

<b>Report To:</b>	<b>EXECUTIVE CABINET</b>
<b>Date:</b>	24 June 2019
<b>Reporting Officer:</b>	Councillor Brenda Warrington – Executive Leader Councillor Leanne Feeley – Executive Member (Lifelong Learning, Culture and Heritage) Sarah Dobson - Assistant Director, Policy, Performance and Communications
<b>Subject:</b>	<b>ONE EQUALITY SCHEME ANNUAL REVIEW 2019</b>
<b>Report Summary:</b>	One Equality Scheme (2018-22) is the joint organisational scheme for Tameside & Glossop Strategic Commission. The one year annual review has been informed by practical examples and related projects from the past 12 months <b>Appendix A</b> .
<b>Recommendations:</b>	It is recommended that Executive Cabinet approve the attached draft of the One Equality Scheme Annual Review 2019 for publication ( <b>Appendix A</b> )
<b>Links to Corporate Plan:</b>	Equality and diversity work is relevant to all Corporate Plan priorities of the Strategic Commission.
<b>Financial Implications:</b>	There are no direct financial implications as a result of this report.
<b>Legal Implications:</b>	Implications as set out in the report. Non compliance with the public sector equality duty under section 149 of the Equality Act 2010 and related legislation is a statutory obligation.
<b>Risk Management</b>	This report fulfils the commitment for equality issues to be monitored on a regular basis. It also ensures awareness of the agenda across the Strategic Commission.
<b>Access to Information:</b>	The background papers relating to this report can be inspected by contacting Jody Smith, Policy and Strategy Service Manager by:  Telephone: 0161 342 3170  e-mail: <a href="mailto:jody.smith@tameside.gov.uk">jody.smith@tameside.gov.uk</a>

## **1. PURPOSE OF REPORT**

- 1.1 The report provides an update on the development of the One Equality Scheme one year annual review 2019. A number of case studies have been identified to evidence some of the work undertaken during the past 12 months, with a view to ensure such projects are aligned with the schemes agreed and measurable objectives.

## **2. BACKGROUND**

- 2.1 The public sector equality duty is laid out in section 149 of the Equality Act 2010. It states that a public authority must, in the exercise of its functions, have due regard to:
- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act;
  - Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
  - Foster good relations between people who share a protected characteristic and those who do not share it
- 2.2 The One Equality Scheme (2018-22) was launched in 2018 as the first joint equality scheme for Tameside & Glossop Strategic Commission. A number of joint equality objectives were developed to ensure we fulfil our obligations under the Equality Act 2010 regulations, in that equality objectives must be published at intervals not greater than four years from the date of last publication.
- 2.3 The Equality Act also states that public bodies must publish annual information to demonstrate compliance with the general duty, including information about the protected characteristic status of employees, and other persons affected by policies and practices.
- 2.4 Annual updates to the One Equality Scheme act as an ongoing position statement and our approach to equalities. The year one report builds upon the work outlined in the One Equality Scheme (2018-22), as well as providing new examples and evidence sources of achievements in respect of equality and diversity. Engagement, consultation and equality champions were invited to submit examples for inclusion.

## **3. RECOMMENDATIONS**

- 3.1 As set out on the front of the report.