

Subject:	Equality Policy	Status:	For Publication
Report to:	Overview & Scrutiny Cabinet	Date:	5 th March 2018 4 th July 2018
Report of:	HR Manager	Portfolio Holder:	Regulatory Services
Key Decision:	<input checked="" type="checkbox"/> Forward Plan <input checked="" type="checkbox"/>	General Exception	<input type="checkbox"/> Special Urgency <input type="checkbox"/>
Equality Impact Assessment:	Required:	Yes	Attached: No
Biodiversity Impact Assessment	Required:	No	Attached: No
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1. RECOMMENDATION(S)
1.1 That Cabinet approve the revised Equality Policy, along with the appendices.
1.2 All future minor amendments to the Equality Policy to be delegated to the HR Manager in consultation with the Portfolio Holder.

2. PURPOSE OF REPORT

2.1 To propose a revised and refreshed Equality Policy to include guidance in respect of Equality Impact Assessments.

3. CORPORATE PRIORITIES

3.1 The matters discussed in this report impact directly on the following corporate priorities:

- **A proud, healthy and vibrant Rossendale:** our priority is to ensure that we are creating and maintaining a healthy and vibrant place for people to live and visit.

4. RISK ASSESSMENT IMPLICATIONS

4.1 There are no specific risk issues for members to consider arising from this report.

5. BACKGROUND AND OPTIONS

5.1 Following the Equalities Task and Finish Group which took place in 2017, it was agreed that the Equalities Strategy needed to be refreshed since the last published version in 2012.

5.2 The revised Equality Policy, in conjunction with the Annual Equality Report, will enable the Council to continue meet its legal obligations.

5.3 As part of the ongoing commitment to equalities, equality refresher training will be rolled out to all existing staff and Elected Members and will be monitored via the Programme Board. In addition, the Learning Pool software, which is currently being set-up to provide a suite of training courses, will provide existing and new employees with a number of equalities courses.

5.4 The Council intends to co-ordinate a Citizens' Panel to consult with local residents, and gain public preferences and opinions on specific issues. The aim of a Citizens' Panel is to develop a representative, consultative body of local residents. Work will shortly commence to determine the number of participants required, officer time necessary to administer the Panel and any possible associated costs.

5.5 Equality Impact Assessments are at the heart of ensuring the Council meets its equality obligations. To help enable the Council to embed Equality Impact Assessments (EIA) successfully, all EIAs will be circulated to Senior Managers and discussed at Management Team meetings.

COMMENTS FROM STATUTORY OFFICERS:

6. SECTION 151 OFFICER

6.1 Any financial implications will be contained within the existing budget resources.

7. MONITORING OFFICER

7.1 The Council has a legal requirement to meet the obligations of equality associated legislation.

8. POLICY IMPLICATIONS AND CONSULTATION CARRIED OUT

8.1 Any policy implications are included in the report. An initial Equality Impact Assessment has been completed and no negative or detrimental implications have been identified on the protected characteristics.

8.2 The report was reviewed by the Overview and Scrutiny Committee in March and recommended that Cabinet approve the Policy.

9. CONCLUSION

9.1 The revised Policy along with the activities outlined at paragraphs 5.3, 5.4 and 5.5 will assist the Council in meeting its equalities obligations.