

TRAFFORD COUNCIL

Report to: Executive
Date: 25th January 2021
Report for: Decision
[Draft] Report of: Executive Member for Health, Wellbeing & Equalities

Report Title

Corporate Equality Strategy 2021 to 2025

Summary

1. Trafford Council and Trafford Clinical Commissioning Group (CCG) are committed to challenging inequality, discrimination and disadvantage and have been working together to produce a Corporate Equality Strategy outlining the work being undertaken now and in the future to improve equality of opportunity for our residents, colleagues and partners.

As public bodies both the Council and the CCG have to meet legal obligations under the Equality Act 2010 for the benefit of their employees, residents and service users.

2. In practice this means the Council and CCG have to consider employees and service users in all the protected characteristic groups which are: disability, race, age, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity marriage and civil partnership, when carrying out their public functions.
3. The Strategy outlines how we will do this as a Provider, Commissioner, Employer, Regulator and Partner.

Recommendation(s)

1. That the contents of the report are noted;
2. That the Executive approves the Corporate Equality Strategy 2021-2025

Contact person for access to background papers and further information:

Name: Eleanor Roaf
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Background Papers:
Trafford's Corporate Equalities Strategy

Relationship to Policy Framework/Corporate Priorities	This is a strategy to deliver the Council's Equality duty and its corporate priorities; particularly those relating to health and wellbeing, children and young people, and successful and thriving places, as increased equality will give benefits to all of these
Relationship to GM Policy or Strategy Framework	The Strategy is in line with GM and national equality strategies and frameworks
Financial	There are no direct financial implications arising from this report
Legal Implications:	Outlined in the body of the report
Equality/Diversity Implications	The aim of the strategy is to meet our equalities duty
Sustainability Implications	There is nothing in the report that would undermine our sustainability plans
Resource Implications e.g. Staffing / ICT / Assets	none
Risk Management Implications	This reduces the risk of the Council being exposed to discrimination claims caused by failure to demonstrate compliance with equalities legislation
Health & Wellbeing Implications	Health and wellbeing will be improved through the implementation of this strategy through improved access to services and opportunities. In addition, by monitoring of outcomes among protected groups, we will be able to target interventions effectively.
Health and Safety Implications	none

1.0 Background

1. Trafford Council and Trafford CCG are committed to challenging inequality, discrimination and disadvantage and have been working together to produce a Corporate Equality Strategy outlining the work being undertaken now and in the future to improve equality of opportunity for our residents, colleagues and partners.
2. As public bodies both the Council and the CCG have to meet legal obligations under the Equality Act 2010 for the benefit of their employees, residents and service users
3. The Council, in carrying out their functions, must have due regard to the need to achieve the objectives as set out in the Equality Act 2010 Public Sector Equality Duty. These objectives are:
 - to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Equality Act 2020;
 - to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

- to foster good relations between persons who share a relevant protected characteristic and persons who do not share it
4. In practice this means the Council and CCG have to abide by The Public Sector Equality Duty (Section 149 of the Equality Act 2010) and consider employees and service users in all the protected characteristic groups which are: disability, race, age, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity marriage and civil partnership when carrying out their public functions
 5. The Strategy outlines how we are doing this as a Provider, Commissioner, Employer, Regulator and Partner
 6. Furthermore the Strategy recognises the needs of other groups such as: carers, people who are homeless, ex-military personnel, people who live in poverty as well as other non-protected characteristics.
 7. The Council and the CCG are also legally required to publish key Equality Objectives and have agreed the following which are included in the Strategy:
 - Inclusive and Informed Leadership
 - Improving our Workforce Data Collection
 - Reducing Health Inequalities
 - Reducing Hate Crime.
 8. In addition there are a number of outcomes and success measures relating to our equality objectives detailed in the Strategy.
 9. The Strategy includes a brief overview of the work to ensure equality which is being carried out by our Human Resources Team, our Commissioning, Regulatory, Enforcement and Licensing Teams, Adult and Children's Social Care, Education, Access Trafford, Public Health and Trafford Partnership Team. All these areas have signed up to workable success measures to improve equality, address inequalities and ensure we are providing a more inclusive services and working environment for our customers and employees.
 10. More recent events such as the Covid-19 pandemic and Black Lives Matter have highlighted the areas of health inequalities and systemic disparities in life opportunities and experiences of many of our residents. There are success measures and actions included in our Strategy to address the needs of our local communities and to improve the diversity of our workforces at all levels over the next few years.
 11. There is a supporting action plan for the Strategy which will be further developed with the support and advice from external equality specialists who will be undertaking an equality review in February 2021. Advice will also be taken from the Staff Groups.
 12. We will be reporting annually on the work of the Strategy to the Executive of the Council and to the CCG Governing Body. A joint Equality Steering Group with our Executive Portfolio Holder, and senior management representation from both the Council and the CCG will meet regularly to oversee the equality work programme.

Other Options

We have a statutory duty to ensure that we address inequalities in the borough, so by publishing our strategy we are able to be more easily held accountable for its delivery. If this strategy is not approved then we could revise it so that we have an acceptable strategy. However, we see this as an iterative document with built in scope for development and improvement.

Consultation

The strategy has been developed in discussion with relevant stakeholders, and will be further developed with stakeholders, including input and review by an external specialist team.

Reasons for Recommendation

There is a requirement for us to publish our Equality Objectives. We have developed this strategy together with the CCG in order that we are consistent with our key partner for Health and social care commissioning in the work we will undertake to meet our objectives. By publishing our strategy our plans for delivery are clearly and widely communicated, that they can be more easily debated and discussed and that we can be better held to account.

Key Decision (as defined in the Constitution): Yes

If Key Decision, has 28-day notice been given? Yes

Finance Officer Clearance (type in initials).....GB.....

Legal Officer Clearance (type in initials).....SL.....

CORPORATE DIRECTORS SIGNATURES :



Sara Saleh, Corporate Director of Strategy ad Resources



Diane Eaton, Corporate Director for Adult Services

To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.