

The Public Sector Equality Duty in the Equalities Act 2010 is a positive duty that requires those subject to the duty, in the exercise of their functions, to have due regard to the need 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 do not.
- Foster good relations between people who share a protected characteristic and those who do not.

<b>Local Authority</b>	<b>What is their strategy/policy in response to Public Sector Duty in the Equalities Act 2010</b>	<b>What objectives and/or service plans are in place?</b>	<b>What is the leadership role?</b>	<b>What is the Members role?</b>
Oxfordshire	Oxfordshire County Council Equality Policy 2012-2017 – Fair Access to Services; Equal Life Chances. How the County Council ensures fairness and real choice in the delivery of services	The Council has 4 key objectives that guide their approach and are each supported with an action plan: <ul style="list-style-type: none"> <li>• Understanding the needs of individuals and communities</li> <li>• Providing accessible, local and personalised services</li> <li>• Supporting thriving and cohesive communities</li> <li>• Promoting a culture of fairness in employment and service delivery</li> </ul>	To ensure the work on equalities and diversity is embedded within service planning delivery, responsibility rests with the Directorate Leadership Teams.	Issues are escalated to the Management Team and Cabinet as part of the Councils quarterly performance monitoring and risk management arrangements.
Hampshire	Corporate Equalities Employment Policy The policy applies to potential as well as actual employees and relates to all aspects of employment, including recruitment, pay, terms and conditions of service, promotion, development and training, transfer, grievance and disciplinary procedures and in making arrangements for working	Hampshire's objectives focus on three priority areas: <ul style="list-style-type: none"> <li>• Scrutinising and improving access to services,</li> <li>• The workforce,</li> <li>• Sound knowledge and evidence about the needs of the community</li> </ul> Each priority has objectives set with specific actions and monitoring dates/reviews identified.	The Chief Executive is responsible for the overall monitoring and implementation of this policy. Chief Officers are responsible for making sure this policy is put into practice in their departments.	Elected members are asked to promote equalities and ensure that adequate resources are available to discharge the County Council's legal responsibilities in terms of supporting equality of opportunity.

Sources: Published Strategy & Policy Documents on Local Authority Websites

Annex 1  
 'Confident in our Future' Fairness & Respect Strategy 2013-2018 PPDC Report March 2014  
 Benchmarking exercise

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	in the County Council.			
Kent	<p>The Equality and Diversity Policy Statement and Objectives 2012-2016</p> <p>In 2012, Kent identified a set of objectives to help them manage their equality duties and progress towards equality of opportunity and equal outcomes for residents, and for staff.</p>	<p>The council promotes equality in employment and service delivery through 6 objectives.</p> <ul style="list-style-type: none"> <li>• Working with all our partners to define and jointly address areas of inequality</li> <li>• Promoting fair employment practices and creating an organisation that is aware of and committed to equality and diversity and delivers its Public Sector Equality Duty</li> <li>• Improving the way KCC listens to and engages with its employees, communities and partners to develop, implement and review policy and to inform the commissioning of services</li> <li>• Improving the quality, collection, monitoring and use of equality data as part of the evidence base to inform service design delivery and policy decisions</li> <li>• Understanding and responding to the impacts on People when KCC is doing its work</li> </ul>	<p>The Equality and Diversity Policy Statement does not specifically highlight the role or responsibilities of the Councils Leadership team in relation to it.</p>	<p>The Equality and Diversity Policy Statement does not specifically highlight the role or responsibilities of the Councils Members in relation to it.</p>
West Sussex	<p>'Treating People as Individuals' is the County Council's equality policy.</p> <p>Treating People as Individuals was first introduced in 2007 and refreshed in 2010. The policy reflects the County Council's strategic objectives and values. It</p>	<p>The Council has 10 corporate equality objectives that were developed and agreed in 2010. The workforce related objective was: To have a workforce which reflects the diversity within our community where everyone is treated with dignity and respect.</p>	<p>The Chief Executives Board are responsible for ensuring Corporate Frameworks are in place to deliver this policy with the Equalities Lead Officer Group providing strategic support to the Board and members.</p>	<p>Members and Cabinet have the overall responsibility for ensuring that service provision and otherwise engaging with people is, where reasonably possible, tailored to the needs</p>

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	also sets out corporate equality objectives. The policy accords with national strategy requirements and legislation and was developed through engagement with customers and staff.			of the individual customer.
East Sussex	The Council has an Equality of Opportunity and Diversity Policy Statement and an Equality Scheme which sets out how they will meet their public duties and includes actions and commitments relating to all areas of equality.	<p>Equality Objectives are published in departmental portfolio plans and the Council Plan. Progress is reported on in the Annual Report.</p> <p>This year East Sussex County Council's Single Equality Scheme has come to the end of its three year cycle.</p> <p>In line with the Equality Act 2010 they will no longer publish equality objectives in this format. Instead, equalities data will be taken into consideration when developing performance targets for Portfolio Plans and Council Plan.</p> <p>They will continue to produce an annual equality report reporting on the progress in ensuring equality is embedded throughout their work while delivering their priorities.</p>	A group of Assistant Directors with corporate responsibility for Performance Managements oversee the development and implementation of the council's equality agenda, providing leadership to departments and integrating equality into mainstream activity and processes. Also responsible for ensuring scrutiny.	The Leader of the Council is lead member with responsibility for equality and diversity issues, and all Cabinet members have responsibility for ensuring that services are delivered effectively in the community. Councillors are expected by the Equality Scheme, and under the terms of the Code of Conduct for Members, to promote equality and good relations between everyone in the community.
Essex	ECC agreed a Diversity and Equalities Strategy in August	A detailed action plan highlighting 14 actions. Each action is assigned with a named officer or	The Corporate Leadership team is responsible for	Elected members have a responsibility

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	2010 that was refreshed in April 2012.	<p>group who holds responsibility for achieving the actions.</p> <p>The employment related actions are:</p> <ul style="list-style-type: none"> <li>• Use new intelligence from the Census and other sources to review priorities for 2013-16 and update the Equalities Monitoring Report</li> <li>• Review demographic information and any D&amp;E impact when the 2011 Census results are published (due autumn 2012)</li> <li>• Review perception and customer experience measures, and impact on the Strategy and priorities, when new data becomes available</li> <li>• All Diversity and Equalities related data included in the Monitoring Report, and identified in the technical data requirements analysis, to be incorporated in EssexInsight under the D&amp;E theme and publicised.</li> <li>• Feasibility report of what relevant data can be presented by Member Divisions.</li> <li>• Equality Impact Assessments (analysis) tool and guidance to be reviewed to enable more flexible support to business functions, e.g., commissioning.</li> </ul>	ensuring that the Council is able to deliver the Diversity and Equalities Strategy and for maintaining an overview on progress.	to ensure that the strategy and the principles and approaches within it are delivered in practice.