

North Hertfordshire District Council

Corporate Cumulative Equality Impact Assessment

2018/19

Summary

This report sets out the approach taken to consider the cumulative equality impact of North Hertfordshire decision making process in the civic year 2017/2018.

The report is based on a number of source documents: those council and committee reports that required an equality impact analysis and those council and committee reports that did not require an equality impact analysis but demonstrated mitigating action to avoid treating one aspect of the community more favourably than another.

A number of reports were either merely for information only or seeking approval from council to pursue a certain course of action. Therefore some of these proposals/projects were in the early stages and as such may need further equality analysis. The process for Equality Impact Analysis is an evolving one, and proportionate, with assessments updated as projects develop.

The Equality Act 2010 guidance states that all policies must be analysed for their impact on equality, whether these are current and proposed policies or whether they are informal customs or practices. North Hertfordshire sets out guidance and support for staff on taking a proportional and meaningful approach to paying due regard to equality duties in the following areas NHDC are responsible for making a wide range of decisions, including decisions about overarching policies and setting budgets, to day-to-day decisions, which affect specific individuals or specific groups. The approach agreed for NHDC decision makers was the following areas would be targeted for Equality Analysis Assessments:

- Key decisions - i.e. those over £50,000.00 value or which have a considerable potential impact on the community and across the 'protected characteristics'. (NB. Contractual arrangements, such as contracts for energy, will be exempt from review as whilst they are of sufficient monetary value, the 'equality' impact on the community is nil).
- Major budget implications - i.e. efficiencies and investments such as those proposed within the corporate business planning process
- Major Service provision revision - i.e. restructure proposals, changes to working practices and especially those with greatest impact on external customers.

It should be noted that the Shared Internal Audit Service (SIAS) conducted a review of the Equality Internal processes in 2013 and provided overall **substantial assurance** that there were effective controls in operation. Officers have continued to adhere to these processes. The Public Sector Equality Duty also requires the local authority to foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all of our services.

The table below summarises the equality impact analysis of key council decisions in the last civic year. Individual equality impact assessments for key policy decisions are attached at the end of this document.

1. Potential equality impacts identified by Council reports and the mitigating action either carried out or proposed, where appropriate.

Council - Service area and proposed action/process	How we will mitigate against any possible impacts
<p>1. Council - 10th April 2018</p>	
<p>AGENDA ITEM 6. COUNCIL CONSTITUTION – ANNUAL REVIEW 2018</p>	
<p>This report recommends amendments to update the Council's Constitution.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The proposals made within the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The proposals made within this report for changes to the Constitution do not materially affect any groups with protected characteristics, but it is the aim, in revising the Constitution and its content regularly, to make it more 'user friendly', ensure transparency and also to encourage greater participation in the Council's decision making processes.</p>
<p>AGENDA ITEM 7. EXTENSION OF BUILDING COMPLIANCE CONTRACT: USE OF URGENCY</p>	

IN RELATION TO CALL-IN	
<p>1.1 As required by the Constitution, this report informs Full Council of the use of urgency provisions in respect of the decision:</p> <p><i>“To extend the contract for Building Compliance for a period of six and a half months (from 1st April 2018) with SSE Contracting Limited registered office 55 Vastern Road, Reading, Berkshire, RG1 8BU (company number 2317133).</i></p> <p>1.2 The availability of the final terms for the extension of the contract were not available in time for the decision and allow a call-in period and still sign the extension before the current contract expired on 31st March 2018.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>
2. Council 17 May 2018	
AGENDA ITEM 7. SCHEDULE OF COUNCIL MEETINGS 2018/19	

<p>The purpose of this report is to seek approval to a programme of ordinary meetings of the Council for the Civic Year 2018/19.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>
<p>AGENDA ITEM 10. APPOINTMENT OF MEMBERS OF THE CABINET FOR 2018/2019</p>	
<p>The purpose of this report is to inform the Council of the Leader's appointment of members of the cabinet for 2018/2019</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>
<p>AGENDA ITEM 11. APPOINTMENT OF MEMBERS OF COMMITTEES FOR 2017/2018</p>	
<p>The purpose of this report is to inform the Council of the appointment of Members of Committees for 2018/2019.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

