

## **OVERVIEW & SCRUTINY BOARD**

### **Equalities Task Group**

#### **Terms of Reference as at August 2020**

The Identifying and Addressing Racial Disparities within Bromsgrove District Council's Operations Task Group has been set up by the Overview and Scrutiny Board to carry out detailed scrutiny/pre-scrutiny of the above topic.

1. The Task Group be made up of 9 Members with a quorum of 5. The Task Group will meet throughout the next six months at intervals to be decided by the Group.
2. Meetings will be restricted to 1.5 hours in order for the Group to remain focused (with the option to extend should it be deemed necessary).
3. The Task Group agreed that if Members missed more than 2 meetings then they would no longer be on the Task Group.
4. The Task Group will be a standing item on the agenda of the Overview and Scrutiny Board and either a verbal or written report will be provided at each of the Board's meetings.
5. The Task Group is able to make recommendations to the Overview & Scrutiny Board who will then put forward its recommendations for consideration by Cabinet or directly to Cabinet/Council.
6. The Task group is expected to complete the investigation in six months and provide its findings and recommendations to the Overview and Scrutiny Board in a written report at that time.
7. Should the Task Group not complete its work within that timescale, then an interim report will be presented to the Overview and Scrutiny Board with a request for further time to complete the investigations.

#### **Aims and Objectives of the Task Group**

The Task Group will undertake a scrutiny investigation into Identifying and Addressing Disparities of those who come under the protected characteristics communities (as detailed within the Equalities Act 2010) within Bromsgrove District Council's Operations and will cover the following areas, although this list is not exclusive:

- Identify if any disparities exist within the Council's operations.
- How easy is it for Black, Asian, and Minority Ethnic (BAME), together with those groups included within the protected characteristics communities of the Equalities Act 2010, residents to access council support?
- Identify ways that these disparities, if any, can be addressed

For information, the protected characteristics communities within the Equalities Act 2010 are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation