

Report title:
Inclusion and Diversity Strategy 2024-2027 – 12-month update

Meeting	Cabinet
Date	21 October 2025
Cabinet Member (if applicable)	Cllr Amanda Pinnock
Key Decision Eligible for Call In	No No – report to note
Purpose of Report To receive a 12-month update on the Inclusion and Diversity Strategy 2024-2027 for the period September 2024 – September 2025.	
Recommendations 1. For Cabinet to note the 12-month update on the Inclusion and Diversity Strategy 2024-2027.	
Reasons for Recommendations <ul style="list-style-type: none"> • In September 2024, Cabinet approved our Inclusion & Diversity Strategy 2024-27 (Appendix 2). It sets out our activity under three themes: <ul style="list-style-type: none"> ○ Compliance – Our legal requirements and compliance with the Public Sector Equality Duty ○ Ambition – How we achieve our own organisational ambitions as an employer and key local anchor ○ Partnership -- How we can enable inclusion across the district • This document provides an update on progress, highlighting the delivery against the themes of the strategy. 	
Resource Implication: Implementation of the strategy has been taken forward within existing budgets and draws upon the established capacity across the organisation.	
Date signed off by <u>Executive Director</u> & name	Rachel Spencer-Henshall 8/10/25
Is it also signed off by the Service Director for Finance?	James Anderson (Head of Finance & Accountancy) 8/10/25
Is it also signed off by the Service Director for Legal Governance and Commissioning (Monitoring Officer)?	Samantha Lawton 13/10/25

Electoral wards affected: All

Ward councillors consulted: Not applicable

Public or private: Public

Has GDPR been considered? Yes. There is no personal data in this update.

1. Executive Summary

This report provides a 12-month update on the Kirklees Inclusion and Diversity Strategy 2024–27, covering progress from September 2024 to September 2025. The strategy is structured around three pillars: Compliance (meeting legal requirements and the Public Sector Equality Duty), Ambition (advancing the council’s goals as an employer and anchor institution), and Partnership (enabling inclusion across the district).

Key achievements over the past year include:

- Strengthened community engagement through partnerships such as the Tackling Poverty Partnership and regular meetings with faith leaders, as well as events marking Interfaith Week, Holocaust Memorial Day, and Islamophobia Awareness Month.
- Enhanced accessibility and inclusion, with new Access Guides, Changing Places Toilets, and digital accessibility campaigns, alongside national recognition for the REAL Employment service supporting adults with learning disabilities and autism.
- Progress in inclusive education, including the construction of new specialist school facilities, expansion of SEND provision, and successful Project SEARCH internships for young people with learning disabilities and autism.
- Ongoing work to foster a diverse and engaged workforce, with initiatives like the “Our Council” culture refresh, employee networks, and targeted apprenticeships for care leavers.

These actions reflect the council’s commitment to embedding inclusion in all services, supporting diverse communities, and ensuring equitable outcomes for all residents. The report highlights the council’s ongoing efforts to deliver on its strategic priorities and maintain momentum in building a fairer, more inclusive Kirklees.

2. Information required to take a decision

Cabinet is invited to consider this update in relation to the Inclusion and Diversity Strategy 2024-27 and note progress towards achievement of its ambitions.

3. Implications for the Council

This report provides an update on performance against the 2024-27 Inclusion and Diversity Strategy. This will enable Cabinet to effectively monitor performance towards achieving our ambitions.

3.1 Council Plan

The Inclusion and Diversity Strategy 2024–2027 is closely aligned with the Council Plan, serving as a key driver for delivering the council’s priorities around fairness, opportunity, and access to our services. The strategy’s three pillars—Compliance, Ambition, and Partnership—support the Council Plan by embedding inclusion into service delivery, workforce development, and community engagement across the council. Progress against the strategy demonstrates how the council is advancing its broader objectives, ensuring that inclusion is not a standalone initiative but a fundamental part of achieving the ambitions set out in the Council Plan. This alignment enables the council to monitor and report on how inclusion and diversity are being integrated into core priorities and outcomes for residents.

3.2 **Financial Implications**

There are no financial implications from this report, as it reports on existing activity resourced from existing capacity.

3.3 **Legal Implications**

The Inclusion & Diversity Strategy sets out how we are fulfilling our obligations under the Public Sector Equality Duty to set inclusion objectives. This report contributes to fulfilling our requirement to report on these objectives.

The Council must comply with the Public Sector Equality Duty under Section 149 Equality Act 2010. The Council when exercising its functions must have due regard to the need to: eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Aside from this, there are no legal implications from this report.

3.4 **Climate Change and Air Quality**

There are no implications for climate change and air quality within this report.

3.5 **Risk, Integrated Impact Assessment (IIA) or Human Resources**

There are no additional risks associated with this report.

Integrated Impact Assessment (IIA)

No Integrated Impact Assessment is required for this progress update.

Human Resources

The Inclusion & Diversity Strategy complements the delivery of our People Strategy and includes a set of activity around supporting a diverse and engaged workforce. However, there are no human resources implications associated with this report.

4 **Consultation**

No consultation is required; this report is for information only.

5 **Engagement**

No engagement is required; this report is for information only.

6 **Options**

6.1 **Options Considered**

It is recommended that this report is noted.

6.2 **Reasons for recommended Option**

This report is for information only.

- 7 Next steps and timelines**
Future updates on progress under the Inclusion and Diversity Strategy 2024-2027 will be provided to Cabinet as required..
- 8 Contact officer**
Stephen Bonnell, Head of Policy, Partnerships, and Corporate Planning
Telephone: 01484 221000
Email: Stephen.Bonnell@kirklees.gov.uk
- 9 Background Papers and History of Decisions**
Inclusion and Diversity Strategy 2024-27 – approved at Cabinet 10 September 2024:
[Decision - Inclusion and Diversity Strategy 2024-2027 | Kirklees Council](#)
- 10 Appendices**
Appendix 1: Inclusion and Diversity Strategy 2024-27: progress update (October 2025)
Appendix 2: Inclusion and Diversity Strategy 2024-27
- 11 Service Director responsible**
Rachel Spencer-Henshall, Deputy Chief Executive & Executive Director of Public Health and Corporate Resources.