

**REPORT OF:** HOUSING, HEALTH AND ENGINEERING SERVICES  
MANAGER

**TO:** POLICY AND RESOURCES COMMITTEE

**DATES:** 20th JANUARY 2022

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## PENDLE COUNCIL EQUALITY OBJECTIVES 2022 – 2026

### PURPOSE OF REPORT

To agree the Council's Equality Objectives over the period 2022- 2026.

### RECOMMENDATION

That Policy & Resources Committee adopt the proposed Equality Objectives for the period 2022 to 2026.

### REASON FOR RECOMMENDATION

To ensure the Council continues to meet its obligations under the Equality Duty.

### ISSUE

The public sector Equality Duty (s149, Equality Act 2010) applies to public bodies and others carrying out public functions. The Council must therefore, in the exercise of its functions, have due regard to the need to:-

**(a) eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under this Act;

**(b) advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;

**(c) foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The specific duties require public bodies to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty. Subsequent objectives must be published at least every four years.

In meeting this duty, the Council prepared and published its Equalities Objectives (Appendix 1) for the period 2018 – 2022 and has since met all the objectives contained with the action plan.

Following consultation with former members of the Council's Corporate Equalities Steering Group, which includes staff across all service areas within the Council, Appendix 2 has been developed as Equality Objectives for the period 2022 – 2026.

## **IMPLICATIONS**

### **Policy**

The Council is required to meet duties under the Equality Act 2010. Preparing and publishing Equality duties for the period 2022 – 2026 helps to meet this duty.

### **Financial**

There are no known financial implications arising from this report.

### **Legal**

Failure to prepare and publish equality objectives would mean the Council would be failing in its duties under the Equality Act 2021.

### **Risk Management**

Failure to prepare and publish equality objectives would mean the Council would be failing in its duties under the Equality Act 2010. This risks potential legal action and reputational damage.

### **Health and Safety:**

There are no known health & safety implications arising from this report

### **Sustainability:**

Equalities issues will continue to be addressed via Management Team and current reporting mechanisms

### **Community Safety:**

There are no known community safety implications arising from this report

### **Equality and Diversity:**

Failure to prepare and publish equality objectives would mean the Council would be failing in its duties under the Equality Act 2010. It may also have a negative impact on the Council in the exercise of its functions, in having due regard to the need to:-

**(a) eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under this Act;

**(b) advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;

**(c) foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

## **APPENDICES**

Appendix 1 – Equality Objectives Action Plan 2018 – 2022

Appendix 2 – Proposed Equality Objectives Action Plan 2022 - 2026