

Equality, Diversity and Inclusion Strategy Update

To: Staffing and Appeals Committee

Meeting Date: 7th November 2024

From: Executive Director of Strategy and Partnerships

Electoral division(s): All

Key decision: No

Forward Plan ref: Not Applicable

Executive Summary: The report provides an update on the progress of the Equality, Diversity and Inclusion Strategy Action Plan, as part of a workforce update to the Staffing and Appeals Committee.

Recommendation: The Committee is recommended to note the status of the actions in the Equality, Diversity and Inclusion Strategy Action Plan.

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1. Creating a greener, fairer and more caring Cambridgeshire

- 1.1 The Council's Equality, Diversity and Inclusion Strategy and the supporting action plan enable the achievement of all seven ambitions. An inclusive workplace that attracts and retains diverse people, working with diverse communities and delivering good quality inclusive and accessible services are integral to the delivery of the Council's vision and ambitions for Cambridgeshire.

2. Background

- 2.1 The Council's Equality, Diversity and Inclusion (EDI) Strategy is a key enabling strategy which will help the Council to achieve its vision and ambitions for Cambridgeshire to become greener, fairer, and more caring in the ways that are most suitable to the variety of people, and diverse communities it serves.
- 2.2 The EDI Strategy (2023-2027) was approved by Full Council on 18 July 2023, following a recommendation from the Communities, Social Mobility and Inclusion Committee on 6 July 2023 and the Strategy and Resources Committee (now Strategy, Resources and Performance Committee) on 11 July 2023. The supporting EDI Strategy action plan was approved on 11 January 2024 by the Communities, Social Mobility and Inclusion Committee.
- 2.3 The strategy sets out twelve equality objectives. Preparing and publishing the Council's equality objectives at least every four years is one of its specific requirements under the Equality Act 2010 to comply with the public sector equality duty. The comprehensive plan details actions that underpin each of the twelve equality objectives, which will enable the Council to measure progress against each one.
- 2.4 Action plan progress is monitored by the EDI Leadership Forum, chaired by the Executive Director for Strategy and Partnerships. The forum meets quarterly, and reports to the Communities, Social Mobility and Inclusion Committee biannually. Action plan progress will also be reported to the Staffing and Appeals Committee biannually.

3. Main Issues

- 3.1 The strategy and action plan are split into three themes:
 - a) Our workforce: Foster an inclusive, supportive and safe working environment that attracts and retains diverse people who feel valued, respected, and empowered.
 - b) Our communities: Further understand and work with diverse communities across Cambridgeshire, developing local solutions which address the needs of communities.
 - c) Our services: Ensure people who use the Council's services and residents have good quality public services that meet the diverse needs of communities.
- 3.2 Every action has a responsible person or team, start and end dates, and a success measure. Each action has been RAG-rated to provide an update on progress. See

Appendix 1 for an overview of the action plan progress. The action plan spans four years. As a result, there are some actions that are not due to start until 2025 or 2026, and these are RAG rated in the colour blue (planned, not started).

- 3.4 The Communities, Social Mobility and Inclusion Committee is responsible for reviewing action plan progress biannually. The Staffing and Appeals Committee will also receive an update biannually.

4. Alternative Options Considered

- 4.1 Not applicable.

5. Conclusion and reasons for recommendations

- 5.1 Not applicable.

6. Significant Implications

6.1 Finance Implications

There are no foreseeable implications in this category.

6.2 Legal Implications

There are no significant implications within this category. The action plan aligns to existing HR and legislative requirements, including the Equality Act 2010 and associated public sector equality duty.

6.3 Risk Implications

There are no foreseeable implications in this category.

6.4 Equality and Diversity Implications

The action plan champions equality, diversity and inclusion within the Council's existing workforce. No direct or adverse equality implications are expected. Equality Impact Assessments are being carried out for all projects and programmes of work.

7. Source Documents

[Council 18 July 2023 - Agenda and Minutes](#)

[Communities, Social Mobility and Inclusion Committee 6 July 2023 - Agenda and Minutes](#)

[Communities, Social Mobility and Inclusion Committee 11 January 2024 - Agenda and Minutes](#)

[Strategy and Resources Committee 11 July 2023 - Agenda and Minutes](#)