

**Equality Annual Report 2021**

Relevant Portfolio Holder	Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR)
Portfolio Holder Consulted	No
Relevant Head of Service	Deb Poole, Head of Business Transformation and Organisational Development
Report Author	Emily Payne Job Title: Engagement and Equalities Advisor Contact email: emily.payne@bromsgroveandredditch.gov.uk Contact Tel: 01527 548284
Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Underpins all Strategic Purposes, due to being General Equality Duty
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

**1. RECOMMENDATIONS**

**Cabinet is requested to RECOMMEND to COUNCIL that: -**

- 1) that the Equality Annual Report 2021 attached at Appendix 1 be endorsed.**

**2. BACKGROUND**

- 2.1 The Annual Report informs the progress on the Council's equality objectives and bridges the period covered by the previous Equality Strategy 2017 to 2020 and the upcoming new strategy for 2022 to 2026.
- 2.2 COVID-19 impacted greatly on almost all the work being undertaken to fulfil these objectives, delaying some work but also generating new activity to reduce the impact of the pandemic on disadvantaged groups and promote equality during this unprecedented period.
- 2.3 It should be noted that the examples included in this report are not a complete list of everything the Council has done or will do to achieve our equality objectives.

**3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications arising directly from this report.

**4. LEGAL IMPLICATIONS**

- 4.1 The Equality Act 2010 consists of a General Equality Duty, supported by specific duties, requires public authorities, like Bromsgrove District Council, to consider or think about how their policies or decisions affect people who are protected under the Equality Act.
- 4.2 The specific duties require the Council to: -
- Publish equality information at least once a year to show how they've complied with the equality duty
  - Prepare and publish equality objectives at least every four years
- 4.3 This Annual Report informs the progress on the equality agenda covering the period January 2021 to December 2021.

**5. STRATEGIC PURPOSES - IMPLICATIONS**

**Relevant Strategic Purpose**

- 5.1 The report contributes to all Strategic Purposes, predominantly the support element of the 'High Quality Services' priority, under 'An effective & sustainable Council', as identified in the Council Plan.

**Climate Change Implications**

- 5.2 There are no climate change implications arising from this report.

**6. OTHER IMPLICATIONS**

**Equalities and Diversity Implications**

- 6.1 Our approach to equalities corporately, so we can support all our residents and customers, is set out in the Council's Equalities Strategy.
- 6.2 This report supports our legal requirement to report the progress made during 2021.

6.2 There are no operational implications directly arising from this report; the report details clearly our organisational responsibilities and provides clarity at an operational level.

7.1 There are no risks directly arising from this report.

## Appendix 1 Equality Strategy Annual Report 2021

# **Cabinet**

**30/03/2022**

## **9. REPORT SIGN OFF**

<b>Department</b>	<b>Name and Job Title</b>	<b>Date</b>
Portfolio Holder	Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR)	03/03/22
Lead Director / Head of Service	Deb Poole Head of Business Transformation and Operational Development	01/03/22
Financial Services		
Legal Services	Claire Flanagan Principal Solicitor	03/03/2022
Policy Team (if equalities implications apply)	Emily Payne Engagement and Equalities Advisor	01/03/22
Climate Change Officer (if climate change implications apply)	N/A	