	There are no equalities implications in relation to this procurement.
AGENDA ITEM 12. APPOINTMENT OF CHAIRMEN AND VICE-CHAIRMEN OF COMMITTEES FOR 2018/2019	
The purpose of this report is to inform the Council of the appointment of Chairmen and Vice-Chairmen of Committees (except Area Committees) for 2018/2019.	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>
AGENDA ITEM 14. KEY DECISIONS – ANNUAL REPORT ON CASES OF SPECIAL URGENCY The purpose of this report is to inform the Council of any occasions over the past year where the provisions relating to “Special Urgency” have been used in connection with the publication of an intention to make a Key Decision, as required by legislation.	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>
AGENDA ITEM 16. ANNUAL REPORT OF THE STANDARDS COMMITTEE	

<p>To consider the Annual report of the Standards Committee in relation to its ethical standards in the preceding civic year.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The Councillor Code of Conduct includes at 3.2(a) the duty to “carry out your duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of their race, pregnancy and maternity, gender reassignment, marriage or civil partnership, disability, sex or sexual orientation, age, religion or belief”. There is also the duty at 3.2 (b) “not do anything which may cause the authority to breach equalities legislation.”</p>
<p>AGENDA ITEM 17. NOMINATION OF REPRESENTATIVES ON OUTSIDE ORGANISATIONS AND OTHER BODIES FOR 2018/2019</p>	
<p>The purpose of this report is to present a list setting out the nomination of representatives on Outside Organisations and Other Bodies for 2018/2019.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no equalities implications in relation to this procurement.</p>

3. Council - 18 July 2018

AGENDA ITEM 7. ITEM REFERRED FROM CABINET: 19 JUNE 2018 – RISK MANAGEMENT UPDATE AND ANNUAL REPORT ON RISK MANAGEMENT 2017/18

Considered by the Cabinet at its meeting held on 19 June 2018

6A. RISK MANAGEMENT UPDATE

1.1 To provide the Committee with an update on the Corporate risks:

- The waste sub risk for Depot/Transfer station has been reviewed and increased from an 8 to an 9 on the matrix.
- A new waste sub risk for Food and Garden Waste has been introduced with a score of 5 on the matrix.
- The overall score for the Waste and Street Cleansing Contract Renewal remains unchanged at 8

In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

<p>1.2 To present the Committee with the Annual Report on Risk & Opportunities Management</p>	<p>Reporting on the management of risk provides a means to monitor whether the council are meeting the stated outcomes of the district priorities, its targets or delivering accessible and appropriate services to the community to meet different people's needs. The risks of NHDC failing in its Public Sector Equality Duty are recorded on the Risk Register. The Council's risk management approach is holistic, taking account of commercial and physical risks. It should also consider the risks of not delivering a service in an equitable, accessible manner, and especially to its most vulnerable residents such as those who are homeless</p>
<p>AGENDA ITEM 8. ITEM REFERRED FROM CABINET: 19 JUNE 2018 – REVENUE BUDGET OUTTURN 2017/18</p>	
<p>Considered by the Cabinet at its meeting held on 19 June 2018</p> <p>REVENUE BUDGET OUTTURN 2017/18</p>	
<p>The purpose of this report is to inform Cabinet of the summary position on General Fund income and expenditure as at the end of the financial year 2017/18. The net outturn of £16.053m represents a £422k decrease from the working budget of £16.475million. There are corresponding requests to carry forward £261k (of underspends) to fund specific projects that will now take place in 2018/19. There is a further forecast impact on the 2018/19 base budget of a £85k increase. This reflects the variances identified (generally overspends) that are expected to have an ongoing impact in future years. Within</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

these summary totals there are several budget areas with more significant variances, which are detailed and explained in table 2.

