



Report to:	Cabinet	22 March 2022
Lead Cabinet Member:	Cllr Tumi Hawkins, Cabinet Champion for Race and Equality	
Lead Officer:	Jeff Membery, Head of Transformation, HR and Corporate Services	

Annual Equality Scheme Review

Executive Summary

1. This report presents Cabinet with 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 an 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 progress is tracked and the scheme and action plan remain current.

Key Decision

2. No

Recommendations

3. It is recommended that Cabinet:
 - a) Approve adoption of the revised Equality Scheme at **Appendix A**.
 - b) Review the Equality Scheme action plan progress report at **Appendix B**, detailing progress against actions set in the 2020-21 iteration of the Equality Scheme.

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
Total	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. Consultation has taken place with members of Corporate Management Team, the Council's Equality, Diversity and Inclusion Staff Forum, Leadership Team and Scrutiny and Overview Committee.

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

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