



COTSWOLD
DISTRICT COUNCIL

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Name and date of Committee	CABINET - 12 APRIL 2021
Report Number	AGENDA ITEM 10
Subject	EQUALITY AND DIVERSITY POLICY
Wards affected	All
Accountable member	Councillor Jenny Forde, Cabinet Member for Health, Wellbeing and Public Safety Email: jenny.forde@cotswold.gov.uk
Accountable officer	Claire Hughes, Business Manager Corporate Responsibility
Summary/Purpose	This report provides detail on our legal obligations under the Equality Act 2010 and how we can comply as we continue to work in partnership. Adoption of an Equality Policy is a good foundation to facilitate this.
Annexes	Annex A - Equality Policy 2021
Recommendation/s	<i>It is recommended that Cabinet approves the equality policy.</i>
Corporate priorities	All
Key Decision	NO
Exempt	NO
Consultees/ Consultation	Cabinet members, senior management team

1. BACKGROUND

- 1.1. The Equality Act came into force from October 2010 and imposes a duty on public authorities which is referred to as the public sector equality duty. The duty requires all public bodies and private bodies that deliver a public function, to consider the needs of protected groups when designing and delivering services. It ensures that public bodies consider the needs of all individuals in their day to day work , in shaping policy, in delivering services and in relation to their own employees.
- 1.2. The Equality Duty is also supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

2. MAIN POINTS

- 2.1. The aim of this policy is to reduce any inequality and to ensure equality of opportunity both in providing services and as an employer. It aims to provide clear outcomes that intend to improve our approach to equality and diversity and aid in meeting our legal requirements and overall be a great place to live, work and visit.
- 2.2. In order for the Council to comply with its legal obligations a number of practices have been introduced or emphasised, this includes the use of equality impact assessments which should be used to inform decision making at all levels.
- 2.3. To enable us to record, monitor and track our progress equality objectives were introduced within the 2017 policy and are updated and linked into the Corporate Plan in this revision.

3. FINANCIAL IMPLICATIONS

- 3.1. None

4. LEGAL IMPLICATIONS

- 4.1. The Council has a duty to comply with the Equality Act 2010 and the Public Sector Equality Duty provided for by the Act. This policy will demonstrate the approach the Council will take to ensure it complies with the PSED.

5. RISK ASSESSMENT

- 5.1. If the Council does not comply with the Act it could be subject to legal challenge.

6. EQUALITIES IMPACT

- 6.1. Not required

7. ALTERNATIVE OPTIONS

- 7.1. Cabinet may decide not to implement the Policy but in doing so could put the Council at risk

8. BACKGROUND PAPERS

- 8.1. None.

(END)