p>Encouraging and celebrating good community relations</p> <p>Focusing on:</p> <p>Volunteering</p> <p>Inclusive events and festivals</p> <p>Voice and influence of underrepresented groups</p>	<ul style="list-style-type: none"> Over the four-year period, more activities have been designed in collaboration with residents, and have included a Festival of Volunteering, Great Bradford Spring Clean, Great Get Together and Big Lunch. During Covid-19 some events were offered digitally such as The Big Advice Day for the voluntary and community sector. People Can teamed up with Bradford District Credit Union to provide virtual events to help support services and elected members sign post people to support during Covid-19 6,000 people supported to attend Scholemoor Cemetery safely during Covid-19 Windrush Flag raising events with six participants was live streamed across the Council’s social media

<p>Easier for people to participate in decision-making.</p>	<ul style="list-style-type: none"> • A large scale plan for Ramadan and Eid was implemented to encourage social distancing and stay at home advice. • Ambassadors recruited to Bradford for Everyone Panel that will advise the Stronger Communities Partnership
<p>Hate and street crime</p> <p>Focussing on: Education programmes in schools, increasing reporting, reducing street based sexual harassment.</p> <p>Raising awareness</p>	<ul style="list-style-type: none"> • Hate crime education programme delivered to over 17,000 young people • 80 ambassadors trained to deliver hate crime and Anne Frank history in schools • 64 ambassadors trained and eight schools enlisted through the Stand Up, Speak Out, Make a Difference (SUSOMAD) Programme • 800 pupils participated in 'Free to be' workshops • 21 secondary schools benefitted from an anti-extremist and online awareness programme. • 12,000+ have visited places of worship with 459 faith tutors delivering programmes in schools • Resource developed for schools aimed at encouraging young people to form opinions of others based on familiarity and not their looks. • Additional hate crime reporting centres set up • Celebratory events supported – LGBTQ+ History month, International Women's Day, Pride • Bradford College's UNITED Values now include British Values and the key principles of the Equality Act 2010. • A project to reduce sexual harassment around further education locations was completed and is now business as usual • During Covid-19, an online platform has been used to provide online training to teachers and students

In addition over the past four years the Council has also:

Instigated the Stronger Communities Together programme - One of five two -year UK integrated communities' pilots, supported by a cross District, independently chaired and multi-agency partnership using evidence to inform action focussing on removing barriers to integration. Latest report to Council Committee: [COSC 23 January 2020 - Stronger Communities Partnership - Delivery](#) and the latest partnership progress report [here](#)

Developed a set of Shared Values - Bradford for Everyone worked with people across the District to develop a set of shared values for the District. Over 1400 people participated across a range of events.

Supported the City of Culture bid – Working with a broad base of partners and communities to develop Bradford's City of Culture Bid 2025

Encouraged community involvement in the Covid-19 response which saw 1,500 people from across the District stepping forward to help others

Developed and promoted Inclusive events to commemorate, mark and celebrate the contribution of the Armed Forces – In collaboration with faith groups, the World War 1 Society, Libraries & Museums and communities worked to make Remembrance and other events that mark or celebrate the contribution and sacrifice of those who serve or have served in the British Armed Forces inclusive and reflective of all our communities' contributions. During Covid-19 virtual events and content has been promoted on the Council web site and across its social media.

Sponsored and supported Bradford Literature Festival - with 50% attendance from people of BAME heritage, this festival is considered to be one of the most diverse in the UK.

Presented Community Stars - In collaboration with the Telegraph & Argus, organised, promoted and hosted an annual Community Stars Awards event that celebrate the amazing work that individuals and community groups do up and down the District to help make it a great place to live.

In collaboration, hosted the Channel 4 DIVERSE Festival in Bradford, the first time ever it had been outside of London. The festival brings together broadcasters, production companies, talent, commissioners, and wider creative industry stakeholders to celebrate diversity and inclusion, share best practice and find collaborative solutions to diversity related challenges in broadcast media.

Where we still have more to do to meet this Objective:

- Better promotion of activities and events that support and celebrate good community relations so that everyone has the information they need so that they can get involved.
- Develop mechanisms to provide a strategic overview of community relations across the District to help in identification of required activity.
- Provision of consistent data about community activities and events that evidence which communities and individuals are taking part.
- Consistently co-produce events with communities or support communities to stage their own events.
- Use data to underpin decisions about which community events and activities are supported.

