



Committee CP&R

19 July 2018

Subject: Review of the Equality Policy

Report by:

Executive Director of Resources
Ian Knowles

Contact Officer:

Emma Redwood
People & OD Team Manager
Emma.redwood@west-lindsey.gov.uk

Purpose / Summary:

To review the Council's Equality Policy and recommend changes

RECOMMENDATION(S):

That Corporate Policy and Resources Committee approve the Equality Policy and the policy is adopted for all employees of the council.

Delegated authority be granted to the Executive Director of Resources to make minor housekeeping amendments to the policy in future, in consultation with the chairman of the Corporate Policy & Resources committee and chairman of the Joint Staff Consultative Committee (JSCC).

IMPLICATIONS

Legal:

Equality Act 2010

Financial : None

Staffing : None

Equality and Diversity including Human Rights :

West Lindsey District Council has a commitment to equal opportunities. It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Risk Assessment :

Climate Related Risks and Opportunities :

Title and Location of any Background Papers used in the preparation of this report:

None.

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

1. Introduction

The council has an Equality Policy which has needed reviewing, this review has taken place and an amended policy is brought to committee for approval.

2. Purpose

The council recognises the importance of the Equality Act 2010 and the principles which come from that are embedded within our employment practices.

3. Scope

This policy applies to all employees within the council.

4. Engagement

The policy has been reviewed by the HR team and Legal services have also reviewed and signed off the reviewed policy. The reviewed policy has been supported by members, staff representatives and Unison at JSCC.

5. Training and Awareness

This policy will be made available to view on the Minerva site and hard copies available at the depots once formally agreed.

A clear communication will be sent to Managers to make them aware that the policy has been reviewed and to update them on their responsibilities. Training and support will also be offered by HR in the implementation and application of this policy.

6. Recommendation

That Corporate Policy and Resources Committee approve the Equality Policy and the policy is adopted for all employees of the council.

Delegated authority be granted to the Executive Director of Resources to make minor housekeeping amendments to the policy in future, in consultation with the chairman of the Corporate Policy & Resources committee and chairman of JSCC.