

Thursday, 21 November 2024

Report of the Leader of the Council

Equality and Diversity Strategy

Exempt Information

None.

Purpose

This report provides an updated Equality and Diversity strategy which gives assurance that Tamworth Borough Council is committed to equality and diversity both within the organisation and in the service it delivers to the Borough. The council will also remain compliant with the public sector duty.

Recommendations

It is recommended that Cabinet endorse the Equality and Diversity Strategy 2025-2028, the action plan and Equality, Social Inclusion and Health Impact Assessment and recommend it to Full Council (10 December 2024) for formal approval and publication.

Executive Summary

The council's Equality and Diversity Strategy outlines how we will promote equality and diversity in the delivery of our services.

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. The requirements are that a public sector body must:

- Publish information annually
- Publish equality objectives and review every four years

Options Considered

The report provides a refreshed Equality and Diversity strategy which is designed to set out the council's statutory obligations under the Equality Act and Public Sector Duty. No other practicable options were identified.

Resource Implications

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

Legal/Risk Implications

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

Equalities Implications

There are no adverse equality implications as a direct result of this policy. A full community impact assessment is included with the strategy.

Environment and Sustainability Implications (including climate change)

The Equality, Social Inclusion and Health Impact Assessment considers environmental factors when considering the impact of any policy, process or procedure.

Background Information

The Equality and Diversity strategy 2025 – 2029 follows the Local Government Association Equalities Framework which outlines four areas of focus for equality, diversity and inclusion.

Understanding and working with your communities – by basing our policies, procedures and actions on sound evidence and research around the needs of our communities.

Leadership, partnership and organisational commitment – Strategic leadership and working in partnership to improve equality outcomes.

Responsive services and customer care – Meeting the needs of vulnerable people or communities and delivering good equality outcomes.

Diverse and engaged workforce – HR policies and procedures reflect good equality practice, and anyone who applies to the organisation or who works for it feels confident that they are treated fairly.

Each area has priorities and actions.

The strategy has been updated to include emerging awareness around intersectionality, equity, misogyny and misandry. Furthermore, the strategy incorporates the initial feedback from the corporate peer challenge, to bring equality and diversity and community cohesion to the fore.

Community Impact Assessments will be renamed Equality, Social Inclusion and Health Impact Assessment. The assessment goes further than the nine protected characteristics and includes a number of socio-economic elements including safeguarding the vulnerable, social inclusion, armed forces covenant, health and environment. This is so we are thinking as carefully and completely as possible about all Tamworth groups and communities when creating or updating policies, procedures and strategies and to inform decision making.

Report Author

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List of Background Papers

Diversity and Equality Scheme 2020 - 2024

Appendices

Appendix 1 – Equality and Diversity Strategy 2025 – 2028

Appendix 2 – Equality, Social Inclusion and Health Impact Assessment template

Appendix 3 - Equality, Social Inclusion and Health Impact Assessment guidance