Objective 2: Employment and Skills – Promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs

Activity	Where we have made progress
<p>Poverty and ethnicity employment and skills programme</p> <p>Focussing on: Addressing barriers and blockages to employment and career progression for disadvantaged groups</p>	<ul style="list-style-type: none"> • Collaborative textile academy project supported 50 Asian women into employment in Keighley with opportunities for progression. • Learning from the project has been used to shape the Council’s employment and skills programmes. • 25% of participants in the Council’s low paid employees project progressed into higher paid employment
<p>Apprenticeship programme</p> <p>Focussing on: Ensuring that the Council’s new apprentices are representative of the District with a focus on Looked After Children and people with disabilities</p>	<ul style="list-style-type: none"> • Pre-apprenticeship Work Ready Programme • Guaranteed interviews for children in care who meet minimum Maths and English criteria • Promotion of opportunities to children in care and those with learning disabilities

In addition over the past four years the Council has also:

Delivered with partners the Get Bradford Working Programme – To February 2019 – Has

delivered:

- **SkillsHouse** – Supported 1,205 unemployed people into work with 110 businesses and now delivering in the Health and Social Care sector too. Has undertaken project work to support refugees into work
- **The Employment Opportunities Fund (EOF)** – Supported 1,156 people into work. Funding is used for the Skills, Training and Employment Pathways (STEP) to provide tailored support to those who are unemployed and identified as being disadvantaged. Specialist support is also provided for specialist support services for the following groups: disabilities and mental ill-Health, BAME and ESOL, drug and alcohol dependency, over 50s.
- **Industrial Centres of Excellence** – Five ICE Boards and 300 businesses engaged, with 18 secondary schools, our three further education colleges and the University as key partners. A further ICE for Creative, Digital and Arts started in September 2019. In 2019 15,000 young people engaged with the ICE programme and 3,078 on career themed ICE activity.
- **The Advanced Skills Fund** – Was available to ensure a skilled workforce could be recruited to expanding key industries. One recipient, Borg Warmer used the fund to secure 88 jobs for local people along with up skilling a further 239 people.
- **Routes into Work** - Targeting those furthest from the job market, 509 people were supported into work by September 2019
- **The Apprenticeship Training Agency & Apprenticeship Hub** – Now completed it aimed to raise the profile of apprenticeships and increase take up of Apprenticeship provision across the District
- **Step up to Business** – Provided support to young people to establish legitimate businesses. A 101 young people benefitted, a further 50 young people took part in workshops, with nearly half going on to set up their own enterprise.

Secured £11m investment in Community Led Local Development for labour market support in deprived areas of Keighley and Bradford.

Supported the Beyond the Brontes initiative by Screen Yorkshire to address under representation within the screen industries. Its aim is to break down the perceived and actual barriers that can prevent young people (aged 18 – 24) from diverse backgrounds establishing careers in the creative industries.

Launched the Education Covenant that promotes support for education to volunteers and business and is targeted at narrowing the attainment gap. It has developed close links to manufacturing week. Parental and family involvement work is targeted at disadvantaged communities. Find out more about the Covenant [here](#)

Supported Glasses for classes – using evidence of need from the Born in Bradford research programme, provides glasses for children when they need them. This supports children to benefit from their education.

Funded the innovative Covid Loan & Save Accounts pilot to support those experiencing financial shock due to the impact of Covid-19. The account, developed in collaboration with Bradford District Credit Union, Incommunities and other voluntary sector partners, has already supported 55 local families and is due to expand. It has generated local, national and international media coverage and interest from other local authorities.

Where we still have more to do to meet this Objective:

- Reach the initial target set of 10% of places on pre-apprenticeship pathways to be held by children in care and another 10% by children with learning disabilities
- Change our recruitment processes, work experience, traineeships and other employment or employment support for people with learning disabilities to support this cohort to gain employment.

