
TITLE: EQUALITY, DIVERSITY & INCLUSION POLICY 2020-2023

Committee: Finance & Assets Committee

Date: 23rd July 2020

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[V40]

1.0 ISSUE

1.1 To consider the Council's Draft Equality, Diversity and Inclusion Policy 2020-2023 for consultation.

2.0 RECOMMENDATION(S)

2.1 Members are requested to:

- i) Approve the draft Equality, Diversity and Inclusion Policy 2020-2023, as set out in Appendix 1, for consultation in accordance with 3.5 and 3.6 below, and
- ii) Delegate authority to the HR Manager, in consultation with the Chairman of Finance & Assets Committee, to make minor amendments prior to consultation.

3.0 BACKGROUND

3.1 The Equality, Diversity and Inclusion Policy has been developed in reference to the Home Office Diversity and Inclusion Strategy 2018–2025. It 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.

3.2 Promoting and supporting diversity in the workplace is an important aspect of good people management. It is about valuing everyone in the organisation as an individual. However, to reap the benefits of a diverse workforce it is vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

3.3 **Inclusion** is where people's differences are valued and used to enable everyone to thrive at work. An inclusive working environment is one in which 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. An inclusive workplace has fair policies and practices in place and enables a diverse range of people to work together effectively.

3.4 The policy includes three new objectives to help us become more inclusive. Underpinning each of these objectives is a set of actions and priorities that the Council will aim to follow to guide our work.

3.5 Subject to committee approval, further consultation will take place with Councillors, local residents, community groups, partner organisations, parish councils and other associations on the new policy.

3.6 This consultation period will commence on 1 August 2020 and shall be carried out for an eight-week period (recognising that some organisations do not meet in the month of August). Following the consultation period officers will assess the responses, incorporate these where appropriate, and bring the document back to Finance & Assets Committee for formal adoption.

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 2020-2023

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 118, The Grange, Ely	Nicole Pema HR Manager (01353) 616325 E-mail: nicole.pema@eastcambs.gov.uk
Local population data: (1) Cambridgeshire Insight (2) Office for National Statistics 2011 Census (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