

**Question from Nicolette Boater to the 23.11.16 Resources PDS Panel meeting and answer provided.**

For over a year now, there has been an unscheduled item on this PDS Panel's Forward plan, namely "Equalities and Performance Impacts of Strategic Spending Review". Whilst there maybe good reasons for this delay, without explanation as to what these are, this repeated postponement lends itself to the suggestion that neither Cabinet nor PDS members are interested in the effectiveness with which the Council is fulfilling its public sector equality duties. Consequently, please can you advise

1. When the Resources Panel will be publically considering these impacts?
2. Whether this consideration will be of evidence and impacts relating to spending decisions made in the 2011-15 Council administration or just those implemented or planned by the current administration?
3. In particular, will the Panel be reviewing the inequality and performance impacts of the apparent shift in Council policy over the last 5 or so years towards redeploying and promoting existing staff rather than recruiting staff on merit in open competition?

**Answer**

*The Council is committed to fulfilling its public sector equalities duties, particularly through its budget and financial planning decision-making process. Our approach is implemented through a proportionate 'equality analysis' applied to budget items, as set out in detail for the 2016/17 budget in the document "Equality Analysis on budget proposals".*

*This process is of course an annual one and as a result will also be carried out in relation to the budget process for 2017/18. Through this, budget proposals will be considered individually and alongside each other in order to identify and mitigate any unexpected or unintentional cumulative impacts. An update on the budget process for 2017/18 will be given to the Resources Panel meeting on 23<sup>rd</sup> November. The Council's Human Resources policies also ensure there is proper consultation and consideration of staffing matters and that employment-related equality issues are fully taken into account.*