Objective 3: Organisational equality culture – the Council is well run, fit for business and is fair and inclusive in its approach

Activity	Where we have made progress
<p>Equality competency and corporate approach</p> <p>Focussing on: A wide-ranging programme of equality competency activities and improved governance arrangements.</p>	<ul style="list-style-type: none"> • Council and Departmental Management teams (CMT) (DMT) receive regular reports from Cross Department Equality Group (CDEG) for information and action • CDEG chair rotates across CMT • CDEG has representation from across the Council up to tier four and informed the current Transgender Policy. • Staff engagement and member development sessions run focusing on dementia friendly communities, migration and safeguarding stories. • Equality is central to the Council's decision-making process, especially its annual budget setting.
<p>Workforce diversity</p> <p>Focussing on: Recruitment options, commissioning requirements, career progression options.</p>	<ul style="list-style-type: none"> • Baseline data on race, gender and disability established – to measure success of interventions and practice • Data is collated on a six-monthly basis on the protected characteristics of applicants. • Jargon free job profiles and an improved web site provided to make job vacancies more accessible. • Work shadowing opportunities available for minority communities. • A comprehensive suite of training and development activities available for staff including an equality e-learning package, Lesbian, Gay, Bisexual and Transgender Plus (LGBTQ+) training, bespoke training for both the Cross Department Equality Group and Future Leaders and a focus on motor neurone disease as a health issue. • Some progress made around representation of protected characteristics across our workforce. We currently have three chief officers with a BAME background and 24.5% of those holding special grade or above PO6 posts are also from a BAME background. To June 2019, 52 % of our senior managers were female with 48% of posts at Special Grades or above being held by female staff.
<p>Accessible Services</p> <p>Focussing on: Implementing the Accessible Information Standard in Health and Social Care</p> <p>Sharing good practice across the Council</p>	<ul style="list-style-type: none"> • Accessible Information Standard implemented in Health and Social Care, and extended to customer access points. • Awarded the 'Disability Confident Kitemark' for meeting criteria within the Government-backed scheme showing we support the employment of disabled people such as through guaranteed interviews for disabled job applicants meeting the essential criteria, providing reasonable adjustments in the workplace, and providing processes aimed at supporting disabled people to access apprenticeships etc.

In addition over the past four years the Council has also:

Continued implementation of the Workforce Development Strategy - an initial report to Corporate Overview & Scrutiny of 15 August 2015 , that can be found [here](#), presented a set of recommendations made in the Council commissioned Hay report that were aimed at assisting the Council in its strategic workforce development and talent management, in particular to

improve workforce performance and productivity and to remove any unjustifiable barriers to progression.

The Hay report made eight recommendations which were used to inform a workforce development programme that was presented to the Committee. A progress report has been presented annually with the next due in Autumn 2020. The current Workforce Development Strategy runs from 2015-21. The most recent progress report was presented to Corporate Overview and Scrutiny Committee in October 2019, with a further report planned for the next meeting of this Committee. Progress includes: increasing apprenticeships (work is also continuing to increase the percentage of BAME, Looked After Children and young people with learning disabilities into Council apprenticeships), reducing the age profile of the workforce, offering more equality and diversity training, implementing the Evolve system both inside and outside of the Council to support learning, development, appraisals etc., continuing to deliver the Future Leaders Programme. We recognise that there is still more to do and this is reflected in the revised Equality Objectives and Plan.

Where we still have more to do to meet this Objective:

Equality Impacts - Processes need to be simplified and training offered to all service managers so equality is consistently considered at the start of any process of change or review of service.

Equality impacts need prominence in proposed decision-making documents – so that upholding equality is the first consideration

Equality Impact Assessments need to be quality assured and a more simple and straightforward process needs to be developed. This is proposed as an action as part of our revised Equality Objectives.

Recruitment and progression opportunities - Our staff profile when compared to our population shows there is further activity required if we are to fully reflect our communities across all levels of our workforce. Recruitment and career progression continues to be under review with the aim of increasing overall workforce diversity across all levels.

The table shows a basic comparison with other local authorities of data from 2017/18 and 2018/19 of BAME employees as a total percentage of the workforce and as a percentage of Heads of Service or above:

Local Authority	BAME as % of all staff	BAME as % of Head of Service/above
Bradford	27.7%	24.5% (Spec A+)
Birmingham	39.7%	20.2%
Leeds	16.6%	12.4%
Leicester	39.1%	17.5%
Manchester	25.99%	10.26%
Liverpool	6.4%	5.3% (top 5% of earners)
Sheffield	14.5%	8.5%
Bristol	-	-
Nottingham	9.57%	-

As local authorities collect and present workforce data in different ways the data in the table above only provides an indication.

