

TITLE: EQUALITY, DIVERSITY AND INCLUSION POLICY 2025-2028

Committee: Finance and Assets Committee

Date: 26 September 2024

Author: HR Manager

Report number: Z72

Contact officer:

Nicole Pema, HR Manager

nicole.pema@eastcambs.gov.uk

01353 616325

Room 118, The Grange, Ely

1.0 Issue

- 1.1 To present the first draft of the Council's updated Equality, Diversity and Inclusion Policy 2025-2028 for further consultation.

2.0 Recommendations

- 2.1 Members are requested to approve the first draft of the updated Equality, Diversity and Inclusion Policy 2025-2028 for further consultation, in accordance with 4.4, and to enable a final draft to be presented to the Finance and Assets Committee in January 2025.

3.0 Background/Options

- 3.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It introduced 9 'protected characteristics', making it unlawful to discriminate against someone on the grounds of age, disability, race, sex, sexual orientation, gender re-assignment, pregnancy and maternity, religion or belief and marriage and civil partnership.
- 3.2 The Equality Act is underpinned by the public sector Equality Duty, which supports good decision-making by ensuring public bodies (and others providing public services) to have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity between those who share a protected characteristic and those who do not.
 - Foster good relations between those who share a relevant protected characteristic and those who do not.

4.0 Arguments/Conclusions

- 4.1 To ensure transparency, and to assist in the performance of the public sector equality duty, public authorities are required to publish:
- equality objectives, at least every four years; and
 - information to demonstrate its compliance with the duty.

- 4.2 To assist in the performance of this duty, the Council introduced a four-year Equality, Diversity and Inclusion Policy. The current policy ran from 2021-2024 and has been updated for the period 2025-2028 (changes are shown in red).
- 4.3 The updated policy includes three new equality objectives. Underpinning each of these objectives is a set of actions and priorities that the Council will continue to follow to guide its work.
- 4.4 Subject to committee approval, further consultation will take place with Councillors, local residents, community groups, partner organisations, parish councils and other associations on the updated policy. This consultation period will commence in October and shall be carried out for an eight-week period. Following the consultation period, officers will assess the responses, incorporate these where appropriate, and bring the document back to the Finance and Assets Committee for formal adoption.

5.0 Additional Implications Assessment

5.1 In the table below, please put Yes or No in each box:

Financial Implications No	Legal Implications No	Human Resources (HR) Implications No
Equality Impact Assessment (EIA) No	Carbon Impact Assessment (CIA) No	Data Protection Impact Assessment (DPIA) No

6.0 Appendices

Appendix 1 – updated Equality, Diversity and Inclusion Policy 2025-2028.

7.0 Background documents

ECDC Equality, Diversity and Inclusion Policy 2021-2024:

<https://www.eastcambs.gov.uk/sites/default/files/EqualityDiversityInclusionPolicy2021AC.pdf>

ECDC Annual Equality Monitoring Report:

[Annual Equality Monitoring Report | East Cambridgeshire District Council \(eastcambs.gov.uk\)](https://www.eastcambs.gov.uk/sites/default/files/Annual%20Equality%20Monitoring%20Report%20-%20East%20Cambridgeshire%20District%20Council.pdf)

Equality and Human Rights Commission guidance

[Homepage | EHRC \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/equality-guidance)

Cambridgeshire and Peterborough Insight population statistics:

[Cambridgeshire & Peterborough Insight – Population – Census 2021 – First Results \(cambridgeshireinsight.org.uk\)](https://www.cambridgeshireinsight.org.uk/reports/cambridgeshire-peterborough-insight-population-census-2021-first-results)

Census 2021 population data for profile of East Cambridgeshire:

[Census - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
[East Cambridgeshire population change, Census 2021 – ONS](#)

International Holocaust Remembrance Alliance (IHRA) definition of antisemitism
[Home - IHRA \(holocaustremembrance.com\)](https://www.holocaustremembrance.com)

Workforce data and recruitment monitoring forms