

Report of the Overview and Scrutiny Working Group

Equality, Diversity and Inclusion at the Council

1. Purpose of Report

To present the report to the Overview and Scrutiny Committee of the findings from the Working Group and propose the recommendations to Cabinet.

2. Recommendation

The Committee is asked to Consider the recommendations from the Working Group and to RECOMMEND to Cabinet that the following recommendations be considered.

1. **The Human Resources Manager share the Neurodiversity Policy with all Members and employees.**
2. **To increase awareness of Neurodiversity and support available to employees and Members.**
3. **To consider the provision of additional resources to the Communities team to ensure at least one event per quarter and a minimum of four in a year, be organised.**
4. **To consider changing the counter space at the D.H. Lawrence Museum to be more accessible to customers and incorporate an area for a wheelchair user to access the digital tour.**
5. **To consider the provision of ear defenders, to offer visitors who may have sensory processing differences and additional audio headsets to enhance the D.H. Lawrence experience to all.**
6. **To increase signage within the museum to increase awareness of health and safety issues and accessibility and to provide signposting to the nearest accessible toilet.**
7. **To increase advertising of the D.H. Lawrence digital experience to promote live tours to Groups.**
8. **The Working Group notes that the current Council Offices required substantial works to resolve the current issues of disrepair and accessibility issues and at the earliest opportunity plans should be considered for the future of the Kimberley Depot Offices.**
9. **To ensure all fire risk assessments are up to date in residential accommodation.**

10. To ensure independent living schemes have automated doors to support living independently.

3. Detail

The Overview and Scrutiny Committee established a review of Equality, Diversity and Inclusion at the Council, to be carried out by the Overview and Scrutiny Working Group and was appointed at the meeting on 23 November 2023. The review was requested by Councillor S Dannheimer who suggested that a review should be considered to see if the Council met the needs of all service users, Members and employees. The review is in accordance with the Council's Always Improving, value providing continuous improvement and delivering value for money. The report contained within **Appendix A** is part of a wider review that is currently still being conducted.

The purpose of the review was to achieve 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.

4. 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.

5. 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.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Not Applicable

7. Union Comments

The Union comments were as follows:

Not Applicable.

8. Climate Change Implications

The climate change implications, if applicable, are contained within the report.

9. 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.

10. Equality Impact Assessment

An equality impact assessment is not required for this report.

11. Background Papers

Nil.