The report also provides an update on;

- the delivery of planned efficiencies (paragraph 8.3)
- the use of budget approved to be carried forward from 2016/17 (table 3)
- performance against the four key corporate 'financial health' indicators (paras 8.5-8.7)
- confirmation of the funding position as the end of 2017/18 (table 5)
- details of earmarked reserves movements and balances (table 7)

For any individual new revenue investment proposal of £50k or more, or affecting more than two wards, a brief equality analysis is required to be carried out to demonstrate that the authority has taken full account of any negative, or positive, equalities implications; this will take place following agreement of the investment.

AGENDA ITEM 9. ITEM REFERRED FROM CABINET: 19 JUNE 2018 – TREASURY MANAGEMENT ANNUAL REVIEW 2017/18

**Considered by the Cabinet at its meeting held on 19 June 2018
ANNUAL TREASURY MANAGEMENT REVIEW 2017/18**

1.1 During the year the Council has generated £0.334million of interest from its investments. This is slightly above the budgeted total of £0.320million. The Council continues to invest in smaller Building Societies (subject to checks that compare the size of the Society with that of the investment) but does not invest outside of the UK.

1.2 The Council has repaid £0.025million of borrowing during the year as it has matured. The Council has £0.455million of remaining borrowing. This borrowing is at a fixed rate for a fixed period. The premium incurred from repaying this borrowing early means that it is not worthwhile to do so.

1.3 The Council complied with its legislative and regulatory requirements throughout the year. There were however three minor breaches of the limit set on the percentage that can be invested with a single counterparty.

1.4 The forecast for 2018/19 is that investment income will continue to reduce due to both market conditions and the use of cash balances to fund the capital programme.

In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

There are no direct equalities implications arising from this report.

<p>AGENDA ITEM 10: COUNCIL CONSTITUTION (CONFIRMATION OF AMENDMENTS) & FURTHER MINOR PROPOSED CHANGES</p>	
<p>This report confirms the amendments made to the Council's Constitution under delegated decision and contains some further proposed minor amendments.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The proposals made within this report for changes to the Constitution do not materially affect any groups with protected characteristics, but it is the aim, in revising the Constitution and its content regularly, to make it more 'user friendly', ensure transparency and to encourage greater participation in the Council's decision-making processes.</p>
<p>Decisions made under Delegated Authority DIRECTORATE: Finance, Policy and Governance - until 31 May 2018 Legal and Community 1 June 2018 Resources 1 June 2018</p>	
<p>To make changes to the constitution with the agreement of the Leader, pursuant to Full Council decision 10 April 2018 in respect of such amendments as are necessary to give affect to the Senior Management Restructure</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

There are no direct equalities implications arising from this report.

4. Council - 6 September 2018

Considered by the Cabinet at its meeting held on 31 July 2018.

AGENDA ITEM 6. CORPORATE PLAN 2019 TO 2024 AND CORPORATE OBJECTIVES FOR 2019-2024

This report recommends the Corporate Plan and Corporate Objectives for 2019/24, which guides and informs the 2019/20 Corporate Business Planning Process, for approval. The updated version of the Plan acknowledges the continuing financial constraints faced by the Authority. It also acknowledges the inherent need to review on-going provision of services at their current levels to ensure they remain relevant to the community. It also reflects the aspirations to find new ways of generating revenue income to support service delivery.

In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

	<p>In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward</p>
<p>Considered by the Cabinet at its meeting held on 31 July 2018. AGENDA ITEM 7. MEDIUM TERM FINANCIAL STRATEGY 2019 TO 2024</p>	
<p>This report recommends the Medium Term Financial Strategy (MTFS) for 2019/24 to guide and inform the Corporate Business Planning Process. The updated version of the Strategy reflects any expected changes in funding alongside decisions taken by the Council during 2017/18. This is used to model the budget for the next five years and therefore highlight additional decisions that will need to be taken. It also reflects the significant uncertainty over funding in future years and highlights the need to be able to react to any changes.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>In setting its Corporate Objectives, the council is seeking to address equality implications in the services it provides and through the remainder of the Corporate Business Planning Process will carry out Equalities Impact Assessments for those Efficiency or Investment options that are taken forward.</p>

<p>AGENDA ITEM 8. REVIEW OF ALLOCATION OF SEATS AND APPOINTMENT OF MEMBERS TO COMMITTEES FOR REMAINDER OF 2018/2019 CIVIC YEAR</p>	
<p>The purpose of this report is to inform the Council of the legislative review of proportionality, allocation of seats and appointment to Committees for the remainder of the 2018/2019 civic year.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no direct equalities implications in relation to this procurement.</p>
<p>AGENDA ITEM 9. NOMINATION OF REPRESENTATIVES ON HITCHIN BID AND HITCHIN INITIATIVE 2018/19</p>	
<p>To consider nominations to two outside bodies, namely Hitchin Business Improvement District ('BID') and Hitchin Initiative.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no direct equalities implications in relation to this procurement.</p>
<p>AGENDA ITEM 9. INQUORATE GRAVELEY PARISH COUNCIL – SECTION 91 LOCAL GOVERNMENT ACT 1972 ORDER</p>	

To consider whether to delegate power to make Orders under section 91 Local Government Act (LGA) 1972

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The contents of this report do not directly impact on equality, in that it is not making proposals that will have a direct impact on equality of access or outcomes for diverse groups.

5. Council - 22 November 2018

AGENDA ITEM 8. REGENERATION OF CHURCHGATE SHOPPING CENTRE

The purpose of the report is to update Full Council on the proposed regeneration of Churchgate Shopping Centre and Hitchin Market, how the proposals have developed since the report to Full Council on 8 February 2018 and to seek permission to undertake the next phase of detailed work prior to Full Council taking a final decision on whether to proceed.

In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

Any regeneration proposals for the site will need to consider proposals for thoroughfares, access, surface treatments etc and the needs of the users of the resulting development. These will be considered and recorded under separate equality analysis at the relevant time.

<p>AGENDA ITEM 9. MEMBERS' ALLOWANCES SCHEME 2019/20</p>	
<p>The Council is required on an annual basis to adopt a Members' Allowances Scheme (the Scheme) which comes into effect from 1 April each year. The recommended Scheme appended at B is based on the last Independent Remuneration Panel's ('the Panel') recommendations for 2017/18 at Appendix A, for the reasons set out in the report. The Council is also ask to consider the payment of a proposed Honorarium to Panel members to assist with recruitment/ or where possible, the appointment of neighbouring authorities' members to the NHDC Panel.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The inclusion of the dependent carers and childcare allowance continues to provide assistance to Councillors' to fulfil their responsibilities and provide recompense to them.</p>
<p>6. Council - 17 January 2019</p>	
<p>AGENDA ITEM 6a. UPDATED CONTRACT PROCUREMENT RULES FOR 2018/19</p>	

This report sets out the proposed changes to the Contract Procurement Rules for review and referral that, in summary, seeks to make the following changes:

- Updates to reflect the restructure and corresponding changes in the Constitution;

- Provides a reporting line for potential breaches to line managers/ Senior Management Team

- A new subsection to section 14 which allows for retrospective approval on Single Tenders following certain requirements being met;

- Ensuring that subcontractors are paid within 30 days payment terms;

- Update to section 29 which give Service Directors authority to extend contracts up to 12 months to a maximum value of £100,000;

- Provisions on the use of consultants updated in line with audit recommendations.

