

<b>Local Members Interest</b>
N/A

## **Corporate Overview and Scrutiny Committee - Tuesday 16 November 2021**

### **Equalities, Diversity and Inclusion – Principles, Objectives and Action Plan**

#### **Recommendations**

I recommend that:

- a. The Committee consider and provide feedback on the attached draft Cabinet Report and its recommendations. (Appendix 1)
- b. The Committee provide feedback on the Action Plan (Appendix 2), as well as their experiences of working within equalities frameworks.

#### **Report of Cllr Alan White, Leader of the Council**

### **Summary**

#### **What is the Overview and Scrutiny Committee being asked to do and why?**

1. The Corporate Overview and Scrutiny Committee is being asked to consider and provide feedback on the attached draft Cabinet Report and Action Plan.
2. This feedback will then be used to inform the final Cabinet Report and Action Plan ahead of discussion with Cabinet on 15th December.

### **Report**

#### **Background**

3. The draft Cabinet Report proposes that the Council adopts three overarching Diversity, Inclusion and Equality Principles, alongside four specific Objectives for 2021-23, to further strengthen its commitment to promote equality, diversity and inclusion across the Council and Staffordshire.

## **Considerations for Corporate Overview and Scrutiny Committee**

4. A draft of this Cabinet report is attached as appendix 1 to this report. It is recommended that the Corporate Overview and Scrutiny Committee consider the findings and recommendations of this draft report, and share their views on the following:
  - a. Their views on the Cabinet report, including the proposed Diversity and Inclusion Objectives and principles.
  - b. Their views on the Action Plan (appendix 2).
5. The discussion with the Committee today will inform the final version of the report for Cabinet in December.

## **Link to Strategic Plan**

6. Tackling inequalities is at the core of everything Staffordshire County Council does. The Council's vision, outlined in the Strategic Plan is that everyone has the opportunity to prosper, be healthy and happy

## **Community Impact**

7. A draft Community Impact Assessment (CIA) has been attached as appendix 3 to this report.



## **List of Background Documents/Appendices:**

Appendix 1 – DRAFT Cabinet Report (15<sup>th</sup> December 2021) 'Equalities, Diversity and Inclusion – Principles, Objectives and Action Plan'

Appendix 2 – DRAFT Action Plan for delivery of Principles and Objectives

Appendix 3 – Summary of engagement activities (September 2020 – February 2021)

Appendix 4 – DRAFT Community Impact Assessment

## **Contact Details**

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