



REFRESH OF EQUALITY OBJECTIVES 2016-2020

Jane Robinson, Chief Executive

EXECUTIVE SUMMARY

1. The purpose of this report is to seek approval of the refreshed equality objectives which aim to address the challenges of inequality across Gateshead and to demonstrate the Council's compliance with the Public Sector Equality Duty (PSED).
2. The Equality Act 2010 places a requirement on public bodies to demonstrate compliance with each part of the PSED.
3. Since 2012, the Council has monitored its progress in achieving the equality objectives via six monthly performance updates to Overview and Scrutiny Committees and Cabinet. In addition, the Council publishes annual report which includes this information to demonstrate compliance with the PSED.
4. A review of the Corporate Performance Management Framework has been undertaken to test the relevance of the current suite of strategic indicators to support delivery of the Council Plan 2015-2020. A new suite of equality objectives are proposed with the aim of reducing the areas of inequality identified in paragraph 4 of the attached report. In addition, a key priority from the Workforce Strategy has been included to reinforce the Council's commitment to ensuring its workforce is innovative, creative, diverse and inclusive
5. The Cabinet has considered the facts and issues arising from the report including alternative options and took all relevant advice before formulating their recommendation.

RECOMMENDATIONS

6. It is recommended that Council approves the refreshed equality objectives.