

THURSDAY, 6 JULY 2017

REPORT OF THE PORTFOLIO HOLDER ASSETS AND FINANCE**DIVERSITY AND EQUALITIES UPDATE****PURPOSE**

To update Cabinet on annual progress with regards to equality activities within TBC and to approve the revised Diversity and Equality Scheme and supporting action plan for 2017-2019

RECOMMENDATIONS

Cabinet are asked to:

- note the achievements
- approve the revised Diversity and Equality Scheme (*appendix 1*) and supporting action plan

RESOURCE IMPLICATIONS

In terms of financial cost there is none arising other than training which is already profiled and contained within base budget.

In terms of time resources HR have factored these requirements into their service plan.

BACKGROUND INFORMATION

The Diversity and Equality Scheme 2015-19 was approved by Cabinet in November 2015 and full Council in December 2015.

The Scheme aims to articulate and demonstrate TBC's commitment to promoting equal opportunities and recognising diversity within all it does.

Within the Scheme an implementation plan details actions and outcomes we have set ourselves and our partners in order to promote diversity and equality in the delivery of our services.

The Council currently has 3 thematic priorities:

- Living a quality life in Tamworth
- Growing strong together in Tamworth
- Delivering quality services in Tamworth

Achievements to Date

- Delivered refresher equality and diversity training (MERIT) to 170 staff and 13 members
- On track to complete all E&D training for officers and members by end of 2018
- Completed annual equality pay audits with supporting action plans
- Compliance with legislation
 - Equality objectives developed and published
 - Updated and published annual pay policy
 - Published annual workforce data
 - Maintain compliance with Public Sector Equality Duty
- All HR policies now include an Impact Assessment
- Created an equalities risk register
- Forward Plan now includes an extra column to ensure that recommendations put before Cabinet/council have been impact assessed

- Performance Management Framework updated to ensure Directors and managers give consideration to carrying out Impact Assessments when developing annual service plans
- Directors now ensure all strategic policies and procedures include Community Impact Assessments
- Developed a health and well-being Policy
- Committed to the national 'Time to Change' initiative aimed at ending mental health discrimination
- trained 10 mental health first aiders
- trained 60 dementia friends

Actions Outstanding

- To improve the knowledge of the demographics of Tamworth in terms of the Protected Characteristics i.e. age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation
 - **Action to be taken:** This will be one of the work strands to be developed within the Unified Community Offer
- To complete the refresher training for all officers and members
 - **Action to be taken:** Training sessions booked throughout the year to ensure 100% achievement
- To deliver the action plan attached at **appendix 2**
 - **Action to be taken:** Communication of plan and performance management of actions as above
- To deliver the Time to Change Employer Action Plan
 - **Action to be taken:** Formal launch of initiative and delivery of action plan attached at **appendix 3**

APPENDICES

1. Diversity and Equality Scheme 2015 -2019
2. Diversity and Equalities Action Plan
3. Time to Change Employer Action Plan