

APPOINTMENTS AND STAFFING

TUESDAY, 22 SEPTEMBER 2020

REPORT OF THE ASSISTANT DIRECTOR PEOPLE

DIVERSITY AND EQUALITY SCHEME 2020- 2024

EXEMPT INFORMATION

None

PURPOSE

This report provides an updated Diversity and Equality Scheme which gives assurance that systems or work streams are in place where required in order that Tamworth Borough Council embraces equality and diversity and remains compliant.

RECOMMENDATIONS

That the Committee endorse the Diversity and Equality Scheme 2020 – 2024 and incorporated action plan and recommend it to Full Council (27th October 2020) for formal approval and publication.

EXECUTIVE SUMMARY

The Council's previous Diversity and Equality Scheme outlines how we will promote equality and diversity in the delivery of our services. Over the past few months the scheme has been revised and subject to formal approval will ensure that Tamworth Borough Council will remain compliant.

The Council is required to ensure continued compliance with the Specific Duties in place for the public sector known as the Public Sector Equality Duty PSED. The requirements are that a public sector body must:

- Publish information annually
- Have equality objectives and review these every 4 years

The Council's equality objectives were adopted along with the 2015 scheme and have been retained as they remain relevant.

- To use customer insight to develop accessible services particularly aimed at those demonstrating greatest need.
- To ensure all council strategies, policies and procedures consider the impact on our diverse community/ workforce to ensure maximum inclusion.

In refreshing the scheme it was evident that it did not include consideration of either antisemitism or Black Lives Matter which currently have a high profile in the national and international arena these issues have now been included in the scheme including the adoption of the international Holocaust Remembrance Alliance (IHRA) definition of Anti-Semitism as approved by Cabinet in March 2020.

In addition updates to both the current workforce and community profiles are included in the Scheme.

The associated action plan found on page 17 of the scheme reflects the proposed activity to enable the Council to ensure compliance.

A priority action within the plan is to address the new legislation regarding accessibility for government websites (the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018) coming into force from 23rd September 2020. The council is currently compliant, however, new documents published to the website are now subject to stricter regulations to ensure they are accessible.

OPTIONS CONSIDERED

The report provides a refreshed Diversity and Equality Scheme, which is designed to set out a programme to meet the Council's statutory requirements under the Equality Act. No other practicable options were identified.

RESOURCE IMPLICATIONS

Budgets for training are already in place and there is no further financial investment required for the delivery of the action plan.

LEGAL/RISK IMPLICATIONS BACKGROUND

The equality objectives together with the delivery of the action plan will ensure Tamworth Borough Council remains compliant with the Public Sector Equality Duty. HR will continue to monitor government policy on all associated matters and will advise CMT accordingly.

EQUALITIES IMPLICATIONS

There are no adverse equality implications as a direct result of this policy.

SUSTAINABILITY IMPLICATIONS

In reviewing the scheme the intention remains to ensure that processes were adapted rather than additional resources requested so as to ensure sustainability.

REPORT AUTHOR

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LIST OF BACKGROUND PAPERS

Diversity and Equality Scheme 2015-2019

APPENDICES

1. The revised Diversity and Equality Scheme 2020-2024