

Name of meeting: Full Council

Date: 13th September 2017

Title of report: New Inclusion and Diversity Strategy and Action Plan

Purpose of report:

To seek endorsement for the Council's new Inclusion and Diversity Strategy and Action Plan.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	No
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Director</u> & name	Naz Parkar, Director of Economy, Skills and the Environment, 23.08.17
Is it also signed off by the Service Director - Finance, IT and Transactional Services?	Debbie Hogg, Service Director – Finance, IT and Transactional Services, 24.08.17
Is it also signed off by the Service Director - Legal, Governance & Commissioning?	John Chapman, Interim Deputy Head of Legal Services, 24.08.17
Cabinet member portfolio	Leader of the Council - Cllr David Sheard Deputy Leader of the Council - Cllr Shabir Pandor

Electoral wards affected: All

Ward councillors consulted: None

Public or private: Public

1. Summary

In March 2016 Full Council agreed the new Inclusion and Diversity in Kirklees [Policy Statement](#) which set a new direction of travel for the Council. Fundamentally it was a move to a “beyond compliance” model for Inclusion and Diversity (I&D), meaning that we would not only meet our legal obligations under the Equality Act 2010 but also work towards an inclusive organisation that promotes and values diversity as an asset.

Since the adoption of the Policy Statement work has been under way to develop a long term strategy on I&D and put in place practical measures in the organisation to embed the key principles outlined in the Statement and new Strategy and Action Plan.

2. Information required to take a decision

As a public sector organisation, we are required to comply fully with the Public Sector Equality Duty (PSED) which this year extends its scope to reporting on the Gender Pay Gap.

The 4-year Action Plan, in the first year, has an internal focus in respect of its outcome and measures. Once progress is made against these outcomes, in the first year a more external focus on outward-facing community related issues will be incorporated into the plan in years 2, 3 and 4.

However, the new Strategy and Action Plan is not only about legal requirements around equality, we want to take a wider approach that values diversity and promotes inclusion – it's about moving from equality to inclusion.

Our new and developing approach is based on the following principles:

- Managing Diversity to improve the 'bottom line'
- Improved customer insight and service redesign
- Diversity will be leveraged through inclusion
 - diversity + inclusion = improved business outcomes
- Beyond tokenism and harnessing "diversity of thought" (seeking and using the experience and perspectives from a wide range of people)
- Ensuring diversity is linked to how we measure performance
- Inclusive and emotionally intelligent leadership

Since the new Policy Statement went live a number of practical actions have taken place to progress the implementation of the Policy which are set out in the first [I&D Annual Report](#). In conjunction with this work a 4 year Inclusion and Diversity Strategy and Action Plan has been developed (see Appendix).

3. Implications for the Council

Ensuring I&D is integral to how Kirklees Council moves forward and supports and collaborates with its communities and employees. The actions taken so far to more effectively embed I&D and the developing new Strategy and Action Plan will impact on the whole Council.

As stated, once adopted the new strategy will support and enhance how employees, councillors and communities work on I&D with a strong focus on developing a beyond compliance culture and work I&D on an informed intelligence led basis. The actions and future thinking contained in the Strategy and approach aims to address these issues by giving I&D a stronger strategic focus supported by tangible practical actions.

4. Consultees and their opinions

Overview and Scrutiny Management Team – supportive of the new approach and keen to see it linked to performance.

Internal Equality Employee Networks – helped to shape the original Policy Statement and are in support of the new Strategy and action Plan.

5. **Next steps**

The new Strategy and Action Plan will become part of the Council's core business with appropriate governance structure put in place. An Annual I&D Report will be produced and the Action Plan will be refreshed and updated every year.

6. **Officer recommendations and reasons**

For Full Council to:

- Endorse the new I&D Strategy and Action Plan

7. **Cabinet portfolio holder's recommendations**

Cllrs David Sheard and Shabir Pandor recommend that the Strategy and Action Plan is approved.

8. **Contact officer**

David Bundy, Corporate Policy Officer, Policy Unit
Tel: 07812 740059
Email: david.bundy@kirklees.gov.uk

9. **Background Papers and History of Decisions**

Report to Cabinet, 25th July 2017 - New Inclusion and Diversity Strategy and Action Plan

Report to Overview and Scrutiny Management Committee, 27th March 2017 - Update on Inclusion and Diversity

Report to Full Council, March 2016 - Inclusion and Diversity in Kirklees – Work on a new policy statement for 2016/17

10. **Assistant Director responsible**

Kim Brear, Streetscene and Housing
Tel: 01484 221000