To 30 June 2016 our workforce profile was as follows:

BAME as % of all staff	BAME as % of Head of Service/above
24.27%	19% (Spec A+)

At the 2011 Census, the make-up of the District's population was:

Ethnicity	White	Mixed multiple ethnic groups	Asian/Asian British	Black/African /Caribbean/ Black British	Other ethnic groups
% of total District population	67.5%	2.5%	26.8%	1.8%	1.5%

Over the previous four years progress has been made in regards to employment and progression of BAME staff. However, when we compare our workforce profile to the District's population, it is clear there is more to be done.

Accessible information Standard - needs to be implemented across the whole Council

Social value procurement policy - Our reviewed social value procurement policy aims to maximise opportunities for local organisations to win contracts, maximise opportunities for all equality groups and to retain resources to support the District. This will need to be reflected in our draft Equality Objectives 2020-24 as it is key to supporting equality across the District.

Knowing our communities and our District - All staff need to be aware of our communities and the District in which we serve if we are to provide services that are inclusive and meet the needs of all our people

Knowing and operating within Council policies - All staff need to be aware of and operate within Bradford Council policies

Objective 4: Equality Data – Our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities

Activity	Where we have made progress
<p>Equality Monitoring</p> <p>Focussing on:</p> <p>Gathering more information on service users to better understand our service impacts</p>	<ul style="list-style-type: none"> Equality monitoring and guidance was developed and shared across the Council to aid Equality Impact Assessments that support decision-making
<p>Use of the equality data and information</p> <p>Focussing on:</p> <p>Use of the equality data and information – raising awareness of available information across the whole Council.</p>	<ul style="list-style-type: none"> A broad range of equality workforce data is now collected Access to District-wide equality demographics available to provide us with an overview of our population Data used to support Equality Impact Assessments

In addition over the past four years the Council has also:

Further reviewed our data collection processes and analysis resources with the aim of

adding flexibility, making data easier to access, providing data about the District with consistency in order that decisions can be made based on one narrative.

Implemented a new system to support its public consultations and gather equality data about respondents.

Where we still have more to do to meet this Objective:

Protected characteristics data

Build trust with staff so that they are comfortable in declaring their protected characteristics.

Continuing consideration of data to use to inform decision-making

Work with partners and through our partnerships to identify further data to inform our decision-making.

- 3.3. During the last quarterly reporting period (April-June 2020), events and initiatives linked to the Equality Plan 2016-2020 have been presented in line with our changed operating model due Covid-19 restrictions. This has meant we have not made progress in the way we expected. However, activity continued where it was safe to do so.
- 3.4. Action against those Equality Objectives 2016-20 that have not been completed will continue.

Development of new draft Equality Objectives

- 3.5. Development of these draft Objectives has been informed by the Local Government Association Equality Framework, the Stronger Communities' Inclusive Employers project report, the Hays' report, development of the Council Plan 2020-24 and through considerable internal dialogue and engagement with staff and Elected Members as described below at 3.3.5.
- 3.6. Covid-19 and our response to it has thrown into stark focus the inequalities experienced by many across our diverse communities. However, restrictions imposed to mitigate the impacts of the disease have constrained our ability, to date, to consult and engage widely on our new draft Equality Objectives.
- 3.7. Engagement undertaken to support development of the draft Equality Objectives has taken place through:
- Staff focus groups with Council Management Team (including with BAME colleagues, carers, colleagues with disabilities, LGBTQ+ colleagues and female staff).
 - Cross Department Equality Group which brings together colleagues from across the entire authority to discuss equality issues.
 - Department Management Teams.
 - Council Management Team
 - Development workshops by theme including a range of colleagues at different levels in the organisation.

3.8. The draft high level objectives for each of the theme areas are:

Leadership: We will lead the Council and the District in an open, visible and accountable way with zero tolerance for discriminatory behaviour.

Workforce: Work proactively to ensure that our workforce (at all levels) reflects the communities we serve and support all staff to achieve their full potential.

