

Equality Strategy 2022-2026

Relevant Portfolio Holder	Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR)
Portfolio Holder Consulted	No
Relevant Head of Service	Deb Poole, Head of Business Transformation and Organisational Development
Report Author	Emily Payne Job Title: Engagement and Equalities Advisor Contact email: emily.payne@bromsgroveandredditch.gov.uk Contact Tel: 01527 548284
Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Underpins all Strategic Purposes, due to being General Equality Duty
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

Cabinet is requested to RECOMMEND to COUNCIL that: -

- 1) that the Equality Strategy 2022-2026 attached at Appendix 1 be endorsed.**

2. BACKGROUND

- 2.1 The Equality Strategy has been updated to support the organisation in the effectively delivery of its equality work over the next 4 years.
- 2.2 A recognition of Covid has also been included in this updated version.
- 2.3 It also includes our Equality Objectives for the next 4 years, a requirement under the Equality Duty.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications arising directly from this report.

4. LEGAL IMPLICATIONS

- 4.1 The Equalities Strategy addresses the legal requirements of the Equality Act 2010, including the requirement to publish Equality Objectives.
- 4.3 The strategy will be reviewed every four years or sooner to comply with changes to the law or policy and practice.

5. STRATEGIC PURPOSES - IMPLICATIONS

Relevant Strategic Purpose

- 5.1 The report contributes to all Strategic Purposes, predominantly the support element of the 'High Quality Services' priority, under 'An effective & sustainable Council', as identified in the Council Plan.

Climate Change Implications

- 5.2 There are no climate change implications arising from this report.

6. OTHER IMPLICATIONS

Equalities and Diversity Implications

- 6.1 The Equalities Strategy sets out our approach to equalities corporately, so we can support all our residents and customers and enable them to be informed, involved, share their opinions and influence decision making. By listening to the different needs of residents and customers, the Council will be better placed to design and deliver appropriate, coordinated, and relevant services to the communities it serves.
- 6.2 The strategy also supports internal equalities work, through training, legally required monitoring, and clarity on our approach to equalities as an organisation.

Operational Implications

- 6.3 There are no operational implications directly arising from this report; the strategy details clearly our organisational responsibilities and provides clarity at an operational level.

7. RISK MANAGEMENT

- 7.1 There are no risks directly arising from this report.

Cabinet

30/03/2022

8. **APPENDICES and BACKGROUND PAPERS**

Appendix 1 Equality Strategy 2022-2026

9. **REPORT SIGN OFF**

Department	Name and Job Title	Date
Portfolio Holder	Councillor G. N. Denaro, Portfolio Holder for Finance and Enabling (including Governance/Policy and Performance/HR)	03/03/22
Lead Director / Head of Service	Deb Poole Head of Business Transformation and Operational Development	01/03/22
Financial Services		
Legal Services	Clare Flanagan Principal Solicitor	03/03/2022
Policy Team (if equalities implications apply)	Emily Payne Engagement and Equalities Advisor	01/03/22
Climate Change Officer (if climate change implications apply)	N/A	