

DRAFT OVERVIEW AND SCRUTINY WORK PROGRAMME 2019/20

The Role of Scrutiny in Meeting the Public Sector Equality Duty

The Overview and Scrutiny Committee has a key role to play in ensuring that the Council meets all the statutory duties under the Public Sector Equality Duty of the Equality Act 2010, particularly in ensuring that the authority has due regard to the needs of diverse groups when designing, evaluating and delivering services in order to –

- eliminate unlawful discrimination, harassment, victimisation and any 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.

In order to do this, the Overview and Scrutiny Committee will scrutinise the Council's Equality and Diversity Action Plan and Annual Achievement Report each year to monitor the Authority's performance. The OS Committee will be flexible enough to pick up on issues of inequality, wherever they arise in the Council work programme, or to delegate to individual workstreams for investigation. OSC has a key role in providing a 'critical friend' challenge to the Council's strategic equality objectives and scrutinising performance in delivering those objectives.

In addition, as part of their normal work programme, each workstream will (where relevant and proportionate) -

- request information about the equality impact assessments/analyses that have been undertaken whenever discussing proposals for new policies or future plans, or for current services, to inform their comments on those proposals or services
- examine these assessments/analyses of impact in detail to check if they are robust and have been developed based on strong evidence and appropriate engagement
- question and consider whether appropriate people have been involved and engaged in developing equality objectives and plans, and when assessing the impact of policies and proposals.
- when procurement award criteria and contracts are determined, consider whether or not specific equality stipulations are required
- Scrutiny may also wish to investigate the accessibility of equality and other published documents, asking questions such as –
 - what is done to promote these documents?
 - what languages or formats is the information available in?
 - which documents are most regularly required?
 - how aware are the public of the Authority's equality plans and performance?

DRAFT OVERVIEW AND SCRUTINY WORK PROGRAMME 2019/20

WORK	22 May 19 (Planning)	18 June 19	23 July 19	4 Sept 19	30 Oct 19	7 Nov 19	19 Dec 19	13 Feb 20	2 Apr 20
Date papers to be with Scrutiny Team									
Specific Topics:									
HR issues- The Council's plan of reducing the number of external consultants and agency staff/ sickness & recruitment/ employment of BAME, gender/ women returning to work								Report	
ACM work programme					Receive work Programmes				
Temporary accommodation						Report			
Population Growth & Housing targets									Report
Cultural strategy									
Pre-Decision scrutiny									
Future of Responsive Repairs Service	Report								
HIF infrastructure works- the procurement strategy/ approval to procure		Report							
ICT & Digital Strategy									
Standing Items									
Children's and Young People's Issues			Annual Complaints Report for Adults Social Care and	Fostering & Adoption/ IRO/LADO		Annual social care self assessment Ofsted Improvement		SEND places strategy update Educational attainment	

DRAFT OVERVIEW AND SCRUTINY WORK PROGRAMME 2019/20

WORK	22 May 19 (Planning)	18 June 19	23 July 19	4 Sept 19	30 Oct 19	7 Nov 19	19 Dec 19	13 Feb 20	2 Apr 20
			Children's Social Care			Plan			
Monitoring/Updates									
Scrutiny Involvement in Budget Consultation 19/20						Update Report	Budget Meeting		
Crime Scrutiny & Health Scrutiny Updates					Update				Update Report
Annual Corporate Complaints Report			Report						
Customer Experience								Report	
Safeguarding Enfield 2020/2021 priorities									Report
Update on Workstream recommendations									
Work Programme									
Setting the Overview & Scrutiny Annual Work Programme 2019/20	Agree Work Programme and discuss workstreams	Finalise workstreams							
Selection of New Workstreams for 2019/20	Discuss new Workstreams	Finalise new workstreams							

Note: Provisional call-in dates: 20th June, 3rd July, 8th August, 19th September, 28th November, 15th January, 30th January, 6th February, 4th and 26th March, 28th April. These dates may also be used for pre-decision scrutiny as necessary. Any call-ins received will take precedence at this meeting.