

NON EXEMPT

**EAST HAMPSHIRE DISTRICT COUNCIL/HAVANT BOROUGH
COUNCIL**

JOINT HUMAN RESOURCES COMMITTEE

6 Dec 2017

**Reviewed Equality Policy
Report by the Customer Inclusion Adviser**

FOR APPROVAL

Key Decision: N/A

1.0 Purpose of Report

1.1 This report provides the Joint Human Resources Committee with an overview of the revisions to the Comprehensive Equality Policy.

2.0 Recommendation

2.1 That the Joint HR Committee recommend the changes for approval by the Cabinets of East Hampshire District Council and Havant Borough Council.

3.0 Summary

3.1 The Councils maintain an overarching Equality Policy that covers employment, service provision, working in partnership and community leadership. The policy reflects the Councils commitment to the Public Sector Equality Duty (PSED) and has been revised and streamlined to ensure roles and responsibilities are clearer with a greater emphasis on outsourcing employment and service provision. Revisions also include new Duties that have been recently placed upon the Councils.

4.0 Subject of Report

4.1 Changes have been made to the following key areas of the policy:

References to HR have been removed and replaced with "the Council"
Language has been simplified
Roles and responsibilities have been made clearer
Gender Pay Gap Reporting has been included
Due regard to the PSED rather than specifically Equality Impact Assessments
More robust policy for contractors/partners
The Inclusion of supporting schemes (for example the Disability Confident Scheme)
Clearer policy for the use of customer insight and engagement
A clear warning of potential disciplinary action for failing to comply.

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5.0 Implications

5.1 Resources:

No additional resources have been identified.

5.2 Legal:

The Councils are required to remain compliant to the Equality Act 2010 and the Public Sector Equality Duty.

5.3 Strategy:

The adoption of this revised policy supports the Councils commitment to public service excellence and equality.

5.4 Risks: (Environmental, Health & Safety and Customer Access Impact Assessment)

This can be found under IIA 5.7 below.

5.5 Communications:

The revised policy will be communicated to all staff, partners and Councillors and training and support will be provided.

5.6 For the Community:

This can be found under IIA 5.7 below

5.7 The Integrated Impact Assessment (IIA) has been completed and concluded the following:

No negative impacts have been identified as a result of this assessment.

Positive impacts identified include:

Health and Wellbeing

Protects and improves the Health & Wellbeing of the community (both staff and wider community)

Equality

Ensures it does not disadvantage any individuals on the basis of age, disability, gender reassignment, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sex or sexual orientation.

Advances equality of opportunity between those who share the characteristics in and those who do not.

Promotes a vibrant, inclusive and cohesive community by: enabling and encouraging everyone to engage with the council and its partners and take part in community/voluntary activities.

Does not disadvantage current or former armed service personnel, their families or veterans

Economic

The policy doesn't specifically support the creation of job opportunities but clearly reinforces inclusive employment

Rural Communities

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Supports or enhances access to transport, public services, educational, leisure or recreational opportunities in rural areas - whilst the policy does not specifically support particular services the main driver is equality of access

Safeguarding

Promotes and complies with the safeguarding policy & procedures - The main driver of the policy is to protect people with protected characteristics including children and vulnerable people

6.0 Consultation

Unison and HR have been so far been consulted on the revised policy.

Appendices:

Appendix A Equality Policy

Appendix B Glossary of Terms

Background Papers:

[Public Sector Equality Duty | Equality and Human Rights Commission](#)

Agreed and signed off by:

Head of Legal Services: 22/11/2017

Head of Finance: 23/11/2017

Relevant Head of Service: Head of Customer Services 27/11/17

(Cabinet Reports Only)Portfolio Holder (EHDC) Cabinet Lead (HBC)

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