



**REPORT of
DIRECTOR OF RESOURCES**

**to
STRATEGY AND RESOURCES COMMITTEE
15 JUNE 2021**

**WORKFORCE AND COMMUNITY; EQUALITY, DIVERSITY AND INCLUSION
STATEMENT OF POLICY**

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide for Committee approval the Council's 'Equality, Diversity and Inclusion (EDI) Statement of Policy'. This policy sets the Council objectives for both workforce, and community EDI objectives, describes the collaborative approach between officers and Members to achieve our objectives and will be a working document with regular annual reviews of our priority objectives. With this revision to our policy, we have recognised the importance of inclusion and also the focus on community engagement.

2. RECOMMENDATIONS

- (i) That the new Equality, Diversity and Inclusion Policy, attached at **APPENDIX 1**, be adopted;
- (ii) That a Member of the Strategy and Resources Committee is nominated to join the Equality, Diversity and Inclusion Officer Working Group.

3. SUMMARY OF KEY ISSUES

- 3.1 It is a requirement of the Council's Terms of Reference, Council and Committee Procedure rules that all policies and procedures are put before the Strategy and Resources Committee.
- 3.2 The Equality, Diversity and Inclusion Policy is a new Statement of Policy developed to support the Council's workforce and community EDI agenda as well as ensuring compliance with the Equality Act 2010. Incorporating inclusion will help to create a culture where employees and our community feel included and valued.
- 3.3 The Policy is intended to assist the Council in promoting EDI through its business functions and work to ensure that people are treated fairly, and everyone has the opportunity to live, learn and relax in the District in a fair and equitable community.
- 3.4 This is a corporate strategy which articulates the responsibilities of all including Councillors and employees.
- 3.5 Within the EDI policy there are objectives setting out the Council's priorities.
- 3.6 The EDI Policy and Procedure is linked to the Council's Corporate Plan and Community Thematic Strategy; available separately.

- 3.7 The Corporate Leadership Team approved the Policy and Procedure at their meeting of 25 February 2021. This has also been provided to Unison and to date no comments have been received for consideration.

4. CONCLUSION

- 4.1 All policies and procedures are statutory obligations to the Council and therefore need to be approved and or noted by the Committee as relevant. It is important to have an agreed EDI Policy to ensure our legal duties are met, our staff, Members and partners understand their responsibilities and that our goals on EDI align with the Corporate Plan.

5. IMPACT ON STRATEGIC THEMES

- 5.1 Supporting the Council's objective for improving performance and efficiency. This policy also helps to underpin the values of the emerging Corporate Plan.

6. IMPLICATIONS

- (i) **Impact on Customers** – The Council's internal and external customers are its employees and community; it has a legal obligation to uphold by doing what is statutorily required in terms of employment law and the Equality Act.
- (ii) **Impact on Equalities** (See **APPENDIX 2**) – All policies and procedures produced have an Equality Impact Assessment completed to ensure they do not greatly affect our workforce Members our community and all service users. This EDI policy has also been equality impact assessed with regard to the workforce and community.
- (iii) **Impact on Risk** – Without the continuous development and update of these policies and procedures ensuring compliance with legal responsibilities, the Council is at substantial risk of an employment claim from any given employee.
- (iv) **Impact on Resources (financial)** – External training may be necessary; budget would be considered within the corporate training budget. There may be costs in adapting or re-designing processes / services to external / internal if found to have adverse impact on certain group(s) as well as ensuring awareness training for Members and employees.
- (v) **Impact on Resources (human)** – To produce and administer this policy alongside the community engagement lead.
- (vi) **Impact on the Environment** – Ensuring the Council's obligations are met, impacts on the corporate branding for the Council.

- (vii) **Impact on Strengthening Communities** - The Council will work to build on the strengths and capabilities of the communities to find solutions that are right for and work for them. We will work collaboratively with our communities to promote Maldon District as an inclusive, diversity-friendly district and encourage active participation in civic life by all local people.

Background Papers: Internal Policies and Procedures available via the Intranet.

Enquiries to:

Natasha Brown, Specialist HR (Level 1),
Luke Daley, Customer Solutions Coordinator, or
Joshua Fulcher, Strategy Theme Lead- Community.