

## **BRECKLAND DISTRICT COUNCIL**

**Report of:** Executive Member People and Information - Maxine O'Mahony, Executive Director – Strategy & Governance

**To:** Overview and Scrutiny Commission, 27<sup>th</sup> September 2018  
Cabinet, 16<sup>th</sup> October 2018

**(Author:** Ross Bangs, Corey Gooch Corporate Improvement & Performance Manager (shared), Business Intelligence Officer)

**Subject** Equality and Diversity Policy

**Purpose:** To present the draft of the Council's Equality and Diversity policy to the Overview and Scrutiny Commission for review.

### **Recommendation(s):**

- 1) That the Overview and Scrutiny Commission recommend the adoption of the draft Equality and Diversity Policy to Cabinet on 16<sup>th</sup> October 2018.

### **1.0 BACKGROUND**

- 1.1 The current Equality and Diversity policy was originally adopted in January 2014. The new version looks to update the policy in line with any changes that have been seen in the last 4 years and renew the format.
- 1.2 The format changes to the policy have been made in order to produce a policy that is written in plain English and reduced in size.
- 1.3 The new policy achieves this by linking directly to the Equality and Diversity Act and therefore reducing the need to make regular changes to the policy should there be changes to the act as this is incorporated into the policy.
- 1.4 Appendix A is the draft policy that is being introduced to the commission asking for your recommendation to Cabinet for adoption.

### **2.0 OPTIONS**

- 2.1 Overview and Scrutiny Commission to review the draft Equality and Diversity policy and make a recommendation to Cabinet to adopt the new Policy.
- 2.2 Do nothing.

### **3.0 REASONS FOR RECOMMENDATION(S)**

- 3.1 The currently adopted policy is 4 years old and due a review. Whilst there have not been any fundamental changes to statutory requirements, the new policy is improved for the

benefit of all those engaging with the Council.

#### 4.0 EXPECTED BENEFITS

4.1 An updated policy will provide an opportunity to promote the policy and reintroduce new procedures to ensure that the services are aware of their requirements.

#### 5.0 IMPLICATIONS

In preparing this report, the report author has considered the likely implications of the decision - particularly in terms of Carbon Footprint / Environmental Issues; Constitutional & Legal; Contracts; Corporate Priorities; Crime & Disorder; Equality & Diversity/Human Rights; Financial; Health & Wellbeing; Reputation; Risk Management; Safeguarding; Staffing; Stakeholders/Consultation/Timescales; Transformation Programme; Other. Where the report author considers that there may be implications under one or more of these headings, these are identified below.

##### 5.1 Constitutional & Legal

5.1.1 The policy details the duty we have as outlined in the Equality Act 2010.

##### 5.2 Contracts

5.2.1 The policy details the responsibility we have when commissioning and procuring services as outlined in the Equality Act 2010.

##### 5.3 Equality and Diversity / Human Rights

5.3.1 The policy details the duty we have as outlined in the Equality Act 2010.

##### 5.4 Staffing

5.4.1 The policy details the duty we have as outlined in the Equality Act 2010.

#### 6.0 WARDS/COMMUNITIES AFFECTED

6.1 N/A

#### 7.0 ACRONYMS

7.1 N/A

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Background papers:- [See The Committee Report Guide for guidance on how to complete this section](#)

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#### Lead Contact Officer

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**Key Decision:** Yo

**Exempt Decision:** No

**This report refers to a Mandatory Service**

**Appendices attached to this report:**

Appendix A                      Equality and Diversity Policy