

## **CABINET – 10TH DECEMBER 2020**

### **Report of the Scrutiny Commission**

#### ITEM 8      EQUALITY, DIVERSITY AND INCLUSION (EDI) STRATEGY 2020-2024

##### Purpose of Report

To consider the comments and recommendations of the Scrutiny Commission in relation to the Equality, Diversity and Inclusion (EDI) Strategy 2020-2024.

##### Recommendation of the Scrutiny Commission

That the Cabinet be informed that the Commission welcomes and supports the recommendations set out in the report of the Strategic Director for Environmental and Corporate Services.

##### Reason

The Commission, having carefully considered and asked questions on the report felt the Cabinet should approve the recommendations set out.

##### Meeting Discussion

- i. Consultation with residents had taken place in the form of the Residents' Survey in Autumn 2019, which informed development of the Corporate Strategy (2020-2024). This survey covered a range of questions, which included resident feedback on equalities and equalities monitoring questions. The responses received from this and other consultation exercises as part of Equality Impact Assessments across the Council had been used to identify the priority equality objectives and inform development of the EDI Strategy (2020-2024).
- ii. Due to no significant changes in the Equality Act 2010 (and associated Public Sector Equality Duty), the development of the EDI Strategy (2020-2024) had not included considerable modification to previous strategies, although a number of integral parts of the strategy had been strengthened to reflect recent legislation such as the gender pay gap and the Modern Slavery Act as well as external environment factors such as the Black Lives Matter movement and LGBT issues.
- iii. The Council regularly participated in the Leicestershire Equalities Forum. This provided the opportunity to ensure EDI Strategies and actions were aligned to those of neighbouring authorities, and also provided opportunities to monitor outcomes in a partnership setting.

##### Policy Justification and Previous Decisions

Scrutiny Commission Procedure Rule 11.12 sets out the procedure by which a report of a Scrutiny Committee should be considered by Cabinet.

### Implementation Timetable including Future Decisions and Scrutiny

The information on this in the Cabinet report is not affected by the recommendation of the Scrutiny Commission.

### Report Implications

The following implications have been identified for this report.

#### *Financial Implications*

There are no further financial implications associated with the recommendation of the Scrutiny Commission.

#### *Risk Management*

There are no specific risks associated with the recommendations of the Scrutiny Commission.

Key Decision:	Yes
Background Paper:	Scrutiny Commission Minute 95 2020/21, 7th December 2020
Officer to Contact:	Sally Watson Democratic Services Officer (01509) 634969 Sally.watson@charnwood.gov.uk