

**Open Report on behalf of Judith Hetherington Smith, Chief Information and Commissioning Officer**

Report to:	<b>County Council</b>
Date:	<b>19 February 2016</b>
Subject:	<b>Council Business Plan 2016 – 2017</b>

**Summary:**

This report presents the outcomes and measures that are the Council Business Plan 2016 - 2017. The Council Business Plan is part of the Budget and Policy Framework and must be approved by full Council.

**Recommendation:**

Council approve the Council Business Plan 2016 - 2017.

## **1. Background**

The format and content of the council business plan remains largely unchanged from 2015/2016 (except of course for the inclusion of 2016/2017 targets), the changes to the content are detailed in Appendix B.

The targets in the council business plan 2016/2017 that is the outcomes and measures from the commissioning strategies are based on performance information as at mid-December and are subject to change once 2015/2016 out turn is known. A one year council business plan allows us to take into account changes in the wider economy, the nature of demand and the consequences of any service reductions. A caveat to reflect this has been included in the council business plan 2016/2017. Any changes will be discussed with the Portfolio Holder and presented in the performance reports to scrutiny and the Executive.

## **Review of Equalities Objectives**

The Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act includes the public sector equality duty (the equality duty), which replaced the former duties relating to race, disability and gender equality. The equality duty came into force on 5 April 2011. The duty requires public bodies to publish at least one equality objective to achieve any one of the things mentioned in the aims of the general duty:-

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.

Equalities objectives had to be published for the first time by 6 April 2012 and then at least every 4 years. We first published our equalities objectives in the council business plan approved by Council in February 2012 and although our equalities objectives have been updated annually in the council business plan to reflect projects and then commissioning; our equality objectives are due for a review.

The Equality and Human Rights Commission guidance is that equality objectives are seen as part of the business plan. Appropriate equalities objectives have been identified in the council business plan 2016/2017 and are listed in appendix C. The equalities objectives have been proposed on the basis that these are the outcomes from the Commissioning Strategies and progress will be evidenced through the measures in the council business plan.

As well as these equality considerations, the measures within the Council Business Plan have also been developed taking into account a number of other relevant considerations including the Joint Strategic Needs Assessment, the Joint Health and Wellbeing Strategy, the Child Poverty Strategy and the Council's duty under section 17 of the Crime and Disorder Act 1998.

## **2. Conclusion**

The outcomes and measures in Appendix A represent the Council Business Plan 2016/2017.

### **3. Legal Comments:**

The decision to approve the Council Business Plan is within the remit of Full Council.

### **4. Resource Comments:**

The financial resources required to deliver this plan are included in the Council budget which will also be considered by Council at its meeting on 19<sup>th</sup> February.

## **5. Consultation**

### **a) Has Local Member Been Consulted?**

Not applicable

### **b) Has Executive Councillor Been Consulted?**

Yes

### **c) Scrutiny Comments**

The draft Plan was considered by the Overview and Scrutiny Management Committee on 28th January. Committee recognised the challenges in setting 2016/2017 targets without knowing the impacts of budget reductions on performance.

### **d) Policy Proofing Actions Required**

The Council's obligations under the Equality Act 2010 need to be taken into account by the Executive when considering the Plan.

The Council must, in the exercise of its functions, have due regard to the need to:

(1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

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

(3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it: Equality Act 2010 s 149(1). The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation: s 149(7).

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

(1) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(2) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(3) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others.

This duty cannot be delegated and must be discharged by the Executive.

It is the responsibility of each service when it is considering making a change, stopping, or starting a new service to make sure equality considerations and equality impact analysis are completed.

## **6. Appendices**

These are listed below and attached at the back of the report	
Appendix A	Council Business Plan 2016 - 2017
Appendix B	Changes from the Council Business Plan 2015/2016 to 2016/2017
Appendix C	Equalities Objectives in the Council Business Plan 2016/2017

## **7. Background Papers**

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

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