

Committee(s): Policy, Resources and Economic Development Committee	Date: 24 November 2021
Subject: Equality, Diversity and Inclusion Policy	Wards Affected: All
Report of: Amanda Julian, Corporate Director (Law & Governance) and Monitoring Officer	Public
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Summary

This report is to introduce the Council's updated Equality, Diversity and Inclusion Policy (the policy) for 2021 to 2024. The Council has a statutory obligation to implement the Equality Act 2010 (the Act) provisions into its working practices which the updated policy does.

Main Report

1. The policy has been reviewed and updated in November 2021 to ensure it is still reflective of the current legislation it is governed by which is the Act.
2. The policy is written around the requirements of the Act, which emphasises the importance of not treating someone worse just because of one or more protected characteristics. The protected characteristics are;
 - a) Age
 - b) Disability
 - c) Gender reassignment
 - d) Marriage and civil partnership
 - e) Pregnancy and maternity
 - f) Race
 - g) Religion and belief
 - h) Sex
 - i) Sexual orientation
3. As a Public Sector Organisation, we also need to compile with Section 149 of the Act, known as the Public Sector Equality Duty. This means that we must consider or think about how our policies and/or decisions affect people who are protected under the Act.
4. To comply we must eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and those who

do not and foster good relations between people who share a protected characteristic and those who do not.

5. The Policy sets out how we will comply with all the above.
6. The Policy also incorporates that we adopted the International Holocaust Remembrance Alliances definition of Antisemitism in January 2017.
7. To support the Policy on an operational level, the Policy will be made available to all employees, provided to all new employees as part of their onboarding, as well as training to ensure all employees are aware and understand the Policy.

Implications

Financial Implications

Name/Title: Jacqueline Van Mellaerts, Corporate Director (Finance & Resources)
Tel/Email: 01277 312500/jacqueline.vanmellaerts@brentwood.gov.uk

8. There are no direct financial implications arising from this report. The Policy has been formulated using existing Council resources.

Legal Implications

Name & Title: Amanda Julian, Corporate Director (Law & Governance) and Monitoring Officer
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9. The Council has a legal duty to abide by the Equality Act 2010. By endorsing the policy, the Council will have an equality, diversity and inclusion policy that has been reviewed and updated. The Policy will then be the overarching document to assist in developing an action plan to demonstrate that we continuously have regard to the public sector equality duty.

Economic Implications

Name/Title: Phil Drane, Corporate Director (Planning & Economy)
Tel/Email: 01277 312610/philip.drane@brentwood.gov.uk

10. There are no direct economic implications arising from this report.

Equality and Diversity Implications

Name/Title: Kim Anderson, Corporate Manager (Communities, Leisure and Health)
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11. Equality and diversity implications are included within the report.

Other Implications (where significant) – i.e. Health and Safety, Asset Management, Risk Management, Section 17 – Crime & Disorder, Sustainability, ICT.

None

Background Papers

None

Appendices to this report

- Appendix A: Equality, Diversity and Inclusion Policy (2021)