

NORTH LINCOLNSHIRE COUNCIL

CABINET

EQUALITY DIVERSITY AND INCLUSION STRATEGY

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 The objective of this report is to recommend to Cabinet the adoption and publication of a Council Equality Diversity and Inclusion strategy.
- 1.2 The headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

2. BACKGROUND INFORMATION

- 2.1 We continue to be ambitious for the people and place of North Lincolnshire- our published values support equality of opportunity, self-responsibility, integrity and excellence- this strategy supports us to deliver on our values and the Council priorities whilst furthering our ambition for a fairer society and stronger economy
- 2.2 The **Equality Act 2010** applies to all local authorities and includes a general duty for all organisations to take steps to:
 - Eliminate discrimination, harassment and victimisation.
 - Advance equal opportunities for all.
 - Foster good relations between all individuals.
- 2.3 The act requires us to have Equality Objectives, which are monitored and refreshed every four years. The general equality duty requires us to have due regard to the need to:
 - Eliminate discrimination, harassment and victimisation, and any other conduct that is prohibited by or under the Act.
 - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
 - And foster good relations between people who share a relevant protected characteristic and those who do not share it.

2.4 The overall approach the council takes to ensure that equalities is at the heart of decision making and promotes equal opportunities for everyone in the area to achieve their full potential. Ensure that our employees feel equal and included and more comfortable. That employees are supported to reach their potential, are not subject to any unfair disadvantages regardless of their background and/or characteristics and are representative of the communities that they serve. Take action to support the creation of a place where everyone feels that they belong, are understood, feel safe and can fully participate in and contribute to the economic, social and civic life of North Lincs. And to ensure that all our services are designed in an accessible and an inclusive way including co-production with local people and organisations. This includes an approach to procurement and commissioning that values equality and diversity and everyone in North Lincs has the information they need to access our services.

2.5 **Our Key Themes**

The strategy identifies our ambitions under themes as follows.

Leadership and Organisational Commitment

Workforce

Community and

Service Design

3. **OPTIONS FOR CONSIDERATION**

3.1 Option 1: Cabinet is asked to adopt and publish this Council Equality Diversity and Inclusion strategy.

3.2 Option 2: Reconsider an alternative framework.

4. **ANALYSIS OF OPTIONS**

4.1 Option 1: Adopt this strategy.

The framework for developing our strategy supports the priorities within the Council plan and supports us to deliver on our values.

Our Equality Objectives and Equality Plan set out both how we will meet our statutory obligations under this duty and how we plan to go further than those obligations. Creating a successful inclusive place also means recognising that inequality is complex and there are other causes of inequality and exclusion than just those characteristics protected by law..

4.2 Option 2: Reconsider an alternative strategy.

Our headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

5. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

5.1 The Council staff networks are an active component of our approach to workforce diversity and will continue to be heard and develop our delivery plans for the Council and Place

5.2 We will establish an area wide Equality, Diversity and Inclusion Network to support the delivery of our strategy for the community.

6. **OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)**

6.1 Promoting diversity, preventing inequality and tackling discrimination is not solely the responsibility of the Council. Our approach will also consider the wider partnerships we operate in. Whether this is with other public sector bodies, such as the NHS /Police/Fire services, our community and faith sector partners, our partners in the Education Sector and our business community.

6.2 The Health and Wellbeing Board, will bring together a multi-agency, equality partnership that will work to promote an equal and inclusive fairer society for the whole of North Lincolnshire.

7. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

7.1 This strategy must be included as part of all future commissioning and developments the council is party to ensure our ambition for place and our leadership commitment is fulfilled.

8. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

8.1 No conflicts of interest have been identified.

9. **RECOMMENDATIONS**

9.1 That Cabinet adopt and publish this Council Equality Diversity and Inclusion Strategy.

9.2 That Cabinet can expect to receive further reports on specific actions supporting this strategy and the council plan.

EXECUTIVE DIRECTOR PEOPLE

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Background Papers used in the preparation of this report: None