

<b>SUBJECT:</b>	<b>EQUALITY, DIVERSITY AND HUMAN RIGHTS POLICY REVIEW</b>
<b>REPORT BY:</b>	<b>CHIEF EXECUTIVE AND TOWN CLERK</b>
<b>LEAD OFFICER:</b>	<b>HEATHER GROVER, PRINCIPAL POLICY OFFICER</b>

## **1. Purpose of Report**

- 1.1 To present the Council's updated Equality, Diversity and Human Rights Policy to the Group for comment.

## **2. Executive Summary**

- 2.1 The current policy was first adopted in September 2012, building on the Statement of Intent approved in April 2012. It has since been reviewed several times to ensure it is up to date reflecting current legislation, the strategic direction of the council and the current structures in the council. This latest version brings the policy in line with the council's strategic plan, Vision 2025, adopted in February 2020 and the current officer structure in the council.

## **3. The Council's Equality, Diversity and Human Rights Policy**

- 3.1 The aim of this policy is to define and promote the City of Lincoln Council's approach to equality, diversity and human rights, and to ensure there are defined guidelines for employees to follow.
- 3.2 The City Council is committed to equality of opportunity for all regardless of race, gender, gender identity, religion, belief, sexual orientation, age, disability, pregnancy and maternity and marriage and civil partnership. The organisation will also strive to uphold the human rights of all of its staff and service users in accordance with the Human Rights Act 1998
- 3.3 The Equality Act 2010 and the Equality Duty came into force in October 2010 and April 2011 respectively. In response to this legislation a new Equality and Diversity and Human Rights policy was adopted in September 2012.
- 3.4 The policy was last updated in 2017. This current review aligns the policy with the council's new strategic plan adopted in February 2020, Vision 2025, and also updates responsibilities in line with recent changes in the council.
- 3.5 It is proposed that the policy should be next reviewed in October 2022. The Equality and Diversity Group (to be renamed Equality and Diversity Advisory Panel) requested that the policy be monitored by officers and any significant changes required before that time should be taken back to the group.

## **4. STRATEGIC PRIORITIES**

- 4.1 The Public Sector Equality Duty seeks to make society fairer by tackling discrimination and providing equality of opportunity for all. A clearly communicated and effectively monitored Equality, Diversity and Human Rights Policy is therefore likely to have a positive impact on all the strategic priorities.

## **5. Organisational Impacts**

- 5.1 Finance: There are no direct financial implications. Should there be any future financial impacts as a result of compliance with the policy these will be the subject of separate reports.

- 5.2 Legal Implications: In applying this policy, City of Lincoln Council recognises its duties under:

1. The Equality Act 2010
2. The Human Rights Act 1998

The Equality Act 2010 requires City of Lincoln Council to:

- Promote equality across all its functions for all protected groups
- Eliminate discrimination
- Promote good relationships between different groups of people.

Duties under The Human Rights Act 1998 are to ensure that all staff and service users are equally able to access all their human rights as set out in the Act, both as employees and service users of City of Lincoln Council.

- 5.3 Equality and Diversity Implications: See legal implications

## **6. Risk Implications**

- 6.1 The risks of not having a clearly communicated and effectively monitored Equality, Diversity and Human Rights Policy include:

1. Individuals may experience discrimination, harassment or victimisation.
2. Individuals may have their human rights breached.
3. The organisation may not be compliant with equality legislation including our public equality duties.
4. The organisation may not be compliant with the Human Rights Act 1998

## **7. Recommendations**

- 7.1 That members agree the proposed changes to the Equality, Diversity and Human Rights Policy and forward to Executive Committee for approval.

- 7.2 Agree the next review for October 2022.

**Does the report contain Appendices?** Yes: **Appendix A**

**Lead Officer** Heather Grover, Principal Policy Officer, Extension 3326