

# Arun District Council

<b>REPORT TO:</b>	<b>Policy and Finance Committee on 6 September 2022</b>
<b>SUBJECT:</b>	<b>Equality, Diversity, and Inclusion Policy</b>
<b>LEAD OFFICER:</b>	<b>Jackie Follis, Group Head for Organisational Excellence</b>
<b>LEAD MEMBER:</b>	Cllr Shaun Gunner
<b>WARDS:</b>	<b>Not Applicable</b>
<b>CORPORATE PRIORITY / POLICY CONTEXT / CORPORATE VISION:</b> The policy sets out the obligations on the Council to consider equalities in its provision of services and as an employer.	
<b>DIRECTORATE POLICY CONTEXT:</b> This report is produced to ensure the Council meets its statutory obligations in relation to Equalities legislation.	
<b>FINANCIAL SUMMARY:</b> Not Applicable	

## 1.0 PURPOSE OF REPORT

- 1.1 To inform the Policy and Finance Committee of the latest revision to the Council's Equality, Diversity, and Inclusion Policy and to seek approval to formally adopt the policy, prior to publishing to staff.

## 2.0 RECOMMENDATIONS

- (1) The Finance and Policy Committee is requested to approve and formally adopt the Equality, Diversity, and Inclusion policy.  
and
- (2) The Group Head for Organisational Excellence be authorised to make any further consequential changes to the policy.

## 3.0 EXECUTIVE SUMMARY

- 3.1 A revised Equality, Diversity and Inclusion policy was approved at the Formal Unison/Employer Consultation meeting on 22 June 2022. The policy requires approval at Finance and Policy Committee.

## 4.0 DETAIL

- 4.1 A revised Equality, Diversity, and Inclusion policy was presented at the Formal Unison/Employer Consultation meeting on 22 June 2022 by Karen Pearce, Human Resources Manager. The policy is aimed at staff and sets out the

Council's commitment to equality, diversity and inclusion as an employer and service provider. It includes working practices that the Council has put in place to ensure equality at work and the procedure to be followed if an employee or member of the public wishes to make a complaint.

- 4.2 Although equalities legislation has not changed since 2010, it is necessary to review our policies on a regular basis to ensure that we are up to date with best practice. A copy of the revised policy is attached.

## **5.0 CONSULTATION**

- 5.1 Unison, the Council's recognised union, has been consulted and feedback has been incorporated into the final version. The policy was also agreed at the Council's Formal Consultation Panel Meeting on 22 June 2022.

## **6.0 OPTIONS / ALTERNATIVES CONSIDERED**

- 6.1 Although equalities legislation has not changed since 2010, the current policy appears dated and does not reflect current best practice. If the revised policy were to be rejected, a rewrite of the policy would be required.

## **7.0 COMMENTS BY THE INTERIM GROUP HEAD OF FINANCE/SECTION 151 OFFICER**

- 7.1 There are no immediate financial implications but there may be as a result of future reviews.

## **8.0 RISK ASSESSMENT CONSIDERATIONS**

- 8.1 Failure to have an up-to-date policy that reflects best practice would be to the detriment of the Council should a complaint be raised by an employee or member of the public. Council staff need to be educated on equalities and that would include having access to up to date policy that can be referred to if required.

## **9.0 COMMENTS OF THE GROUP HEAD OF LAW AND GOVERNANCE & MONITORING OFFICER**

- 9.1 The Equality Act 2010 sets out the statutory provisions of the Public Sector Equality Duty along with protected characteristics and other related matters. The Equality Act 2010 (Specific Duties) Regulations 2011 make statutory provision for publication of information relating to the Public Sector Equality Duty and adoption and publication of equality objectives.

## **10.0 HUMAN RESOURCES IMPACT**

- 10.1 The Equality, Diversity and Inclusion policy helps to prevent discrimination against our employees and provides a recourse for staff who believe they have either been discriminated against or has witnessed discrimination, in the knowledge that their concerns will be taken seriously.

## **11.0 HEALTH & SAFETY IMPACT**

11.1 The Council could fail in our obligation to provide a safe working environment if staff feel discriminated against or victimised. Complaints of this nature are often linked to psychological harm and/or stress related absences.

## **12.0 PROPERTY & ESTATES IMPACT**

12.1 Not Applicable.

## **13.0 EQUALITIES IMPACT ASSESSMENT (EIA) / SOCIAL VALUE**

13.1 An equalities impact assessment has been conducted and it has been concluded that adopting a revised Equalities, Diversity and Inclusion policy offers a positive impact across all areas and no negative impact has been identified.

## **14.0 CLIMATE CHANGE & ENVIRONMENTAL IMPACT/SOCIAL VALUE**

14.1 Not applicable

### **15.1 CRIME AND DISORDER REDUCTION IMPACT**

15.2 Not applicable

## **16.0 HUMAN RIGHTS IMPACT**

16.1 The Policy supports the Council's obligations in relation to the Human Rights Act 1998 – in particular protection from discrimination (Article 14).

## **17.0 FREEDOM OF INFORMATION / DATA PROTECTION CONSIDERATIONS**

17.1 The collection of equalities data relating to an applicant, employee or service provide is classed as sensitive personal data.

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### **CONTACT OFFICER:**

Name: Karen Pearce

Job Title: Human Resources Manager

Contact Number: 01903 737807

**BACKGROUND DOCUMENTS:** Equalities, Diversity, and Inclusion Policy