Communities: We will work to ensure that all service areas are encouraged to better understand their services and actively engage our community to participate in decision-making processes to improve the services we provide. We will work together with service users, communities and local partners to co-design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities and improve outcomes.

Service Design/Delivery: We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities and provide accessible information about our services. We will aim to contract and commission services locally wherever possible.

3.9. Feedback through the engagement process has supported the development of the Objectives across the four Local Government Association Equality Framework themes of Leadership, Workforce, Communities and Service Delivery and in alignment with the Council Plan 2020-24.

3.10. The draft Equality Objectives and Equality Action Plan 2020-24 is presented in Appendix 2.

Next steps

3.11. A report will be submitted to Executive seeking their approval for officers to undertake wider consultation on these draft Equality Objectives. If approved, this will take place in conjunction with consultation on the Council Plan.

3.12. Feedback from the wider consultation will be used to further develop the Objectives whilst ensuring their continued alignment with a revised Council Plan.

3.13. A further report will then be submitted to Executive to get formal approval for the Objectives.

3.14. It is proposed that we will request that the Local Government Association to peer review all aspects of our overall approach to equality and to assess our position on their Equality Framework for Local Government. This peer review will be conducted by officers and elected representatives from another Local Authority. It is also further proposed that we will consider whether to undertake the Stonewall UK Workplace Equality assessment process in 2021 in order to benchmark our progress on lesbian, gay, bi, and trans inclusion in the workplace.

3.15. The Local Government Association's recommendations will be used to further inform our Objectives and any subsequent necessary consultation.

- 3.16. The draft Objectives are presented in Appendix 2, along with a draft Equality Action Plan for consultation with this Committee.
- 3.17. Comments and feedback from this Committee, along with feedback from the wider consultation, will be used to further develop these Objectives which will then be presented to Executive for approval.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1. Our revised approach to equality is intended to underpin the seriousness in which we take this agenda and meeting our objectives will mean an increase in financial pressures or a change in our overall priorities in some areas.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1. There are no significant risk management or governance issues arising out of the recommendations of this report.

6. LEGAL APPRAISAL

- 6.1. The Equality Act 2010 consolidated a wide range of equality legislation that had until then been contained in separate statutes. Section 149 of the Act introduced a Public Sector Equality Duty which requires local authorities and other public bodies, in the exercise of their functions, to have due regard to the need to:

- eliminate discrimination, harassment, victimisation
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

- 6.2. The Public Sector Equality Duty is also supported by two specific duties requiring public bodies to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually. This is set out in the Equality and Human Rights Commission guidance.

7. OTHER IMPLICATIONS

7.1. EQUALITY & DIVERSITY

- 7.1.1. The Council must give due regard to the Public Sector Equality Duty in any decision making it undertakes. The Council will continue to undertake activity to ensure that equality is considered through the development and delivery of all its

functions. In addition, the Equality Objectives set for the coming years will enable the Council to focus on key areas where improvement is required.

- 7.1.2. All reports which contribute to the delivery of an Equality Objective currently require a supporting statement acknowledging this fact. This has enabled Committee Members to appreciate more broadly the work taking place to deliver against the Equality Objectives, in addition to the annual progress updates.
- 7.1.3. An action linked to the new draft Objectives is for the Equality Statements in reports to be more prominent. This is aimed at ensuring equality is in the forefront and not an afterthought. A further action is to review the process for undertaking Equality Impact Assessments. The aim of this action is to ensure all officers undertaking the assessments are clear on what is required and that all negative impacts of changes to services, policies etc. are recorded and not just where the impact of a particular change is considered to disproportionately negatively affect individuals or communities who share a protected characteristic.

7.2. **SUSTAINABILITY IMPLICATIONS**

There are no sustainability implications from the Equality Objectives.

7.3. **GREENHOUSE GAS EMISSIONS IMPACTS**

There are no gas emission impacts from the Equality Objectives.

7.4. **COMMUNITY SAFETY IMPLICATIONS**

The Public Sector Equality Duty explicitly states that public authorities must have due regard to the need to eliminate discrimination, harassment, victimisation. This is therefore a fundamental element of the considerations that the authority gives when assessing equality impacts on any changes to any of its functions. 'Communities' is one of the proposed draft Equality Objectives.

