

Equality and Diversity – Internal Governance and Delivery Framework

Strategic Direction

Equality Action Commission

Role and purpose

An independent working group set up to review effective and long-term inclusivity and engagement primarily with our Black, Asian and Minority Ethnic, customer, residents, staff and visitors

Strategic Equality Leadership Group

Who are they?

- Chief Executive
- Portfolio Holder
- Opposition spokesperson for equality and diversity
- Director of Organisational Development (or representative)
- Director of Communities (or representative)

As required:

- Other Service Directors (or representatives)
- Representative/s from Equality Implementation Groups
- Union Representative

What do they do?

- Set the strategic direction for equality and diversity in BCP Council, the objectives, public sector equality commitments and policy
- Monitor progress with actions set out in the equality & diversity plan
- Agree an annual programme of equality and diversity events or celebrations for the Council to support

How often do they meet?

- 4 times a year as a minimum with flexibility to hold additional meetings as required

Corporate Support

Insight, Policy and Performance

- Co-ordinate Strategic Equality Leadership Group and Equality Forums (4 times a year minimum)
- Horizon scan, provide guidance and advice, develop corporate policy and procedure
- Undertake consultation, research and source intelligence

HR

- Provide employee relations support and training

Legal

- Provide legal advice on E&D matters

Communications and Marketing

- Promote E&D activity and events

Implementation Groups

Service Unit Equality Champions

Who are they?

- Representatives from each Service Unit, agreed with the Service Director

What do they do?

- Communicate and help embed E&D policy and procedure in service unit activities
- Support/undertake equality impact assessments for key service decisions
- Monitor and report E&D activity and performance in the service unit
- Attend E&D Forums

Employee Equality Champions

Who are they?

- Staff representatives for the 9 protected characteristics

What do they do?

- Represent staff at Strategic Leadership Groups as required
- Provide a safe place to discuss E&D issues
- Maintain close communication links with HR
- Set up and maintain communication channels within group
- Understand and contribute to HR policy and procedures
- Attend E&D Forums

Community Equality Champions

Who are they?

- Officers with a community role/community safety officers

What do they do?

- To be a link between Council and groups in community
- Act as a two-way communication channel
- Bring community concerns into the organisation
- Take Council initiatives into the community and promote engagement, participation and consultation
- Attend E&D Forums