



Corporate Equalities Board Updated Terms of Reference

Terms of Reference 2021

Objectives

1. Provide strategic direction for equalities across the Council;
2. Offer advice, scrutiny and challenge to help the Council to meet its Statutory obligations regarding equalities;
3. Update, advise and support local decision makers on the Council's equalities agenda (i.e. Executive Management Team, Directorate Management Teams and Safer Stronger Communities Select Committee);
4. Receive equalities performance data and intelligence to assess the effectiveness of Council policy and strategy and the impact of Council services;
5. Review and scrutinise policy, strategy, strategic frameworks and preparation of equality analysis assessments;
6. Review, scrutinise and challenge the Council's Equality and Diversity training offer;
7. Identify and promote opportunities to support the work of employee engagement forums and activities;
8. Promote best practice and peer learning across the Council as it relates to equalities;
9. Escalate issues of concern to Directorate Management Teams and the Executive Management Team as required
10. Promote inclusion through reasonable adjustments and facilitation of staff participation

Membership of Corporate Equalities Board

- Executive Director for Children and Young People (Chair)
- Representative Disability Forum
- Representative BAME Staff Network
- Representative LGBTQ+ Staff Network
- Director of Education (Directorate Representative)
- Director of Housing (Directorate Representative)
- Head of Strategic Procurement and Commercial Services (Directorate Representative)
- Director of Public Health (Directorate Representative)
- Director of People & Organisational Development
- Director of Communications and Engagement (Directorate Representative)
- Head of the Chief Executive's Office
- Representative Disability Forum
- Senior Policy and Strategy Officer
- (Support to the Board)

Schedule of Meetings

The Corporate Equalities Board meets six times of year.