



Doncaster
Council

Equality, Diversity & Inclusion Framework

GOVERNANCE



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1. Introduction

Doncaster Council's Equality, Diversity and Inclusion (EDI) Framework supports and underpins our Corporate Equality Objectives, which are linked to the wider outcomes included in Doncaster's Borough Strategy (Doncaster Growing Together). Further information around Doncaster Growing Together can be found by following this link: [Doncaster Growing Together](#)

It provides a clear statement of principles in relation to the Council's vision for promoting high-quality, customer focused services to people living, working or visiting our borough.

Our approach is based around five key objectives:

Learning: people have the knowledge and skills for life, creativity and employment;

Working: people benefit from a thriving and resilient economy;

Caring: people live safe, healthy, active and independent lives;

Living: Doncaster is a thriving, resilient and inclusive place to live, work and visit;

Connected Council: Our Council Purpose is to ensure Doncaster and its people thrive, whilst ensuring value for money is at the heart of everything we do.

2. The Law & Legal Duties

Doncaster Council recognises its obligations under The Equality Act of 2010 to show 'due regard' to the three main aims of the Equality Duty, and the need to

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic, and those who do not.

The Public Sector Equality Duty requires public bodies to consider how the decisions that they make, and the services they deliver affect people who share different protected characteristics and publish information to demonstrate how they have done this. In addition the Council is also required to set specific, measurable equality objectives and publish these, along with their Equality Framework.

The Council is also required to publish information to demonstrate it has considered how its activities as an employer affect people who share different protected characteristics.

These are available at: <http://www.doncaster.gov.uk/services/the-council-democracy/equality-and-inclusion>

The Equality Act reminds us that there can be no fair society if some groups and communities remain disadvantaged because of their legally protected characteristics. These characteristics are:

- age
- disability
- sex
- sexual orientation.
- pregnancy and maternity
- race/ethnicity
- religion and belief
- gender reassignment
- marriage and civil partnership

Doncaster Council is also striving to ensure people are not discriminated against due to their socio economic status (poverty), or because they are care leavers or armed forces veterans, therefore they will be included within our considerations when paying due regard.

3. Our Framework

Doncaster Council has developed an Equality, Diversity and Inclusion Framework, consisting of 4 key elements:

Statement: *A high level statement of intent outlining the Council's ethos and commitment to Equality, Diversity and Inclusion;*

EDI Objective summary (2018-2021)¹

An evidence based objective analysis developed to support the production of the corporate EDI objectives, which aim to highlight the current key EDI challenges Doncaster Council is seeking to address. The summary is linked to the wider outcomes included within Doncaster Growing Together

Governance: *An account of how progress made against the improvement and delivery of the EDI objectives will be managed, monitored, evaluated, reviewed and reported;*

Real Life Stories: *will be developed to offer services the opportunity to tell their stories (to be used within the EDI Annual Report)*

¹ The EDI Framework is a 4 year plan, however the EDI objectives will be reviewed each year to ensure they are relevant and reflect the needs of the community.

4. Management of the Framework

The **Corporate Equality, Diversity and Inclusion Group** consists of representatives from the Strategy and Performance Unit and Human Resources and Organisational Development.

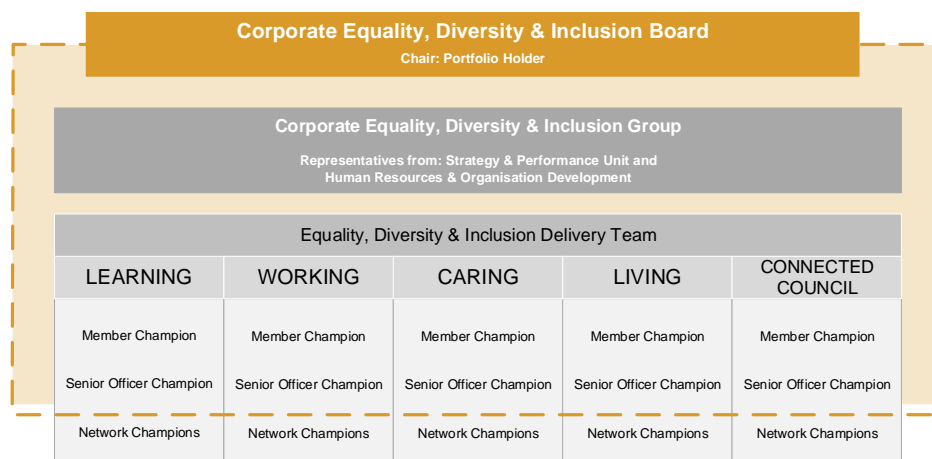
This group is responsible for the strategic overview of the Council’s obligations for promoting and embedding EDI across the organisation and includes the production, management and monitoring of the EDI Framework. The EDI Group also facilitates the development of the EDI Annual Report and co-ordinates the quarterly performance reports that form part of the Corporate Finance and Performance reporting process.

The Equality, Diversity and Inclusion Delivery Team is structured around the five EDI objectives –Learning, Working, Caring, Living and Connected Council. Each objective is headed by a Member Champion, a Senior Officer Champion and is supported by Network Champions. This team leads on the management and delivery of the EDI Framework and ensures it is communicated, delivered and monitored at service level.

The **Corporate Equality, Diversity and Inclusion Board** is chaired by the Portfolio Holder with responsibility for EDI, and consists of the membership of the Corporate Equality, Diversity and Inclusion Group and the Member Champions and Senior Officer Champions from within the Equality, Diversity and Inclusion Delivery Team.

