

To: **EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY COHESION**

13 March 2023

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**EQUALITY INFORMATION PUBLICATION 2021-22**  
**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 2021-22 at Annex A for publication on the council's website.

**2 Recommendation**

- 2.1 That the Equality Monitoring reports for 2021-22 attached at Annex A are approved for publication on the council's website.**

**3 Reasons for Recommendation**

- 3.1 The Equality Act 2010 and corresponding regulations outline the specific duties that the council is required to meet to demonstrate its compliance with its equality duties – i.e. 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 30 March. Local authorities' compliance is monitored by the Equality and Human Rights Commission (EHRC).

**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 aims of general duty, 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
  - Customer Services
  - Early Help
  - Education and Learning
  - Housing Services
  - Leisure Services
  - Library Services
  - Public Health

- Welfare 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.

Throughout the 2021-22 financial year some service delivery was affected by the Covid-19 pandemic and recovery from it. All council services prioritised new objectives to reflect the different environment and to align with corporate recovery and renewal planning.

### **Workforce Equality Information Report 2021- 22**

The workforce equality information report for 2021- 22 will be published together with service equality reports. The report summarises the council's workforce equality information for 2021-22.

### **Conclusion**

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

The reports also demonstrate the good progress made in achieving the council's equality objectives as detailed in the council's 'All of Us' Equality Scheme for 2022-25 and are:

- 1) Inclusive in all we do
- 2) Accessible for all
- 3) Accountable and Fair
- 4) Diverse and inclusive workforce
- 5) Recovering from the Covid-19 pandemic.

## **6 Consultation and Other Considerations**

### Legal Advice

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

### Financial Advice

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

### Other Consultation Responses

- 6.3 The Council's Equalities Group and Departmental Management Teams reviewed the reports.

### Equalities Impact Assessment

- 6.4 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

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

#### Climate Change Implications

- 6.6 The recommendations in Section 2 above are expected to have no impact on emissions of CO<sub>2</sub>.

The council believes the recommendations will have no impact on emissions as they relate principally to the public sector equality duty which seeks to reduce inequalities, advance equality of opportunity for all residents leading to improvements to health and wellbeing.

#### Health & Wellbeing Considerations

- 6.7 The recommendations of the report support the principles, priority areas and cross-cutting themes of the Health and Wellbeing Strategy specifically around addressing health inequalities.

#### Background Papers

Annex A, Council wide services equality information and services equality information

#### Contact for further information

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