



Community Development Group

18 September 2018

Diversity of Rushcliffe - equality framework for local government

Report of the Executive Manager - Communities

1. Purpose of report

- 1.1. The purpose of the report is to provide an update to the Community Development Group on the Diversity of Rushcliffe and its impact on service delivery.
- 1.2. The information in the report compares the demographic information for the Borough, using the Nottingham Insight mid-year estimates based upon the latest census information, (ONS) with that of our resident population.

2. Recommendation

- 2.1 It is recommended that Members consider and endorse the report and consider further areas for future investigation.

3. Reasons for Recommendation

- 3.1. The Rushcliffe Borough Council - Respectful Relationship Strategy 2016-2020, sets out the authority's commitment to the Equality Act 2010. The strategy commits the authority in its decision making to consider the potential impact on service delivery and policies to assess the effect on customers and communities in order to take action to improve them.

4. Supporting Information

- 4.1. **Understanding equality** - The Equality Act 2010 challenges local government organisations to know how age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation influence the experiences of local communities both individually and collectively. This act challenges the authority to think about the relationship between these 'protected characteristics' explaining the difficulties and opportunities arising from the diversity of the local areas.
- 4.2. The Equality Framework for Local Government (EFLG) comprises five performance areas
 - Knowing your communities
 - Leadership, partnership and organisation commitment

- Involving your communities
- Responsive services and customer care
- A skilled and committed workforce

4.3. Local government organisations are expected to use this understanding to demonstrate 'due regard' to the Public Sector Equality Duty to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and those who does not
- Foster good relations between people who share a protected characteristic and those who do not.

4.4. The accompanying diversity presentation will focus on the **knowing your communities** section of the equality framework. It will demonstrate how the authority collects different sets of data, which informs us about the diversity of Rushcliffe.

4.5. The presentation will then focus on how the authority takes account of what the data tells us and provide some examples of how key decision makers direct front-line services accordingly.

4.6. To demonstrate this the presentation will highlight the work for the health partnership and its ongoing actions to address health inequalities in Rushcliffe.

5. Alternative options considered and reasons for rejection

5.1. The Equalities act 2010 places a responsibility on all local authorities to create an environment where we can all live in harmony with access to what is needed to play a full and active part in society, free from fear or discrimination.

6. Risks and Uncertainties

6.1. Failing to understand or consider the diversity of the community that the authority serves would have a direct impact on the delivery of services and the quality of life of the residents and customers of Rushcliffe.

7. Implications

7.1. Financial Implications

No Financial Comments

7.2. Legal Implications

No Legal comments other than Council compliance under the Equalities Act 2010

7.3. Equalities Implications

The paper considers the authority's approach to the Equalities Act 2010 and focusses on **the knowing your communities** strand of the equality framework for local government.

7.4. Section 17 of the Crime and Disorder Act 1998 Implications

An understanding and recognition of the diversity of a community has a direct correlation on community cohesion reducing the risk of crime and anti-social behaviour.

7.5. Other implications

8. Link to Corporate Priorities

Diversity links to the Corporate Strategy key themes of:

- Delivering economic growth to ensure a sustainable, prosperous and thriving local economy
- Maintaining and enhancing our residents' quality of life
- Transforming the Council to enable the delivery of efficient high quality services

9. Recommendation

- 9.1 It is recommended that Members consider and endorse the report and make recommendations of areas for future investigation.

For more information contact:	Derek Hayden Principal Community Development Officer 0115 914 8270 dhayden@rushcliffe.gov.uk
Background papers available for Inspection:	None
List of appendices:	Rushcliffe Respectful Relationships- Equality and diversity scheme 2016 – 2020