



POLICY & RESOURCES COMMITTEE:

24 September 2024

Report of: Assistant Director of Corporate and Customer Services

Relevant Lead Member: Councillor Yvonne Gagen

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SUBJECT: EQUALITY, DIVERSITY AND INCLUSION STRATEGY 2022-2026 AND OBJECTIVES REFRESH

Wards affected: Borough wide

1.0 PURPOSE OF THE REPORT

1.1 To share the refreshed and updated Equality, Diversity and Inclusion Strategy 2022-26 and amended Equality, Diversity and Inclusion Objectives for the Council.

2.0 RECOMMENDATIONS

2.1 That the refreshed and updated strategy document and the revised and updated objectives detailed at Appendix 3, be approved.

3.0 BACKGROUND

3.1 In 2022 Cabinet approved an Equality, Diversity and Inclusion Strategy and enforces four key EDI objectives for the Council.

3.2 Since that time, the Council has updated its vision and priorities and certain structural and personnel changes have taken place.

3.3 These changes have resulted in a need to update both the strategy document itself but also Appendix 3 the Council's EDI Objectives.

3.4 The attached strategy document has been refreshed to include the revised Council; Vision and priorities and to reflect amendment made to the Council's equality, Diversity and Inclusion objectives, as detailed in Appendix 3.

4.0 SUSTAINABILITY IMPLICATIONS

4.1 There are no significant sustainability impacts associated with this report and, in particular, no significant impact on crime and disorder.

5.0 FINANCIAL AND RESOURCE IMPLICATIONS

5.1 There are no significant financial or resource implications arising from this report.

6.0 RISK ASSESSMENT

6.1 The actions referred to in this report are covered by the scheme of delegation to officers and any necessary changes have been made in the relevant risk registers.

7.0 HEALTH AND WELLBEING IMPLICATIONS

7.1 The proposal will empower people in vulnerable, deprived and disadvantaged communities to realise their full health potential through providing a non discriminatory working environment that enhances and respect equality and Diversity both inside and outside of the workplace, extending to the citizens of the Borough that we serve.

Background Documents

There are no background documents (as defined in Section 100D(5) of the Local Government Act 1972) to this Report.

Equality Impact Assessment

There is a direct impact on members of the public, employees, elected members and / or stakeholders, therefore an Equality Impact Assessment is required. A formal equality impact assessment is attached as an Appendix to this report, the results of which have been taken into account in the Recommendations contained within this report

Appendices

Appendix 1. The updated Equality, Diversity, and Inclusion Strategy 2022-2026,
Which includes four appendices.

NB only the strategy and Appendix 3 have been updated.

Appendix 2. Equality Impact Assessment