

Report to: Cabinet



Date of Meeting 9 June 2021

Document classification: Part A Public Document

Exemption applied: None

Review date for release N/A

Equality Policy and Objectives 2021-2025

Report summary:

This report introduces the updated Equality Policy and Objectives 2021-2025. This is a key corporate policy setting out how we will meet our legal duties under the equality legislation, and how we will promote equality and diversity as a community leader, service provider and employer.

Is the proposed decision in accordance with:

Budget Yes No

Policy Framework Yes No

Recommendation:

(1) That Cabinet adopts the refreshed version of our Equality Policy and Objectives 2021-2025

Reason for recommendation:

Our Equality policy is an important document which has been reviewed and updated in line with all of our relevant legal obligations. We recommend the policy for approval.

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Portfolio(s) (check which apply):

- Climate Action and Emergencies
- Coast, Country and Environment
- Council and Corporate Co-ordination
- Culture, Tourism, Leisure and Sport
- Democracy and Transparency
- Economy and Assets
- Finance
- Strategic Planning
- Sustainable Homes and Communities

Equalities impact Low Impact

Climate change Low Impact

Risk: Medium Risk; There could be legal challenges and harm to the councils' reputation if we are seen not to be following an equality policy.

Links to background information [Appendix A – Equality Policy and Objectives 2021-2025](#)

Link to [Council Plan:](#)

Priorities (check which apply)

- Outstanding Place and Environment
 - Outstanding Homes and Communities
 - Outstanding Economic Growth, Productivity, and Prosperity
 - Outstanding Council and Council Services
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Report in full

Our Equalities policy sets out how we will meet our legal duties under the equality legislation, and how we will promote equality and diversity as a community leader, service provider and employer. In our role as community leader, our values underpin the principles and standards that guide us in planning and providing services and in the way we treat people.

Our equality objectives which have continued on from the last policy and which we feel are still relevant.

They are:

- know our communities
- serve our communities
- include equalities in all our decision making

As a provider of services and community leader it's important that East Devon District Council staff and councillors understand about equality and diversity and how to operate in a non-discriminatory and inclusive way. This policy helps us all to understand our responsibilities.

Financial implications:

There are no direct new financial implications arising from this report.

Legal implications:

The legal position is detailed in the report and accompanying policy. No further comment is required.