- Update to section 22 to establish an

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<p>approval process for waivers above the EU threshold and a new approval process for waivers below the OJEU threshold.</p>	<p>The Contract Procurement Rules in themselves do not generate equalities implications, however their application when considering specific procurements of goods and services, or works, must take full account of this legislation.</p>
<p>AGENDA ITEM 6c. TREASURY MANAGEMENT SECOND QUARTER 2018/19</p>	
<p>1.1 To inform Cabinet of the Treasury Management activities in the second quarter of 2018/19 to the end of September. The current forecast is that the amount of</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

<p>investment interest expected to be generated during the year is £0.320 million. This is an increase of £0.065 million on the working budget.</p> <p>1.2 To inform Cabinet of the performance against the Prudential and Treasury indicators. During the second quarter the Council has operated within the treasury and prudential indicators as set out in the Treasury Management Strategy Statement and in compliance with the Council's approved Treasury Management Practices.</p>	<p>There are no direct equalities implications in relation to this procurement.</p>
<p>AGENDA ITEM 7a. COUNCIL TAX REDUCTION SCHEME (CTRS) 2019/2020</p>	
<p>To provide Cabinet with an update on how the Scheme is operating in its sixth year and to recommend that no changes be made to the Scheme for 2019/2020.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act, but current equalities legislation will be checked following decision by Council in January to ensure this remains the case.</p>
<p>AGENDA ITEM 7b. COUNCIL TAX REDUCTION SCHEME 2019/2020</p>	

<p>To approve the Council Tax Reduction Scheme (CTRS) for North Hertfordshire for 2019/2020.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>By conducting extensive consultation when the scheme was first implemented, the Council sought to collect information from those who may be potentially affected by these proposals. The public consultation showed broad support for the scheme. By substantially retaining the same scheme since 2013/2014, the Council continues to meet its obligations under the Equality Act, but current equalities legislation will be checked following decision by Council in January to ensure this remains the case.</p>
<p>AGENDA ITEM 8. CONSTITUTIONAL REVIEW 2019</p>	
<p>This reports sets out the review undertaken and recommends amendments to update the Council's Constitution.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>The proposals made within this report for changes to the Constitution do not materially affect any groups with protected characteristics, but it is the aim, in revising the Constitution and its content regularly, to make it more 'user friendly', ensure transparency and also to encourage greater participation in the Council's decision making processes.</p>
<p>7. Council - 7 February 2019</p>	

<p>AGENDA ITEM 6. REGENERATION OF CHURCHGATE SHOPPING CENTRE – UPDATE AND ALTERNATIVE OPTIONS</p>	
<p>Full Council considered proposals for the Churchgate Centre at its meeting on 22 November 2018. In light of the risks associated with the proposals, including the reliance on funding from the Local Enterprise Partnership, officers were asked to urgently consider in more detail alternative options in the event that the Shearer Property Group proposals were unable to proceed. This report updates on the outcome of the bid for funding and sets out alternative options for Full Council's consideration.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>Any regeneration proposals for the area will need to consider proposals for thoroughfares, access, surface treatments etc and the needs of the users of the resulting development. These will be considered and recorded under separate equality analysis at the relevant time.</p>
<p>AGENDA ITEM 7. REVENUE BUDGET</p>	
<p>To consider the draft budget for 2019/20 and the main factors which contribute to the determination of the North Hertfordshire District Council (NHDC) Council Tax level. To consider the appropriate level of Council Tax that will be recommended to the meeting of the Council on the 7 February 2019.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

	<p>The proposals for efficiencies within this report do not unduly disadvantage one individual group within our local community more than another, although proposals relating to the staff, their terms and conditions or future employment will need to be subject to individual equality analysis in due course, as for any organisational or service restructure.</p> <p>For any individual proposal comprising either £50k growth or efficiency, or affecting more than two wards, an equality analysis is required to be carried out; this has either taken place or will take place following agreement of efficiencies or growth</p>
<p>AGENDA ITEM 8. INVESTMENT STRATEGY (INTEGRATED CAPITAL AND TREASURY)</p>	
<p>1.1 The Council has produced an Investment Strategy in response to guidance from the Ministry for Housing, Communities and Local Government (MHCLG) and the Chartered Institute of Public Finance and Accountancy (CIPFA). It replaces the Capital Programme and Treasury Strategy that have previously been produced.</p> <p>1.2 The Investment Strategy provides additional information that was not previously contained within the previous separate reports and this is explained in section 8.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>There are no direct equalities implications directly arising from the adoption of the Capital Programme for 2018/19 onwards. For any individual new capital investment proposal of £50k or more, or affecting more than two wards, an equality analysis is required to be carried out. This will take place following agreement of the investment proposal</p>

