

Report of the Overview and Scrutiny Committee

Equality, Diversity and Inclusion at the Council

1. Purpose of Report

To present the findings of the Overview and Scrutiny Committee Working Group's review into Equality, Inclusion and Diversity at the Council. This is in accordance with the Council's corporate values of continuous improvement and delivering value for money. Further scoping of this topic will continue throughout the year.

2. Recommendation

Cabinet is asked to RECEIVE the report and REFER it to the relevant Portfolio Holder for consideration.

3. Detail

The Overview and Scrutiny Committee Working Group reviewed this topic with the purpose of the following outcomes:

- To develop recommendations to support improvements.
- To improve the overall Equality, Diversity and Inclusion within the Council including service users, Members and employees.

The report is circulated with this agenda, which includes recommendations.

4. Key Decision

This report is a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 as it will be significant in terms of its effects on communities living or working in an area comprising two or more Wards or electoral divisions in the Council's area.

5. Updates from Scrutiny

This applies where a policy has been through pre-scrutiny or Policy Overview Working Group.

As detailed within the report from the Overview and Scrutiny Committee 18 July 2024.

6. Financial Implications

The comments from the Head of Finance Services were as follows:

Whilst there are no additional financial implications to consider at this stage, the proposed recommendations would include additional cost implications, both revenue and capital, which may not be contained within existing budgets. Any significant budget implications in the future, over and above virement limits, would require approval by Cabinet.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Public Sector Equality Duty came in to force in April 2011, s.149 of the Equality Act 2010 requires Councils when carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010. This is to:

- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The proposed recommendations as set out in the report supports compliance with the above legal obligation.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Not applicable.

9. Union Comments

The Union comments were as follows:

Not applicable.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

Not Applicable

13. Background Papers

Nil.