

Report on	Publication of Strategy and Action Plan 2019 to 2021 by Equality & Diversity in Local Councils
Date of Meeting	Thursday 6 th February, 2020
Reporting Officer	P Moffett, Head of Democratic Services
Contact Officer	M McSorley, Corporate Policy and Equality Officer

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	Purpose of Report
1.1	To provide members with a copy of the Equality & Diversity in Local Councils strategy and action plan 2019-2021 and consider endorsement of the associated Equality and Diversity Framework.
2.0	Background
2.1	The Local Government Staff Commission facilitates the <i>Equality & Diversity in Local Councils</i> Initiative established in 2011 and reconstituted 2015 at the point of local government reform. The purpose of initiative and group which oversees it is to prioritise and influence equality, good relations and diversity projects across the local government sector.
2.2	<p>The group, which oversees the initiative, has now developed and agreed a strategy and action plan to support its activities over the period 2019-2021. The strategy is attached as appendix A to this report and has been compiled to assist it in delivering its objectives of:</p> <ul style="list-style-type: none"> • Developing the overall strategic direction for equality, good relations and diversity initiatives in local government • determining priorities and setting objectives • monitoring progress and reporting to the Local Government Staff Commission and Solace on a regular basis
2.3	The group, is currently chaired by Chief Executive of Mid & East Antrim Borough Council and made up of representatives from the Local Government Staff Commission, Disability Action, Elected Member Diversity Champions, Community Relations Council, NIPSA, Equality Commission, PPMA, Equality Officer Statutory Duty Network, DemocraShe Equality Coalition, NILGA and Good Relations Officers. Further information can be accessed from the Local Government Staff Commission at:

	http://www.lgsc.org.uk/new-initiatives/equality-and-diversity/
3.0	Main Report
3.1	<p>The group has also developed an <i>Equality & Diversity Framework</i> and is asking that councils consider endorsing as a statement of intent and approach on ensuring equality and diversity. The framework is made up of the following principles:</p> <p>Principle 1: Ensuring we work in a non-discriminatory environment, promote equality, and model best practice in equality and good relations</p> <p>Principle 2: Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations</p> <p>Principle 3: Providing access to services, facilities and information</p> <p>Principle 4: Recruiting and employing people fairly</p> <p>Principle 5: Responding to and learning from complaints and incidents in a positive and pro-active way</p>
3.2	The group overseeing the initiative has asked that the council consider endorsing the Equality & Diversity Framework as detailed at Appendix B.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: activity will be undertaken within existing resource as part of ongoing service provision
	Human: activity will be undertaken by existing staffing resource
	Risk Management: endorsement would assist in delivery of equality statutory duty
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: not applicable no screening required
	Rural Needs Implications: not applicable no assessment required
5.0	Recommendation(s)
5.1	That the committee reviews the Equality & Diversity in Local Councils Strategy and Action Plan 2019-2021 and considers endorsing the Equality and Diversity Framework

6.0	Documents Attached & References
	Appendix A: Strategy & Action Plan 2019-2021 Appendix B: Equality & Diversity Framework