

Record of Decisions

Equality Objectives 2021-2025

Decision Taker

Cabinet on 24 August 2021.

Decision

- i) That the Council be recommended to agree the following Equality Objectives for 2021-2025:
1. Ensure a wide range of voices are reached and heard in decision making and designing and delivering services.
 - Ensure all relevant groups are included in consultations, providing support as appropriate.
 - Improve the accessibility of our events, meetings, information and communications.
 - Strengthen our relationship with our communities and encourage participation.
 - Ensure equality considerations are appropriately addressed within our procurement processes and contract management arrangements.
 2. Reduce inequalities so Torbay and its residents thrive.
 - Deliver on our Community and Corporate Plan ambition we will work to:
 - Ensure that all children are given the best start in life and families are supported.
 - Tackle lifestyle and economic issues which lead to inequality and poor health.
 - Ensure that older people age well and are physically, mentally and socially active.
 3. Consider and if approved implement the recommendations from the Torbay Racism Review Panel.
 - Maintain a legacy of the review.
 - Strengthen engagement networks.
 4. Support the diverse needs of our workforce.

Our staff are one of our biggest assets and our employees come from a wide range of backgrounds with a variety of skills and knowledge. We are committed to supporting our staff and enabling them to provide the best possible service to our customers.

 - Demonstrating our Core Values, we will always be approachable, calm and respectful.
 - Create an environment where we act professionally and treat everyone with respect.
 - Ensure that policies and initiatives are in place so our staff can feel safe at work and carry out their duties without feeling bullied or discriminated against.
 - Support staff to continue to improve their cultural competence and confidence to improve workforce inclusivity and engage with our diverse

population and communities.

- ii) That the Head of Policy, Performance and Community Engagement prepare and implement an Action Plan to ensure that the Equality Objectives are embedded across the Council.
- iii) That, as part of the Action Plan, an Equality, Diversity and Inclusion Reference Group be established to support the Council in embedding the Equality Objectives in its work.

Reason for the Decision

It is a requirement of the Public Sector Equality Duty to publish one or more objective which we think we should achieve in order to meet the General Duty. The Council's current objectives expired in March 2021 and therefore a new set of objectives were required for the next four years.

Implementation

This decision will come into force and may be implemented on 7 September 2021 unless the call-in procedure is triggered (as set out in the Standing Orders in relation to Overview and Scrutiny).

Information

The Public Sector Equality Duty, which came into force in April 2011, places a requirement on all public bodies to publish one or more objective(s) that they think they should achieve in order to meet the General Duty. The General Duty requires us to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it, and
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The Council is required to publish its objectives every four years, with the current objectives running until March 2021 and therefore new objectives needed to be agreed.

At the meeting, Councillor Carter proposed and Councillor Stockman seconded a motion that was agreed unanimously by the Cabinet, as set out above.

Alternative Options considered and rejected at the time of the decision

None.

Is this a Key Decision?

No

Does the call-in procedure apply?

Yes

Declarations of interest (including details of any relevant dispensations issued by the Standards Committee)

None.

Published

27 August 2021

Signed: _____ Date: _____
Leader of Torbay Council on behalf of the Cabinet