



# **GWYNEDD COUNCIL CABINET**

**Date of meeting:** 6 July 2021  
**Cabinet Member:** Councillor Nia Jeffreys  
**Contact Officer:** Delyth G Williams, Policy and Equality Officer  
**Contact Telephone Number:** 01286 679708  
**Title of Item:** Equality and Inclusion Policy

## **Report to a meeting of Gwynedd Council Cabinet**

### **1 THE DECISION SOUGHT**

The Cabinet is requested to approve the document

### **2 THE REASON FOR THE NEED FOR A DECISION**

Having an Equality and Inclusion Policy is not a statutory need; however, it is one of the Actions we introduced in our Statutory Equality Plan 2020-24, approved by the Cabinet on 10 March 2020.

This Policy replaces our Equality / Equal Opportunities Policy and our Access Policy, which is now very dated.

### **3 INTRODUCTION**

The purpose of the Equality and Inclusion Policy is to set principles that will assist the Council to ensure fairness for all and place the citizens of Gwynedd at the centre of our work. It is a tool that provides guidance on how we will act to ensure that as many people as possible can have full access to our services and are considered as we do our work.

In accordance with our duty under the 2010 Equality Act, the Policy provides guidance on how to give due attention to the eradication of discrimination, harassment and persecution, be it against service users, members of staff or members of the wider community.

It is also intended to ensure that we work to foster equal opportunities and a good relationship between people with protected characteristics and those who do not share those characteristics.

The responsibility of each member of staff towards ensuring equality for all is underlined, regardless of their role.

Also, the Policy addresses our responsibilities under the new socio-economic duty that has been in force since the beginning of April 2021.

We have considered the needs of different groups when drawing up the policy, as noted in the Equality Impact Assessment. The assessment shows that the Policy will have a positive impact on all protected characteristics.

#### 4 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

The Equality Impact Assessment that accompanies the Policy uses information from a number of previous consultations.

#### **The Statutory Officers' observations**

##### **i) Chief Finance Officer**

I am satisfied that adopting the new Equality and Inclusion Policy would not create new expenditure commitments for the Council. I support the decision sought.

##### **i) Propriety Officer**

This Policy sets out a range of practical principles to support this key duty across Council services. It is also acknowledged that in addition in specific areas detailed guidance and provisions operate