

EQUALITY, DIVERSITY & INCLUSION POLICY 2021-2024

Committee: Finance & Assets Committee

Date: 25th January 2021

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1.0 ISSUE

1.1 To formally adopt the Council's Draft Equality, Diversity and Inclusion Policy following a period of public consultation.

2.0 RECOMMENDATION(S)

2.1 Members are requested to formally adopt the draft Equality, Diversity and Inclusion Policy 2021-2024, as set out in Appendix 1.

3.0 BACKGROUND

3.1 Promoting and supporting diversity in the workplace is about valuing everyone as an individual. However, to reap the benefits of a diverse workforce it is vital to have an inclusive environment.

3.2 Inclusion is where people's differences are valued and everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.

3.3 The new Equality, Diversity and Inclusion Policy aims to expand on the Single Equality Scheme that was previously in place, and sets out the Council's commitment to an inclusive and supportive environment for staff, Members, contractors and visitors that is free from discrimination.

3.4 The draft policy was approved for consultation by the Finance and Assets Committee on 24 September 2020.

3.5 The consultation period ran from 28 September until 30 November 2020. Following the consultation period, the responses have been considered and, where appropriate, changes have been reflected in the amended draft at Appendix 1.

4.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

4.1 There are no financial implications associated with this report.

4.2 An Equality Impact Assessment (EIA) is attached at Appendix 2.

5.0 APPENDICES

Appendix 1 – Draft Equality, Diversity & Inclusion Policy 2021-2024

Appendix 2 – Equality, Diversity & Inclusion Policy EIA

<u>Background Documents</u>	<u>Location</u>	<u>Contact Officer</u>
ECDC Single Equality Scheme 2016-2020	Room	Nicole Pema
Local population data:	118, The	HR Manager
(1) Cambridgeshire Insight	Grange,	(01353) 616325
(2) Office for National Statistics 2011 Census	Ely	E-mail: nicole.pema@eastcambs.gov.uk
(3) ONS Survey on Sexual Orientation in the UK (2017)		
(4) Gender Trust		
Home Office Diversity and Inclusion Strategy 2018-2025		
International Holocaust Remembrance Alliance (IHRA) definition of antisemitism		
Equality Act 2010 guidance: www.gov.uk/guidance/equality-act-2010-guidance www.equalityhumanrights.com/en/equality-act/equality-act-2010		
Staff statistics and recruitment monitoring forms		
Consultation responses- 28 September until 30 November 2020		