

TITLE
New Policy: Equality, Diversity and Inclusion Policy 2024
DATE
27/09/2024
LEAD OFFICER.
Nick Morgan, HR Business Partner
1 Summary description of the proposed change
<p>What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?</p> <p>The requirement for a revised Equality, Diversity and Inclusion (EDI) Policy has been driven by two main factors.</p> <p>Firstly, the current statement needs updating, it does not go into the detail required to fully support the Councils EDI strategy and accompanying aims. The new policy aims to address the lack of detail and provide clear and consistent commitments and expectations relating to EDI across the Council.</p> <p>Secondly, a new EDI strategy has been launched which details the councils commitment and measurable outcomes over the next five years (up to 2028), a new policy helps support this strategy by connecting the commitments of the Council in respect of EDI with the strategies proposed actions and outcomes.</p> <p>An EDI policy is crucial for several reasons, impacting both organisational culture and performance. As a result, the new policy includes the following areas by providing the detail on:</p> <ul style="list-style-type: none"> • The Councils overall commitment to EDI. • Elimination of Discrimination. • Positive action and what this means for the Council • Declarations – this section details how we encourage employees and those applying for roles to declare if they may need additional support. <p>This policy will support the implemented EDI strategy and help to embed the Councils commitment to EDI over the course of the term to deliver this strategy. The policy aims to support all other activities related to EDI such as the delivery of the Council’s Equality Board objectives and being compliant with relevant legislation.</p> <p>This policy will assist with compliance with the Equality Act 2010 and the Public Sector Duties regulations 2011, which sets out our general duty as a public service provider is to have due regard to consider all individuals when carrying out the Council’s day-to-day work, whether it is shaping policy, delivering services or in relation to our employees, to:</p>

Diversity impact assessment

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Compared to the current published statement this policy aims to serve as a step forward to further embed the Council's EDI commitment in the future and have a positive impact on our workforce and the communities the Council serves.

2 Summary of evidence used to support this assessment

E.g. Feedback from consultation, performance information, service user.
E.g. Comparison of service user profile with Medway Community Profile

The revised policy was shared with Equality Board, Employee Groups and Trade Unions. Feedback provided included (LIST if required including where suggestions have been adopted).

A desktop benchmarking exercise was carried out to seek policy comparisons with other public sector organisations. In addition, ACAS, CIPD, XpertHR, GOV.UK and the Equality and Human Rights Commission websites were used to ascertain best practice in the workplace in relation to EDI.

3 What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Yes	Yes

Diversity impact assessment

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Marriage/civil partnership	No	Yes	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	Yes	Yes
Care experience	No	Yes	Yes
Other (e.g. low income groups)	No	Yes	Yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

This policy outlines Medway Councils commitment to promoting equality, diversity, and inclusion in all aspects of its work.

To create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

All areas of the workforce will likely be affected as EDI commitments will influence the culture of the organisation and by supporting those with protected characteristics, both in employment and as part of the recruitment process, it could be argued that with clear support for EDI this will enhance employee experience across the employee lifecycle, especially for those with protected characteristics and who those who require reasonable adjustments to assist their work.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

Diversity impact assessment

No adverse impacts are likely from the implementation of this policy, the new policy aims to further improve the Councils approach to EDI across all Council areas.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
EDI strategy monitoring	Equality Board	2028

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended that the revised EDI policy is adopted to support the Councils overall EDI strategy and improve the Councils work to enhance EDI commitments and objectives across all services of the Council.

There are no likely adverse impacts noted as part of this DIA. Monitoring of the effectiveness of the policy will be carried out through the analysis of HR data and from any feedback received from the wider organisation. Following the launch of the policy (and through any training provided) feedback will be requested to review and amend as required.

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Sam Beck-Farley – Chief Organisational Culture Officer

Date of authorisation: