

**DERBYSHIRE COUNTY COUNCIL  
PEOPLE IMPROVEMENT AND SCRUTINY COMMITTEE**

**31 July 2013**

**Report of the Director of Legal Services**

**WORK PROGRAMME 2013/14**

**1. Purpose of the Report**

To consider the development of the People Improvement and Scrutiny Committee work programme for 2013/14.

**2. Information**

The Committee is invited to put forward and/or consider proposals for improvement and scrutiny reviews to be undertaken during 2013/14. A scoping report for a review of the Council's approach to equality, diversity and inclusion is attached at Appendix A to this report. The Committee should note that there needs to be a degree of flexibility with the work programme and that it may be necessary to revise it during the course of the year should more pressing matters requiring scrutiny arise.

The Committee should also consider the inclusion of performance and financial monitoring within its work programme where appropriate, as well as inviting the relevant Cabinet or Deputy Cabinet Members to discuss issues pertinent to their portfolio. A draft work programme for 2013/14 is attached at Appendix B

**3. Considerations (to be specified individually where appropriate)**

In preparing this report the relevance of the following factors has been considered: financial, human relations, legal and human rights, prevention of crime and disorder, equality and diversity, environmental, health, property and transport considerations.

**4. Officer's Recommendations**

1. That the People Improvement and Scrutiny Committee agrees a review into the Council's approach to equality, diversity, and inclusion and appoints members to a working group; and

2. The People Improvement and Scrutiny Committee begins development of a work programme for 2013/14

**John McElvaney**  
**Director of Legal Services**

**DERBYSHIRE COUNTY COUNCIL  
PEOPLE IMPROVEMENT AND SCRUTINY COMMITTEE**

**31 July 2013**

**Report of the Director of Legal Services**

**IMPROVEMENT AND SCRUTINY REVIEW OF THE:  
COUNCIL'S APPROACH TO EQUALITY, DIVERSITY AND INCLUSION  
SCOPING REPORT**

**1. Purpose of the report**

To outline the scope for a proposed Improvement and Scrutiny review into the manner in which equality, diversity and inclusion are embedded within, and delivered by, Derbyshire County Council.

**2. Information and analysis**

The Public Sector Equality Duty came into force on 5 April 2011. The duty is made up of a general equality duty and supported by specific duties. The general equality duty applies to public authorities such as Derbyshire County Council and requires such bodies to, when carrying out all of its activities, consciously think about 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.<sup>1</sup>

Derbyshire County Council adopted a policy for equality and diversity in December 2011 and a set of objectives in April 2012. The policy sets out the Council's commitment to advancing equality and diversity in Derbyshire and is the responsibility of every Councillor, manager and employee, and any other person or organisation employed by the Council to work or deliver services on its behalf.

The purpose of this Improvement and Scrutiny Review, therefore, will be to examine how the Council embraces and embeds the aims and objectives of the Public Sector Equality Duty through the implementation of its Equality and Diversity Policy. This will be a wide-ranging review requiring investigation into various aspects of the Council's functions and processes. It is proposed that the overall review be comprised of a number of smaller investigations which will consider structures (internal and external), embedding, delivery and monitoring mechanisms.

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<sup>1</sup> 'The essential guide to the public sector equality duty England (and non-devolved public authorities in Scotland and Wales)', Equality and Human Rights Commission, November 2012

## **Appendix A**

The following smaller investigations areas would focus on how embedding equality, diversity and inclusion are undertaken by the Council in its approach to:

- How the Council considers equalities in decision making and service planning
- Prejudice based bullying and harassment
- Prejudice based service delivery
- Recruitment and selection
- Employee training and development
- The role of Councillors and managers in helping to promote the authority's policy and programmes of action
- Elected Member training and development.

The findings of these investigations will be used to inform the final report and to make recommendations where the Council could make improvements.

The review will also seek to identify best practice examples both within the County and other public bodies nationally to highlight what practices achieve the most beneficial outcomes.

It is expected that during the course of the review the following will be involved as a minimum:

- Elected Members including the Cabinet Member responsible for Equality, Diversity and inclusion
- Chief Officers
- Employee Network Groups
- Frontline staff across a range of services
- Service users across a range of services
- Community groups and organisations representing people from the protected characteristics groups
- Other witnesses to be identified during review process

**John McElvaney**  
**Director of Legal Services**

# People Improvement and Scrutiny Committee: Work programme 2013-14

# Appendix B

Meeting	Issue	Member/Officer
<b>31 July 2013</b>	Cabinet Member update	Councillor Claire Neill, <i>Cabinet Member for Adult Social Care</i>
	The Improvement and Scrutiny Function	Graham Spencer, <i>Improvement and Scrutiny Officer</i>
	Healthwatch Derbyshire – Introduction	Jas Dosanjh, <i>Community Involvement Worker</i>
	Work Programme Report	Councillor Diane Charles, <i>Chair I&amp;S People</i>
<b>25 September 2013</b>	5 Year Financial Plan	Peter Handford, <i>Director of Finance</i>
	Corporate Parenting Performance Report	Ian Johnson, <i>Deputy Strategic Director</i>
	Healthwatch Derbyshire standing item	Jas Dosanjh, <i>Community Involvement Worker</i>
	Work Programme Report	Councillor Diane Charles, <i>Chair I&amp;S People</i>
<b>20 November 2013</b>	5 Year Financial Plan	Anne Western, <i>Council Leader and Cabinet Member for Strategic Policy &amp; Budget</i> , Peter Handford, <i>Director of Finance</i>
	Corporate Parenting Performance Report	Ian Johnson, <i>Deputy Strategic Director</i>
	Healthwatch Derbyshire standing item	Jas Dosanjh, <i>Community Involvement Worker</i>
	Work Programme Report	Councillor Diane Charles, <i>Chair I&amp;S People</i>
<b>15 January 2014</b>	Corporate Parenting Performance Report	Ian Johnson, <i>Deputy Strategic Director</i>
	Healthwatch Derbyshire standing item	Jas Dosanjh, <i>Community Involvement Worker</i>
	Work Programme Report	Councillor Diane Charles, <i>Chair I&amp;S People</i>
<b>5 March 2014</b>	Corporate Parenting Performance Report	Ian Johnson, <i>Deputy Strategic Director</i>
	Healthwatch Derbyshire standing item	Jas Dosanjh, <i>Community Involvement Worker</i>
	Work Programme Report	Councillor Diane Charles, <i>Chair I&amp;S People</i>