

<b>25 March 2015</b>		<b>ITEM: 12</b>
<b>Council</b>		
<b>Annual Equality Report</b>		
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> Non key	
<b>Report of:</b> Cllr Richard Speight, Portfolio Holder Communities and Regeneration		
<b>Accountable Head of Service:</b> Karen Wheeler, Head of Strategy and Communications		
<b>Accountable Director:</b> Steve Cox, Assistant Chief Executive		
<b>This report is Public</b>		

## **Executive Summary**

A wide range of regulatory frameworks promote equality and anti-discrimination in public sector services. The Equality Act 2010 (Specific Duties) Regulations 2011 introduces (at Reg 2) an obligation on the Council to publish information to demonstrate its compliance with the duty imposed by section 149 (1) of the Equality Act 2010 (which related to the Public Sector Equality Duty). In light of this, Thurrock's Annual Equality Report has been prepared. This report provides information to all interested parties on our progress. Whilst our equality duty remains important and essential, this report also demonstrates how equality considerations have been mainstreamed into the work of all directorates.

### **1. Recommendation(s)**

**1.1 Note the matters identified in the Annual Equality Report presented to Council.**

**1.2 Agree that the report be published to meet the requirement of S.149 (1) of the Equality Act 2010.**

### **2. Introduction and Background**

**2.1** The Equality Act places a duty on local authorities to promote equality of duty and eliminate discrimination. This is often referred to as the 'Equality Duty'. This duty applies to jobs, training, housing, education and the provision of goods, facilities and services. As a public authority we must publish our progress in regard of this duty on an annual basis.

### **3. Issues, Options and Analysis of Options**

- 3.1 The Equality Act became law in October 2010. It replaced previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995). The Act aims to streamline equality requirements and ensure consistency in what organisations must do to comply with the law.
- 3.2 The Equality Act covers the same groups that were protected by previous equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity – but extends some protection to groups not previously covered, and strengthens particular aspects of equality law.

### **4. Reasons for Recommendation**

- 4.1 This report aids the Council in meeting its Equality Duty and provides an opportunity to share work across the Council that contributes to equality and challenges discrimination.

### **5. Consultation (including Overview and Scrutiny, if applicable)**

- 5.1 This report has been subject to consultation with service areas, and Directors.

### **6. Impact on corporate policies, priorities, performance and community impact**

- 6.1 The Annual Equality Report supports all council priorities, in particular our ambition to build pride, responsibility and respect.

### **7. Implications**

#### **7.1 Financial**

Implications verified by: **Mike Jones**  
**Management Accountant**

The financial costs associated with the publication of the Annual Equality Report can and will be met from existing resources.

#### **7.2 Legal**

Implications verified by: **David Lawson**  
**Deputy Head of Legal & Governance – Deputy Monitoring Officer.**

This report aids the Council in meeting its Equality Duty

### 7.3 **Diversity and Equality**

Implications verified by: **Teresa Evans**  
**Cohesion and Equalities Officer**

The Council is under a statutory duty as set out in the Equality Act 2010 to eliminate discrimination, advance equality and promote good relations. The Annual Equality Report provides a mechanism for review of progress in meeting the Equality Duty and advancing equality of opportunity.

### 7.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

None.

### 8. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- The Corporate Equality Framework (2011) and Single Equality Scheme (2012) [www.thurrock.gov.uk/diversity-and-equality/equality-duty](http://www.thurrock.gov.uk/diversity-and-equality/equality-duty)

### 9. **Appendices to the report**

- Appendix 1 – Annual Equality Report

#### **Report Author:**

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