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| <h1>BRIEFING</h1> | TO: | Overview and Scrutiny Management Board |
| | DATE: | 18 November 2020 |
| | LEAD OFFICER: | Katherine Harclerode Governance Advisor, Assistant Chief Executive's Directorate 01709 254352 |
| | TITLE: | Outcomes of Sub-Group on Equalities (23 October 2020) |
| 1. Background | | |
| 1.1 | Present: Councillor Steele (Chair), Councillors Jarvis, Mallinder and Walsh | |
| 1.2 | Apologies: Councillors Jepson and Cusworth | |
| 1.3 | Attendees: Councillor Alam – Cabinet Member for Corporate Services and Finance Jackie Mould – Head of Performance, Intelligence and Improvement Steve Eling – Policy and Equalities Manager | |
| 1.4 | Purpose of the session 1. To receive information regarding the Council's progress, goals, and challenges around Equalities. 2. To explore possible ways of integrating scrutiny in the Council's Equalities work. | |
| 1.5 | Scope A presentation set forth information about progress, goals, and challenges to improving Equalities in the organisation and throughout the Borough. | |
| 2. Key Issues | | |
| 2.1 | Progress: - The Council has made progress toward Equalities in several ways. Progress has been made in integrating Equalities Assessments in Key Decisions and Cabinet reports. Furthermore, a key piece of work undertaken by the Health and Wellbeing Board related to the Marmot Review is currently tackling Health Inequalities. Also of note are the Council's customer-facing services which have led in embracing and implementing Equalities (i.e. Housing, Neighbourhoods) and recent policies have considered equalities in substantial ways (i.e. Libraries Strategy). | |
| 2.2 | Goals: - A goal of this Equalities work is to shift the culture and behaviour in the Council such that considering equalities becomes an integral part of everyone's daily responsibilities. It is also crucial to avoid simply ticking the boxes in the LGA's framework for Equalities, but instead to make Equalities in Rotherham our own in a real and relevant | |

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| | way. To do that, we must understand better the communities in Rotherham, particularly hard-to-reach communities, and to improve the data available to us. |
| 2.3 | A further goal is to embed Equalities in demonstrating good leadership and organisational commitment, as well as in responsive services, customer care and the workforce, with each of these workstreams requiring specific attention and coordinated efforts. |
| 2.4 | Scrutiny: - As part of a robust plan to achieve the above goals, Members may avail themselves of a variety of avenues for scrutiny. Members may contribute to further progress in each of the above workstreams by becoming involved in the teams working to develop and tackle Equalities objectives at the Council and in the wider Borough. These teams may share their ideas and findings with a sub-group of the Overview and Scrutiny Management Board and bring resulting outcomes before the meetings of the for Overview and Scrutiny Management Board further scrutiny on a regular basis as appropriate. |
| 3. Recommendations | |
| 3.1 | 1. That an agenda item pertaining to Equalities be added to the Overview and Scrutiny Management Board agenda on a two-monthly basis. |
| | 2. That a fact-finding Equalities sub-group convene on a monthly or as-needed basis to discuss Equalities workstreams and lines of inquiry with a view to bringing outcomes to present at Overview and Scrutiny Management Board for further scrutiny. |
| | 3. That the Equalities sub-group be comprised of a core group of Members with at least one member representing each of the scrutiny commissions, and that Members be invited to submit to this sub-group their questions or topics for discussion related to Equalities. |