



## **REPORT of EQUALITY, DIVERSITY AND INCLUSION OFFICERS**

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**to  
PERFORMANCE, GOVERNANCE AND AUDIT COMMITTEE  
21 JULY 2022**

### **EQUALITY, DIVERSITY AND INCLUSION ACTIONS UPDATE - ANNUAL REVIEW**

#### **1. PURPOSE OF THE REPORT**

1.1 To update the Performance, Governance and Audit Committee on the progress towards achieving the Equality, Diversity and Inclusion (EDI) objectives set out within the Equality, Diversity and Inclusion Policy, please see below:

- Objective 1: We will identify the ways to improve our workforce data collection which will be used to inform policy development and workforce strategy.
- Objective 2: We will provide learning opportunities for our workforce and our Members to develop a wider understanding of our communities and their diverse needs.
- Objective 3: As officers and Members, we will improve our knowledge of, and our contact with, all communities and ensure that communities can continue to be involved in decision making processes.

#### **2. RECOMMENDATIONS**

- (i) That the Committee reviews the report, and notes progress and the EDI action plan;

To the Council

- (ii) That the Council's constitution be updated to reflect gender neutral terms rather than him/chairman from the options as set out in section 3.5 of this report, and member salutations are removed as standard practice.

#### **3. SUMMARY OF KEY ISSUES**

- 3.1 The Equality, Diversity and Inclusion policy was approved by the Strategy and Resources Committee in June 2021, in line with the Public Sector Equality Duty within the Equality Act 2010.
- 3.2 The report has an action plan looking at what has been achieved and the approach going forwards.
- 3.3 The Action Plan is held on the Council's SharePoint system and updated by responsible officers.
- 3.4 Currently Councillor R H Siddall is the EDI Member Sponsor.

- 3.5 The Council's constitution and current practices use the term 'chairman' and 'him'. However, the Association of Democratic Officers confirm it is best practice to move away from gender specific titles and this would also be in keeping with the EDI policy. Many Councils have already adopted this working practice. This report recommends removing the word "Chairman" and replacing it with "Chair" or "Chairperson" and also ensuring the use of his/her, s/he, or better still non-binary language: "their/them/they" as appropriate, accepting that an individual may refer to themselves or want to be addressed as "Chairman" or "Chairwoman" or other term, if they so wished.
- 3.6 The current table of actions/objectives and Officer updates are detailed below for Members' information (**APPENDIX 1**). This action plan highlights the EDI objectives the Council is currently working towards and what has been achieved thus far. This enables plan enables the Council to monitor and review progress.

#### **4. CONCLUSION**

- 4.1 The information provided gives progress updates against the key actions defined in the Equality, Diversity, and Inclusion Policy.

#### **5. IMPACT ON STRATEGIC THEMES**

- 5.1 The Council's EDI objectives will enable delivery of strategic priorities going forwards.

#### **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** – please refer to the existing impact assessment on the EDI Policy.
- (iii) **Impact on Risk** – Good governance and compliance with Equality legislation will help minimise our corporate risk for the future.
- (iv) **Impact on Resources (financial)** – The monitoring and delivery of this item is provided within existing resources and utilising the corporate training budget to support on training for staff and the Members training budget for member training.
- (v) **Impact on Resources (human)** – The monitoring and delivery of this item is provided within existing resources.
- (vi) **Impact on the Environment** – Not applicable.
- (vii) **Impact on Strengthening Communities** - The Council will continue to work and 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: Equality, Diversity, and Inclusion Policy and Technology, Entertainment, and Design, (TED) Learning report.

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