

TO: EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY COHESION

28 JANUARY 2021

EQUALITY INFORMATION PUBLICATION 2019-20
Assistant Director: Chief Executive's Office

1 PURPOSE OF REPORT

- 1.1 To brief the Executive Member for Council Strategy and Community Cohesion on the council's equality monitoring service reports for 2019-20 at Annex A for publication on the council's website.

2 RECOMMENDATIONS

- 2.1 **That the Equality Monitoring reports for 2019-20 attached at Annex A are approved for publication on the council's website.**

3 REASONS FOR RECOMMENDATION

- 3.1 The Equality Act 2010 and (Specific Duties) Public Sector Equality Duty outlines the specific duties that the council are required to meet to demonstrate its compliance with its equality duties to have due regard to:
- Eliminating discrimination, harassment and victimisation
 - Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not
 - Fostering good relations between those with a relevant protected characteristic and those who do not.

These duties include publishing equality information annually by the end of January each year. Due to the coronavirus outbreak the Equality and Human Rights Commission has suspended their compliance activity on the specific duties for 2020 and have requested that public bodies should publish their equality information by 30 March 2021.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 None. The Council has a duty under the Equality Act 2010 to advance equality of opportunity, eliminate discrimination, harassment and victimisation and foster good relations between people.

5 SUPPORTING INFORMATION

- 5.1 To assess whether Bracknell Forest Council's services are fulfilling the three equality duties, information on access, outcomes/ performance, and satisfaction have been analysed and reports produced for the following services:
- Adult Social Care
 - Children's Social Care
 - Community Safety

Unrestricted

- Customer Services
- Early Help
- Education
- Library Services
- Welfare and Housing

Due to the impact of the Covid-19 pandemic on council teams and some contracted out services this year, we have been unable to produce reports for the following service areas but these will be included in future reporting for 2020-21:

- Public Health
- Leisure Services

The service equality reports, which have been approved for publication by the relevant Directorate Management Teams, have been used to produce a council wide services equality information report which is attached at Annex A.

Workforce Equality Information Report 2019-20

- 5.6 The workforce equality information report for 2019-20 will be published following approval by the council's Corporate Management Team in February. The report summarises the council's workforce equality information for 2019-20.

Conclusion

- 5.7 The council wide report and the associated service reports show that Bracknell Forest Council is making good progress in meeting the three Public Sector duties in the Equality Act 2010 to eliminate discrimination, victimisation and harassment, advance equality of opportunity and foster good relations between people.

A new Equality Scheme is currently being developed for 2021-26 and will be published in due course. It will take into consideration current equality issues including those relating to the Covid-19 pandemic.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The relevant legal issues are addressed within the main body of the report.

Director: Finance

- 6.2 There are no additional financial implications arising from the recommendations in this report.

Equalities Impact Assessment

- 6.3 The equality reports outline how the Council will meet its legal duties to advance equality of opportunity, eliminate discrimination, harassment and victimisation and foster good relations.

Strategic Risk Management Issues

- 6.4 Failure to achieve the objectives of the scheme could risk legal challenge and reduce the levels of cohesion in the borough.

7 CONSULTATION

Principal Groups Consulted

- 7.1 The Council's Equalities Group and Departmental Management Teams.

Method of Consultation

- 7.2 By email and in meetings.

Representations Received

- 7.3 Included in this report.

Background Papers

Annex A – 'All of Us' Equalities Reports – Council Wide Report and Services reports.

Contact for further information

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