

**Committee:** Council

**Date:**

**Title:** Revised Equality Policy

Tuesday, 8  
December 2020

**Portfolio Holder:** Cllr Louise Pepper, Portfolio Holder for the Environment, Green Issues and Equalities

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## Summary

A revised Uttlesford Equality Policy document is needed fully aligned to the Equality Act 2010.

## Recommendations

1. That Full Council adopts the amended Uttlesford Equality Policy published in September 2020

## Financial Implications

2. None

## Background Papers

3. None

## Impact

- 4.

|                                 |   |
|---------------------------------|---|
| Communication/Consultation      | The revised Policy will be comprehensively promoted internally and externally.                              |
| Community Safety                | N/A   |
| Equalities                      | The Equality Policy reinforces the commitment to Equality, Diversity and Inclusion across the organisation. |
| Health and Safety               | N/A   |
| Human Rights/Legal Implications | The revised Policy will support compliance with the Equality Act as it has evolved.                         |
| Sustainability                  | N/A   |

|                       |   |
|-----------------------|---|
| Ward-specific impacts | N/A   |
| Workforce/Workplace   | Mandatory staff training has been organised |

## Situation

5. The Equality Act was updated in 2010. This needed to be reflected in amendments to the Comprehensive Equality Policy produced in 2009. The Equality Act 2010 has replaced the three previous Duties covering Race, Disability and Gender with a single Public Sector Equality Duty.
6. This single Equality Duty recognises the following protected characteristics as being: Age, Disability, Sex, Sexual orientation, Race, Religion or belief, Gender reassignment, Marriage or civil partnership, Pregnancy and maternity
7. Uttlesford District Council will also ensure that no person or group suffers direct or indirect discrimination due to factors relating to caring duties for dependents or unrelated criminal activities.
8. Uttlesford District Council's aim is for its workforce to be truly representative of all sections of society and its customers, and for each employee to feel respected and able to give their best.
9. Uttlesford District Council also has a legal duty to work in a way that is compliant with human rights legislation.
10. Uttlesford District Council recognises that discrimination can take many forms and is committed to a zero tolerance of harassment and discrimination.
11. Member and all staff workshops on Equality, Diversity and Inclusion will be held in October/November 2020.
12. The council's Equality Objectives will regularly reviewed and publicised.
13. The Corporate Equality Policy will be kept up to date.

## Risk Analysis

14.

| Risk  | Likelihood  | Impact  | Mitigating actions |
|---|---|---|--------------------|
| 2 Failure to adopt the revised Equality Policy and comply to the Equality Act 210 | 3 Significant as the current policy is out of date and does not reflect the | 3 Reputational damage to the council and the way in which |                    |

|                                    |                             |                                    |  |
|------------------------------------|-----------------------------|------------------------------------|--|
| could be challenged in the courts. | Public Sector Equality Duty | employees regard the organisation. |  |
|------------------------------------|-----------------------------|------------------------------------|--|

1 = Little or no risk or impact

2 = Some risk or impact – action may be necessary.

3 = Significant risk or impact – action required

4 = Near certainty of risk occurring, catastrophic effect or failure of project.