

TITLE: EQUALITY, DIVERSITY AND INCLUSION POLICY 2025-2028

Committee: Finance and Assets Committee

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Report number: (Leave blank – DSO will complete)

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1.0 Issue

1.1 To formally adopt the Council's draft Equality, Diversity and Inclusion Policy following a period of public consultation.

2.0 Recommendations

2.1 Members are requested to formally adopt the draft Equality, Diversity and Inclusion Policy 2025-2028, as set out in Appendix 1.

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.

3.3 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.

3.4 In response to this, 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.

3.5 The draft policy was approved for consultation by the Finance and Assets Committee on 26 September 2024.

4.0 Arguments/Conclusions

4.1 The consultation period ran from 11 October until 24 November 2024. Following the consultation period, the responses to the feedback are detailed in Appendix 2.

4.2 The changes that have been made to the policy are:

- a) Under 'Meeting our responsibilities' (section 3), new wording inserted about the Council's commitment to embed equity and remove barriers to participation across everything we do.
- b) Wording amended about marriage and civil partnerships being available to both same-sex couples and opposite-sex couples (Appendix 1, page 17).
- c) Amendment to Antisemitism (Appendix 3, page 25) to clarify that "applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation" is an example of antisemitism that specifically targets Israel.

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.

Appendix 2 – responses to consultation feedback

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/)

Census 2021 population data for profile of East Cambridgeshire:

[Census - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021populationdataforprofileofeastcambridgeshire)

[East Cambridgeshire population change, Census 2021 – ONS](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021populationdataforprofileofeastcambridgeshire)

International Holocaust Remembrance Alliance (IHRA) definition of antisemitism

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

Workforce data and recruitment monitoring forms