

<b>Report to:</b>	Scrutiny and Overview Committee	3 March 2022
<b>Lead Cabinet Member:</b>	Cllr Neil Gough	
<b>Lead Officer:</b>	Head of Transformation	

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## Draft Annual Equality Scheme Review

### Executive Summary

1. This report presents Scrutiny and Overview Committee with a draft version of the Council's revised Equality Scheme for the 2022-23 financial year. Under the Public Sector Equality Duty, the Council is required to publish at least one Equality Objective every four years. At SCDC we do this through our Equality Scheme, which also includes and action plan for the delivery of these objectives. Whilst not mandatory, it is considered good practice to review this on an annual basis to ensure the scheme and action plan remains current.

### Key Decision

2. No

### Recommendations

3. It is recommended that Scrutiny and Overview Committee:
  - a) Review the draft Equality Scheme at **Appendix A** and provide feedback in relation to areas that require further consideration or detail, prior to onward submission to Cabinet for approval.
  - b) Review the Equality Scheme action plan progress report at **Appendix B** and provide feedback in relation to areas that require further consideration or detail, prior to onward submission to Cabinet for approval.

### Reasons for Recommendations

4. To ensure that SCDC has an Equality Scheme that provides a current and effective framework for the ongoing completion of activities to progress Equality, Diversity and Inclusion with the organisation and the wider district.

### Details

5. Full details of the draft Equality Scheme, including action plan, are provided at **Appendix A**.

6. **Appendix B** provides progress updates in relation to the existing Equality Scheme Action Plan, originally approved and adopted in December 2020.
7. A colour-coding system is applied to this element of the report whereby:
- **Purple** signifies that the measure has been completed
  - **Green** signifies that completion of the measure by the end of the stated target quarter is on target
  - **Amber** signifies that completion of the measure has been delayed, but is on track to be delivered by a revised delivery date
  - **Red** signifies that the measure will not be delivered or that a delivery plan is needed
  - **Grey** signifies that information is not available to indicate progress at this time
8. The number of Purple, Green, Amber, Red and Grey measures as at February 2022, broken down by each Business Plan priority, is as follows:

Status	Objective 1: Actions that narrow the gap	Objective 2: Value difference in workforce	Objective 3: Voices are heard	Total
Purple	6	4	4	14
Green	2	1	5	8
Amber	1	2	0	3
Red	0	0	0	0
Grey	0	1	0	1
<b>Total</b>	9	8	9	26

## Implications

9. In the writing of this report, taking into account financial, legal, staffing, risk, equality and diversity, climate change, and any other key issues, the following implications have been considered:-

Legal – the publication of our Equality Scheme assists the organisation in ensuring that it meets its obligations under the Public Sector Equality Duty

Equality and Diversity – the Equality Scheme sets out how SCDC will go about work to progress Equality, Diversity and Inclusion.

Staffing – the Equality Scheme contains an objective around valuing the strength provided by a diverse workforce. Actions and measures falling under this objective include those that seek to increase equality of opportunity for existing and prospective employees.

## **Consultation responses**

10. Internal consultation has taken place with members of Corporate Management Team, and the Council's Equality, Diversity and Inclusion Staff Forum. A draft version of the report has also been reviewed by Leadership Team with feedback offered and incorporated into this version of the scheme.

## **Alignment with Council Priority Areas**

11. This report and its appendices primarily link to the Modern and Caring Council Business Plan Priority Area; however specific actions from within the scheme may relate closely to the delivery of the remaining three priority areas.

## **Background Papers**

[South Cambridgeshire District Council Equality Scheme 2020-21](#)

## **Appendices**

Appendix A: Draft Equality Scheme 2020-24 (2022 Revision)

Appendix B: Equality Scheme Progress Report

## **Report Author:**

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