1.3 The Investment Strategy contains the following key information:

- A capital programme for 2019/20 of £8.213m, and £11.303m for the period 2019/20 to 2023/24.

- Recommendations on Prudential Indicators and other Treasury Indicators that will be monitored and reported on during the year (2019/20)

- Changes to the scope of treasury investments to be included within the strategy.

AGENDA ITEM 9: PAY POLICY STATEMENT

This report sets out a draft Pay Policy Statement 2019/20 (Appendix 1) for Council's consideration and approval in accordance with the requirements of Section 38 of the Localism Act 2011 (the Act), associated guidance issued under Section 40 of the Act, the Local Government Transparency Code 20151 and any other relevant legislation. The Statement incorporates elements of existing policy and practice and is required to be agreed annually.

In line with the Public Sector Equality Duty, public bodies must, in the exercise of its functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

	<p>The Pay Policy Statement reflects the practical arrangements that are in place to ensure all employees are remunerated in accordance with the requirements of the Equality Act and Public Sector Equality Duty and, in particular, through the application of a universal grading, flexible retirement scheme, and salary structure for all staff. The pay policy ensures consistency in regard to pay and remuneration in regard to individual roles, and therefore with no direct adverse impact on any single group with protected characteristics.</p>
AGENDA ITEM 10: VOLUNTARY REDUNDANCIES	
<p>To seek the approval of the Council for two voluntary redundancies, where the cost of each exceed the threshold of £100,000 as set out in the Pay Policy Statement.</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p> <p>Consultation has been undertaken with relevant staff and no specific equality implications have been identified for the proposals concerned.</p>
8. Council - 20th March 2019	
AGENDA ITEM 4: FUTURE HIGH STREETS FUND - CONSIDERATION OF POTENTIAL BIDS	
<p>Full Council at its meeting of 7 February 2019 decided that it should determine which bid is to be submitted to the Future High Streets Fund (FHSF). This report explains the criteria against which bids</p>	<p>In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.</p>

are to be assessed and invites Full Council to decide on the bid it wishes to submit.

Any proposals for either area will need to consider thoroughfares, access, surface treatments etc and the needs of the users of the resulting development. These will be considered and recorded under separate equality analysis at the relevant time.

3. Opportunities to foster good relations and advance equality of opportunity between people who share a protected characteristic and those who don't.

The Public Sector Equality Duty also requires local authorities to foster good relations and promote equality of opportunity between those with a protected characteristic and others. This work is implicit in all of our services. A specific opportunity has been identified within individual Equality Impact Assessments (EIQAs) and is summarised below:

Consultation

– Most policy decisions involve increased community engagement in regard to public consultations. These can include focus groups and public meetings which would give the opportunity for the North Hertfordshire community to come together and get more involved in civic life. The revised Consultation strategy will look to increase engagement across all demographic groups in the district.

4. An analysis of any potential cumulative impacts that spans services

The potential for compounded negative impacts on particular groups are identified in individual equality impact assessments. As the Policy team reviews each assessment, any impacts can be identified and mitigating actions suggested where practicable. The process uses relevant national and local data from the individual equality impact assessment.

The continued pressure on the public sector to make savings, coupled with the changing demographics within the district, means that services cannot always be delivered in the same way. These changes to service delivery may have consequences for some equality groups within Hertfordshire. Wherever possible, NHDC have identified savings that are delivered through efficiencies which have no adverse impact on service-users.