The key roles of this Board are to co-ordinate EDI work across the Council and monitor, review and reflect on the progress made against the improvement and delivery of the EDI objectives. The Board will review issues escalated from the Delivery Team and advise on mitigating actions. The Board may also request additional information from service areas or partners, as and when required, to ensure the Council continues to effectively manage EDI.

At any one time there are a number of programmes and initiatives that directly impact on EDI. Regular updates will be provided to the Equality, Diversity and Inclusion Board to ensure an informed, consistent approach. Examples of linked activity include: The Inclusion & Fairness Forum, Anti-Poverty, Community Tensions and Domestic Violence.



5. Roles and Responsibilities

Everyone within Doncaster Council has a responsibility to ensure that the policies, procedures, services and programmes we deliver reflect our commitment to EDI, as articulated within our EDI Policy Statement.

The Council recognises that in order to embed EDI across all levels of the authority there needs to be strong leadership and effective governance structures in place.

Individual / Group	Role	Responsibility
Chief Executive / Mayor	Provide leadership and promotion of Equality, Diversity and Inclusion throughout the Council and champion the EDI Framework.	Develop a culture which is proactive in supporting the framework; Provides community leadership in securing economic prosperity and maximising potential for all; Promotes inclusive community engagement and empowers communities to create sustainable cohesive communities.
Corporate Management Team	Ultimately responsible for developing the Council's strategy for Equalities, Diversity and Inclusion, and ensuring that the Council is able to deliver its Equalities, Diversity and Inclusion Strategy.	Agree the Council's EDI Framework for consideration by Executive Board & Cabinet; Provide leadership in the implementation of the EDI Framework; Receive quarterly updates on progress against the Equality objectives.
Heads of Services and Service Managers	Lead their service in the delivery of a positive EDI environment.	Implement the Council's 'due regard' process in their respective service areas; Ensure the corporate 'due regard' process is represented in all key decision reports; Support staff and enable them to contribute towards the delivery of key EDI objectives;
Portfolio Holder	Provide leadership support and promotion of Equality, Diversity and Inclusion throughout the Council and champion the EDI Framework	To lead in the delivery and improvement of the Council's Equalities, Diversity and Inclusion agenda To champion the Council's EDI programmes/projects/policies and plans; To network with Member Champions from other Local Authorities To keep other Councillors up to date with EDI activities; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; To identify training for Member champions to enhance understanding of the EDI agenda; Manage future recruitment of Member and Senior Officer champions; Support the formation of a wider staff network of EDI champions; Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.
Member Champions	To champion the Council's EDI policies and plans	To assist in the delivery and improvement of the Council's Equalities, Diversity and Inclusion agenda; To champion the Council's EDI programmes/projects/policies and plans; To network with Member Champions from other Local Authorities To keep other Councillors up to date with EDI activities; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; To identify undertake training where appropriate to enhance understanding of the EDI agenda;

Support the formation of a wider staff network of EDI champions;
Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.

Senior Officer Champions	<p>To champion the Council's EDI policies and plans To promote EDI both internally and externally of the Council.</p>	<p>To assist in the delivery and improvement of the Council's EDI agenda; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; Take ownership of agreed EDI objectives and champion their continued improvement through appropriate challenge and support across, Doncaster Growing Together and wider, where required; To escalate issues/risks to the Portfolio Holder; To champion the Council's EDI programmes/projects/policies and plans; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To undertake training where appropriate to enhance understanding of the EDI agenda; Facilitate the gathering of evidence to feed into the quarterly challenge process and Annual Report; Support the formation of a wider staff network of EDI champions; Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.</p>
Elected members	<p>Champion EDI in all elements of their areas of responsibility. To promote EDI both internally and externally of the Council.</p>	<p>Have an understanding of the corporate 'due regard' process and the implications it has the decision making process; Promote inclusive community engagement and empower communities to create sustainable cohesive communities.</p>
The Strategy and Performance Unit	<p>Co-ordinate the corporate approach to developing, monitoring and reviewing EDI to ensure the Council's approach reflects current legislation and takes account of relevant performance indicators and action plans.</p>	<p>To facilitates the production of the EDI Framework; To facilitate the gathering of evidence/data to feed into the quarterly challenge process and Annual Report; Undertake horizon scanning to learn from examples of best practice to assist in the journey to becoming 'excellent'; Provide data intelligence to inform decision making.</p>
Human Resources and Organisational Development	<p>co-ordinate the corporate approach, creating a workplace culture where diversity is valued and celebrated</p>	
Staff	<p>To assist in the delivery and improvement of the Council's EDI agenda To promote EDI both internally and externally of the Council.</p>	<p>Familiarise themselves, and act in accordance with, the EDI Framework, the Code of Conduct and the Team Doncaster Charter; To meet the relevant standards of behaviour in the workplace by acting as a positive role model for others; To volunteer as Network champions to assist in the promotion of EDI across the authority.</p>

6. Reporting

The Corporate Equality, Diversity and Inclusion Board will meet on a six weekly basis to receive reports and/or updates on the progress made against the improvement and delivery of the EDI objectives, outlined within the EDI Objective summary. Alongside this, the Board will also receive quarterly updates on the progress made against the programmes which will underpin the delivery of the EDI objectives, via the Council’s existing quarterly performance arrangements.

The Board will also have the ability to request and receive updates from initiatives and programmes that impact upon EDI. Issues relating to EDI that have been highlighted through other mechanisms, i.e. the Senior Management Team and Team Doncaster will also be received by the Board.

The Board will also be responsible for the production of the EDI Framework and the Annual Report

In addition to the formal reporting process, outlined in the diagram below, due regard statements will be published in Council reports where a key decision is required. Policies and procedures may also contain EDI information and/or implications.

