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**By:** Mike Hill, Cabinet Member for Customer and Communities  
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**To:** Policy & Resources 22 November 2012

**Subject:** KCC Annual Equality Report (Statutory)

**Classification:** Unrestricted

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**Summary:**

This report provides the Policy & Resources Cabinet Committee information about the service outcomes KCC have delivered in 2011/12, and provides the final progress report against our previous equality action plan. It is a statutory requirement to produce this report and the report concentrates on KCC's statutory duties.

**Decision:**

Agree the contents of the KCC Annual 2011/12 Equality & Diversity Report

## 1. Introduction

1.1 To comply with the specific duties of the Equality Act 2010, KCC must produce an annual Equality and Diversity report that provides information on the Council's performance in promoting equality and tackling disadvantage over the period from April 2011 to March 2012. The report highlights some of the key issues, gives monitoring information on its performance over the last year and includes statistical information on our workforce.

1.2 In addition to the information contained within our published equality impact assessments and their action plans, this document provides information about the service outcomes KCC has delivered in 2011-12, providing the final progress report against our previous equality objectives.

The report covers our progress on:

- Effective leadership, partnership with the community
- Responsive and accessible services
- Fair and inclusive procurement
- Equal and appropriate treatment in employment

1.3 This is a public facing document and it reports on how KCC works with communities rather than directorates, and on what KCC policies have achieved rather than the policy themselves. As an example the work carried out by Libraries is featured in the Adults, Children and Education sections.

## **2 Relevant priority outcomes**

2.1 A new Equality Policy Statement and Objectives was agreed by Cabinet on 17 September 2012. These objectives are now embedded within KCC's Business Plan Guidelines for 2012/13 next years annual report will cover this transition from old to new objectives.

2.2 Equality outcomes now form part of the new Ofsted inspection of Children's Service. With this in mind KCC will in future publish more detailed specific information to cover KCC's Public Sector Equality Duty and to demonstrate compliance to Ofsted on [kent.gov.uk](http://kent.gov.uk).

2.3 This is KCC's second annual report. Last years report was published in January. Following feedback from KCC Members the report is being published earlier this year.

## **3. Financial Implications**

3.1 There are no financial implications in producing an annual report.

## **4. Legal Implications and Risk Management.**

4.1 In accordance with the Public Sector Equality Duty (PSED) (Section 149 of the Equality Act 2010), the Council is required to publish its Equality Annual Report by 31 January the following year.

4.2 It is also a legal requirement to publish an equality analysis statement when decisions are taken to evidence that KCC has taken due regard to its PSED. KCC's Governance arrangements are that all decision papers include the outcome of the findings of equality analysis in the body of the report. The impact assessment is attached as an appendix to the decision report. This also enables us to fulfil the PSED duty to publish all Impact Assessments.

## **5. Equality Impact Assessments**

5.1 As this decision is performance monitoring on the previous years work there is no requirement to undertake an Equality Impact Assessment.

## **6.1 Conclusion**

KCC has experienced a period of significant change with reductions to its budget resulting in major reorganisations, some reductions to staffing and services and a new, leaner structure.

Maintaining a strong commitment to equality during a period of upheaval is always a challenge; it is difficult to achieve improvements against a backdrop of reductions, but the Council has managed to continue with essential everyday work, adjust to its new conditions and move forwards in some areas.

This annual report shows how far the Council has come in terms of delivering change for residents and staff across the protected characteristics. Equality and Diversity are starting to become mainstreamed into the working practices of the Council and the behaviours of the staff. This report also recognises the Councillors, staff, service users and voluntary sector partners who have been working on the range of equality and diversity issues across the County. Many of the achievements listed in this report are due to their hard work.

## **Recommendations**

Policy & Resources are asked to approve the contents of the Equality Annual Report 2011/12.

## **Background Documents**

KCC Equality Strategy, 8 September 2010, Scrutiny Board  
11 October 2010, Cabinet

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=115&MId=3026&Ver=4>

KCC Annual Equality & Diversity Report  
11 January 2012, Corporate POSC  
20 January 2012 Customer & Communities POSC

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=158&MId=4025&Ver=4>

Kent County Council Equality Policy Statement and Objectives  
Cabinet 17 September 2012

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=115&MId=3899&Ver=4>

Kent County Council Equality Policy Statement and Objectives  
Policy & Resources 27 September 2012

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=750&MId=4858&Ver=4>

## **Contact details**

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