

Agenda Item 13

Cabinet Member: Councillor Paul Kennedy, Cabinet Member for Internal Services

Strategic Leadership Team Lead: Piers Mason, Interim Deputy Chief Executive and Head of Service (Planning & Regulation)

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Date: 8th February 2022

Ward(s) affected: N/A

Key Decision: No

SUBJECT: Appointments to Member Equality Champions for (a) ethnic minority groups and (b) people with disabilities

Recommendation:

The Cabinet is asked to confirm the appointments of Councillor Raj Haque as Member Champion for ethnic minority groups and Councillor Elsie Rosam as Member Champion for people with disabilities.

The Cabinet has the authority to determine the Recommendation

1.0 Appointments

- 1.1 At Cabinet on 30th November 2021 it was agreed that nominations would be sought from group leaders for the appointment of Member Equality Champions for (a) ethnic minority groups and (b) people with disabilities. These characteristics are being selected initially in order to promote greater access and inclusion for the services provided by the Council.
- 1.2 The role of Member Equality Champions is to act as a non-political symbol of the Council's commitment to inclusion and equality for people with the protected characteristics they represent.
- 1.3 The role includes, in addition to any other activities they consider appropriate, the following responsibilities:
 - a) to act as a credible and independent champion for minority groups with protected characteristics, and to act as a conduit between such groups and the Council;
 - b) to be consulted and provide input to the relevant portfolio holder and to the Council's officer with responsibility for Diversity and Equality on the

development of the Council's Diversity and Equality policies and actions, and on specific equality impact assessments for Council initiatives, by reference to the views and interests of people with those protected characteristics;

- c) where appropriate, to support and help publicise and seek wider input on Council initiatives and policies which promote inclusion and equality for people with those characteristics.

- 1.4 One nomination was received for the Member Champion for ethnic minority groups and one nomination was received for the Member Champion for people with disabilities.

2. Options

- 1 To confirm the appointments of Councillor Raj Haque as Member Champion for ethnic minority groups and Councillor Elsie Rosam as Member Champion for people with disabilities.
- 2 To not confirm the appointments. If this option is chosen, there will be no Member Champions for these two specific groups.

3.0 Corporate Implications

Monitoring Officer commentary

The Monitoring Officer has confirmed that all relevant legal implications have been taken into account

S151 Officer commentary

There are no financial implications in making these changes.

Risk Implications

The appointment of Councillors to these two Member Champion roles presents an opportunity to work towards achieving better outcomes for people with protected characteristics.

Should the Cabinet choose not to appoint the two nominated Councillors to the Member Champion roles this could have a negative impact on the reputation of the Council. However, this will be mitigated by the continued championing of all protected groups by the relevant Cabinet portfolio holder.

Equalities Implications

The appointment of Member Champions for people with disabilities and ethnic minority groups will have a positive impact on two protected characteristics (disability and race).

Employment and Resource Implications

None for the purposes of this report.

Sustainability Issues

None for the purposes of this report.

Consultation

None for the purposes of this report.

Communications

A press release has been prepared for this report.