7.5. **HUMAN RIGHTS ACT**

There are no Human Rights Act impacts from the Equality Objectives.

7.6. **TRADE UNION**

Some of the actions supporting the Equality Objectives are in connection to the workforce, both in development, training and diversity. Trade Unions will be consulted on the equality elements of the workforce development programme.

7.7. **WARD IMPLICATIONS**

There will be no specific implications on any one ward as the Equality Objectives have a District-wide impact.

7.8. **IMPLICATIONS FOR CORPORATE PARENTING**

Some of the specific actions relating to the Workforce Equality Objective may support our corporate parenting responsibility.

7.9. ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

This does not apply.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1. The progress update on the current Equality Objectives is accepted.
- 9.2. The progress update on the current Equality Objectives is not accepted and further information is required to be presented for consideration.
- 9.3. The draft Equality Objectives and action outlined in the report to finalise them are accepted and endorsed for Executive's consideration.
- 9.4. The draft Equality Objectives and plans to finalise them are not accepted.

10. RECOMMENDATIONS

Committee is asked to:

- 10.1. Accept and comment on the final progress update on the current Equality Objectives 2016-20 as provided in section 3 above at 3.2.
- 10.2. Comment on the proposed draft Equality Objectives and Equality Action Plan 2020-24 referred to above in section 3 at 3.8 and contained in Appendix 2.
- 10.3. Comment on the proposed actions to further progress development of the Equality Objectives as outlined in section 3 above from 3.3.11 to 3.3.17 and contained in Appendix 2.
- 10.4. Subject to comments and amendments made by this Committee being reflected in the draft Equality Objectives and Equality Plan and to the proposed actions to support further progress on developing the Equality Objectives 2020-24, recommend that Executive approve the proposals contained within this report.
- 10.5. That Members request a progress update on the Equality Objectives 2020-24 in 12 months' time and annually thereafter.

11. APPENDICES

11.1. Appendix 1 – Our legal equality duties

11.2. Appendix 2 - Draft Equality Objectives and Equality Plan 2020-24

12. BACKGROUND DOCUMENTS

- Bradford Council's Equality Objectives Overview - <https://www.bradford.gov.uk/your-Council/equality-and-diversity/bradford-Council-s-equality-objectives/>
- Local Government Association Equality Framework for Local Government - [Equality Framework for Local Government | Local Government Association](#)
- Report of the Assistant Director Office of the Chief Executive to Corporate Overview and Scrutiny Committee 23 January 2020 - Bradford Council's Equality Objectives Annual Progress Report (to June 2019) - [Bradford Metropolitan District Council - Agenda for Corporate Overview and Scrutiny Committee on Thursday, 23rd January, 2020, 5.30 pm](#)
- [The Council's Workforce Profile | Bradford Council](#)
- [Ethnicity and religion | Understanding Bradford District](#)
- Grant Thornton Inclusion Employers' Report 2020 – Bradford Council
- Hays' report contained in [Talent Management a Workforce Development Programme for Bradford Council - COSC 12 August 2015](#)
- [Equality Act 2010 | Equality and Human Rights Commission](#)

Appendix 1 – Our legal equality duties

The Council has a minimum legal responsibility to discharge its General Equality Duty and its Public Sector Equality Duty under the Equality Act 2010.

The Public Sector Equality Duty sets out a number of aims (listed below) that public authorities should have regard to in their operation. This is supported by some specific duties which include the requirement on public authorities to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually.

In light of Covid-19, the requirement for public authorities to produce their annual report was removed. Despite this, we think it is critical to provide an annual report on our Equality Objectives.

Public authorities, such as Bradford Council, must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The defined set of protected characteristics as set out in the Equality Act 2010 are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; and (in relation to discrimination) marriage and civil partnership. In recognition of the Council's commitment to addressing poverty, Bradford's approach to equality also looks at equality more broadly and taking into account the impact of our decisions on people on low income or with a low wage. In addition, where a community, not formally protected by the Equality Act 2010 but whose members, could face disadvantage, the Council will also consider how its decisions impact on those communities. For example, the Council in its signing of the Armed Forces Covenant, pledged to ensure the Armed Forces Community did not face any discrimination in accessing services.

Appendix 2 – Draft Equality Objectives and Equality Plan 2020-24

