

## Equalities and Diversity

- 5.6 The 2010 Equality Act outlines the provisions of the Public Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
  - advance equality of opportunity between people from different groups
  - foster good relations between people from different groups.
- Equality and diversity issues are a mandatory consideration in the decision-making of the council. This requires elected Members to satisfy themselves that equality considerations are integrated into day to day business and that all proposals emerging from the finance and business planning process have properly taken into consideration what impact, if any, there is on any protected group and what mitigating factors can be put in train.
- 5.7 In particular, at its meeting on 10 June 2014, the Policy and Resources Committee advised the Theme Committees that they should be mindful of disadvantaged communities when making their recommendations on savings proposals. The proposals and priorities within the Commissioning Plan have been developed to minimise the impact on the most vulnerable and to promote community participation and resilience.
- 5.8 This Commissioning Plan aims to help all Barnet's diverse communities engage and participate equally, improving cohesion and increasing community resilience through work with existing links and networks, such as particular ethnic or faith groups, and through support for Barnet's Communities Together Network. Through this plan, the Council will work to tackle any discrimination against particular groups, including women and girls at risk of violence, and disabled people, ethnic and faith groups, or lesbian, gay, bisexual or transgender people, who may be victims of hate crime. Following this phase of consultation, no specific additional positive or negative impacts were identified. This will be reviewed as individual proposals are brought forward, as set out below.
- 5.9 As individual proposals are brought forward for consideration by the Community Leadership Committee, each will be accompanied by an assessment of the equalities considerations, setting out any potential impact of the proposal and mitigating action. The proposal to move to a revenue-neutral position for the CCTV service would not have any impact on the groups protected under the Equality Act 2010 if this could be achieved through access to additional funding sources as this would then have no effect on the level of service. If the proposal could not be achieved through this route there is a potential equalities impact and this will be kept under review as proposals develop. All human resources implications will be managed in accordance with the Council's Managing Organisational Change policy that supports the Council's Human Resources Strategy and meets statutory equalities duties and current employment legislation.
- 5.10 As part of the consultation, residents from the Citizen's Panel, a group of 2000 residents who are statistically representative of the population of Barnet were targeted to ensure the consultation responses reflected Barnet's demographics.