

To: EXECUTIVE MEMBER FOR THE ENVIRONMENT AND COMMUNITY COHESION

27 March 2024

**Equality Information Publication 2022-23
Assistant Director: Chief Executive's Office**

1 Purpose of Report

- 1.1 To brief the Executive Member for the Environment and Community Cohesion on the council's equalities monitoring service reports for 2022-23 at Annex A for publication on the council's website.

2 Recommendation

- 2.1 **That the Equalities Monitoring reports for 2022-23 and council wide services summary report attached at Annex A are approved for publication on the council's website.**

3 Reasons for Recommendation

- 3.1 In delivering the ambition and goals of the Council Plan 2024-27 we are committed to creating an inclusive borough and ensuring addressing inequalities cutting across everything we do, going beyond our legal responsibilities. Our values are inclusive, ambitious, and always learning; these inform all that we do. Our services must be inclusive and accessible, and we want to work with residents to achieve this.
- 3.2 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.
- 3.3 These duties include publishing equality information annually. Local authorities' compliance is monitored by the Equality and Human Rights Commission (EHRC).

4 Alternative Options Considered

- 4.1 None. The Council is committed to and has a legal 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
- Place, Planning & Regeneration
- Welfare Services.

The service equalities 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 2022- 23

5.2 The workforce equality information report for 2022- 23 will be published together with service equality reports. The report summarises the council's workforce equality information for 2022-23 and has been approved for publication by the Council's Employment Committee.

Conclusion

5.3 The council wide report and the associated service reports show that Bracknell Forest Council is continuing to make 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. They also detail actions to continue to strengthen our approach to advancing equality, diversity, and inclusion in engaging with and providing services to residents and communities.

5.4 The reports also demonstrate the good progress made in achieving all 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.

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 relevant Departmental Management Teams and Council's Equalities Group have reviewed the reports.

Equalities Impact Assessment

- 6.4 The equalities 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 CO₂.

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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