
REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 13
DATE OF MEETING:	29th NOVEMBER 2018	CATEGORY: DELEGATED
REPORT FROM:	CORPORATE EQUALITIES AND SAFEGUARDING GROUP	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (EXT. 5811)	DOC:
SUBJECT:	EQUALITIES POLICY STATEMENT AND CORPORATE EQUALITIES AND SAFEGUARDING GROUP TERMS OF REFERENCE	REF:
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: FM16

1.0 Recommendations

- 1.0 That the Committee approves the updated Equalities Policy Statement.
- 1.2 That the Committee approves the updated Terms of Reference for the Corporate Equalities and Safeguarding Group.

2.0 Purpose of Report

- 2.1 The Committee is asked to consider and approve the Equalities Policy Statement and Terms of Reference for the Corporate Equalities and Safeguarding Group.

3.0 Detail

Equalities Policy Statement

- 3.1 The Equalities Policy Statement sets out the Council's commitment to advancing equalities and fairness as an employer, service provider and community leader as well as celebrating and promoting the diversity within South Derbyshire.
- 3.2 This Policy confirms our commitment as a public body to have 'due regard' to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act
 - Advance equality of opportunity for all
 - Foster good relations between people who share a protected characteristic and those who do not.

- 3.3 The Policy will be implemented through the Council's Corporate Plan, Sustainable Community Strategy, Workforce Development Strategy, Communications Strategy and Consultation and Engagement Strategy.
- 3.4 The Policy will be reviewed, along with the progress in delivering our commitments, on an annual basis.

Corporate Equalities and Safeguarding Group (CESG)

- 3.5 The CESG works within the delegated authority of the Finance and Management Committee under the Committee's Constitutional Terms of Reference (FM 16).
- 3.6 The Equality Act 2010 places a duty on public bodies such as the Council to ensure they consider the needs of individuals in their day-to-day work when developing policies, delivering services and in relation to their own employees.
- 3.7 The main focus of the CESG, which is chaired by the Strategic Director (Corporate Resources) and includes Elected Member champions as well as nominated service representatives, is to ensure the Council meets its duty under the Equality Act 2010 and to champion the authority's work relating to this. It also monitors progress made in delivering the Corporate Equalities and Safeguarding Action Plan.
- 3.8 The Terms of Reference are reviewed every two years to ensure that the Group's responsibilities, membership and accountability remain relevant and fit for purpose.

4.0 Financial Implications

- 4.1 There are none relating to this report.

5.0 Corporate Implications

- 5.1 Our approach to equalities, safeguarding and fairness helps to fulfil our key aims of 'promoting inclusion' and 'protecting and helping support the most vulnerable'. These sit underneath the Outcomes and People themes in the Corporate Plan.
- 5.2 As an employer and a provider of services, we are committed to advancing equality of opportunity and providing fair access and treatment in all of our activities. This applies to all Elected Members, employees and any other people or organisations employed or engaged by the Council to work or deliver services on its behalf.

6.0 Community implications

- 6.1 We want our communities to be places where people feel they belong. In particular, we will support residents and employees in realising their full potential, to exercise genuine choice and control over their own lives and participate in the community life of South Derbyshire. The Equalities Policy Statement and Corporate Equalities and Safeguarding Group will support the Council to achieve this.

7.0 Background papers

Appendix A – Corporate Equalities Policy Statement
Appendix B – CESG Terms of Reference