

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**  
**27 JULY 2021**

**REPORT OF THE CHIEF EXECUTIVE**  
**EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT**

**1. Purpose of report**

- 1.1 The purpose of this report is to present to Cabinet Committee Equalities an Equality, Diversity and Inclusion Policy Statement for approval.

**2. Connection to corporate well-being objectives / other corporate priorities**

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county borough.
- **Helping people and communities to be more healthy and resilient** – taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

**3. Background**

- 3.1 In order to support the council's Strategic Equality Plan 2020-2024, an Equality, Diversity and Inclusion Policy Statement has been developed.

**4. Current situation/proposal**

- 4.1 An Equality, Diversity and Inclusion Policy Statement, at **Appendix one**, has been developed, which demonstrates the council's existing commitment and approach to equalities. The policy statement provides the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

- 4.2 This policy statement reinforces the council's position on:

- Eliminating direct and indirect discrimination
- Harassment and victimisation
- Promotion of equality of opportunity

- Developing relations between people from different groups

4.3 As an employer and provider of services within our communities, the policy statement outlines the council's commitment to not discriminate against people on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or, belief, sex, sexual orientation, socio-economic disadvantage or the use of the Welsh language.

4.4 It also recognises the importance of achieving a diverse workforce and the importance of recruitment practices being fair and consistent.

4.5 Consultation has taken place with the recognised trade unions.

4.6 Schools Governing Bodies will be encouraged to adopt this policy statement.

## **5. Effect upon policy framework and procedure rules**

5.1 The report has no direct effect upon the policy framework or procedure rules.

## **6. Equality Act 2010 implications**

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy statement.

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

**Prevention** - The Equality, Diversity and Inclusion policy statement alongside the Strategic Equality Plan aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

**Integration** - The Equality, Diversity and Inclusion policy statement alongside the Strategic Equality plan supports all the well-being objectives and ensures integration for all people with protected characteristics.

**Collaboration** - The creation of the Equality, Diversity and Inclusion policy statement and the monitoring of the Strategic Equality Plan is done in collaboration with all council services and the community.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## 8. Financial implications

8.1 There are no financial implications in this report.

## 9. Recommendation

9.1 Cabinet Committee Equalities are requested to approve the Equality, Diversity and Inclusion Policy statement in **Appendix one**.

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**27 July 2021**

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**Background papers:**

None