

WELWYN HATFIELD BOROUGH COUNCIL  
CABINET – 5 December 2023  
REPORT OF THE EXECUTIVE DIRECTOR (FINANCE & TRANSFORMATION)

EQUALITY, DIVERSITY, AND INCLUSION POLICY AND STRATEGY

**1. Executive Summary**

- 1.1 This strategy sets out the Council's Equality, Diversity & Inclusion (EDI) policy and strategy which applies to all employees, Councillors, contractors, consultants and partners of the Council.

**2. Recommendations**

- 2.1 That Cabinet approve the Equalities, Diversity and Inclusion Policy and Strategy.

**3. Explanation**

- 3.1 The policy and strategy provides the framework for the Council in relation to Equality, Diversity and Inclusion. Inclusion is relevant to everyone; allowing everyone to access services and feel part of the Borough. Inclusion gives diversity impact, where all residents and council employees are empowered to thrive.
- 3.2 We are committed to providing equality of opportunity for everyone we provide services to, to the people we employ and whom we do business with.
- 3.3 We value the wide diversity of our communities and the benefits this brings. We will always consider this when providing services to the public, working with partners and in our role as an employer.
- 3.4 It provides a framework for ensuring that we live this commitment in everything we do, whilst complying with our statutory duties under relevant Equalities Legislation and Codes of Practice.
- 3.5 This strategy has been developed with the following aims, to:
- make a positive difference to our communities and to the people we employ, provide services to, and do business with
  - comply with all legislation and codes of practice, including the Equality Act 2010 and in particular section 149, the Public Sector Equality Duty.
  - set out clear objectives for our equality agenda and monitor our performance against them
  - lead by example in the community by promoting good practice and awareness of equality, diversity and inclusion
  - provide excellent services which meet the needs of customers, communities, employees and other people and groups, including people with protected characteristics, as defined by the Equality Act 2010.
- 3.6 Four equality objectives have been identified to enhance the EDI agenda

- Accessible excellent services
- Understanding & working with our communities
- Inclusive engaged workforce
- Leadership

3.7 An action plan will be developed and overseen by the EDI steering group which will include the key tasks and priorities to meet the objectives and commitments set out in the strategy. Governance arrangements are set out in section 5 of the strategy.

### **Implications**

#### **4. Legal Implication(s)**

4.1 We recognise our statutory duties under legislation in terms of service provision and employment and comply with all legislation and codes of practice, including the Equality Act 2010 and in particular section 149, the Public Sector Equality Duty.

#### **5. Financial Implication(s)**

5.1 There are no new financial implications arising from this strategy.

#### **6. Risk Management Implications**

The risks related to this proposal are:

6.1 Failure to comply with equalities legislation will result in financial and reputational damage (impact high and likelihood medium).

#### **7. Security and Terrorism Implication(s)**

7.1 There are no security or terrorism implications associated with this report.

#### **8. Procurement Implication(s)**

8.1 There are no direct procurement implications associated with this report.

#### **9. Climate Change Implication(s)**

9.1 There are no climate change implications associated with this report.

#### **10. Human Resources Implication(s)**

10.1 There are no specific human resource implications associated with this report.

#### **11. Health and Wellbeing Implication(s)**

11.1 There are no specific health and wellbeing implications associated with this report.

#### **Communication and Engagement Implication(s)**

12.1 This strategy will be published on the Council's website.

## **12. Link to Corporate Priorities**

13.1 The subject of this report is linked to the Council's Corporate Priority to be a well-run council which puts its customers first, and is linked to a statutory requirement, under the Equality Act 2010.

## **13. Equality and Diversity**

14.1 An Equalities Impact Assessment (EqIA) was completed and no negative impact was identified on any of the protected groups under Equalities legislation.

14.2 The EqIA identified that there is the potential for positive impacts all of the protected groups here because it ensure the council is compliant with equalities legislation and builds on the councils equalities framework.

14.3 Actions arising from the implementation of the policy and strategy, will also be individually assessed as these are developed further.

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Date

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