

**NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL**

**POLICY DEVELOPMENT GROUP - WEDNESDAY, 6 FEBRUARY 2019**

Report Title	<b>EQUALITY AND DIVERSITY POLICY</b>
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Purpose of report	The report provides members of Policy and Development Group with information on the proposed Equality and Diversity Policy for the Council, with an associated action plan.
Council priorities	The report impacts on performance across the Council's priorities and service areas.
Implications:	
Financial/Staff	The report contains proposals for manager and staff development and training. There is no additional financial impact as provision is already in place within existing budgets.
Link to relevant CAT	The proposed policy and action plan has been reviewed by the Council's Equality and Access member Group.
Risk Management	No direct implications
Equalities Impact Screening	Considered within the report
Human Rights	No direct implications
Transformational Government	No direct implications
Comments of Head of Paid Service	The report is satisfactory.
Comments of Section 151 Officer	The report is satisfactory.
Comments of Monitoring Officer	The report is satisfactory.
Consultees	The report and action plan have been widely circulated to external interest groups and the Councils recognised trade unions.

Background papers	<ul style="list-style-type: none"> <li>• Equality Act 2010, Human Rights Act 1998, Public Sector Equality Duty.</li> <li>• Equality Framework for Local Government</li> </ul>
Recommendations	<b>THAT THE POLICY AND DEVELOPMENT GROUP NOTES THE PROPOSED POLICY AND ACTION PLAN AND PROVIDES COMMENTS TO CABINET.</b>

## 1.0 INTRODUCTION

- 1.1 The Council has a responsibility under the Equality Act 2010, and in its role as a community leader, service provider, leading employer and purchaser of goods and services to set out its approach to Equality and Diversity. The Equality and Diversity Policy and Action plan attached at Appendix 1 sets out the Council's proposed approach.
- 1.2 Summary of key features of the proposed policy.

The Policy and Action plan sets out the following relevant considerations:-

- The setting out of an Equality statement
- Defining our roles as leaders
- Explaining the communication methods we will use to prevent exclusion
- Our approach to Equality monitoring.
- The legal context around "protected characteristics" covering discrimination against people on grounds of their age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, or sexual orientation.
- An explanation of the Public Sector Equality Duty and the Equality Framework
- Outlines the relationship between Equality and Diversity considerations and Social Community Inclusion.
- How we will manage equality and diversity in our own workplaces and our in-house workforce, including employment monitoring, having relevant policies and training arrangements.
- Equality and Diversity considerations around the Council's procurement processes and purchasing decisions.
- Our approach to engagement and consultation with our communities and our involvement with other equality groups.

## 2.0 CONSULTATION

- 2.1 The Policy and action plan has been considered and approved by the Equality and Access group and a wide consultation process took place with interested groups and individuals in late November / December 2018. The responses from those that replied were supportive of the proposed policy and action plan.

## 3.0 ANNUAL GOVERNANCE REVIEW

- 3.1 The review of the Equality and Diversity policy was identified as being an important action in the Council's 2016/17 annual governance review to meet the requirement for Local Authorities to 'Behave with integrity, demonstrate strong commitment to ethical values and respect the rule of law' under the CIPFA/SOLACE Framework 'Delivering Good Governance in Local Government' 2016. The action was repeated in the 2017/18 statement and adopting the proposed Equality and Diversity policy will complete the outstanding action.