

Equality and Diversity Policy

Legal and Governance Services

March 2020



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1. Policy purpose

- 1.1. The purpose of this policy is to ensure that the Combined Authority complies with its duties under the Equality Act 2010 in the exercise of its public functions.

2. Regulatory and Compliance

- 2.1. Pursuant to the Equality Act 2010 the Combined Authority is subject to the Public Sector Equality Duty (PSED) and is legally required to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - Foster good relations between people who share a protected characteristic and people who do not share it.
- 2.2. Having due regard means consciously thinking about the three aims of the PSED as part of the process of decision making.

3. Related policies and strategies

- 3.1. Leeds City Region Enterprise Partnership (LEP) Equality and Diversity Policy including Diversity Statement.
- 3.2. Employee Equality and Diversity Policy.

4. Roles and Responsibilities

- 4.1. This policy applies to all Combined Authority Members, employees, contractors and persons carrying out the Combined Authority's public functions.
- 4.2. Everyone has a responsibility to ensure that they comply with this policy at all times and ensure that any behaviour that is not in accordance with this policy is challenged.
- 4.3. Directors and Heads of Services have responsibility for driving forward the Combined Authority's work on Equality and Diversity relevant to the functions and services they have responsibility for. Heads of Service are responsible for approving the completion of Equality Impact Assessments.
- 4.4. The Regulatory and Compliance Board is responsible for monitoring compliance with this policy.

5. Definitions

- 5.1. PSED: Public Sector Equality Duty

6. Policy statement

We will:

- 6.1. Commit to meeting our duties under the Equality Act 2010 and will make adequate resources available to do this.
- 6.2. Give and evidence due regard to equality and diversity when reviewing existing and developing new strategies, policies, services and functions.
- 6.3. Consult, engage and involve as appropriate, interested groups in our decision making processes.
- 6.4. Treat people with dignity and respect by fostering an environment free of discrimination, harassment and victimisation.
- 6.5. Take action to challenge and combat discrimination in service delivery on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, which cannot be justified.
- 6.6. Take all opportunities to advance equality of opportunity and foster good relations within and between all our communities.
- 6.7. Support our staff to recognise and respect the diverse backgrounds of our customers and service users.
- 6.8. Make sure our policies and procedures address and include equality considerations.
- 6.9. Encourage our delivery partners to work with us and adopt our equality principles.
- 6.10. Deal with all complaints of discrimination, harassment or victimisation promptly and with sensitivity to all those involved.

7. Training

- 7.1. All staff are required to undertake corporate Equality and Diversity training.

8. Processes and Procedures

- 8.1. An Equality Impact Assessment Procedure can be found at Appendix 1.

- 8.2. An Equality Impact Assessment Toolkit is available for use. Service areas are permitted to use alternative forms of evidencing that due regard to equality however this should only be undertaken following consultation with Legal and Governance Services.

9. Impact Assessment

- 9.1. This policy is designed to ensure that the Combined Authority Complies with its legal obligations under the Equality Act 2010.

10. Privacy notice

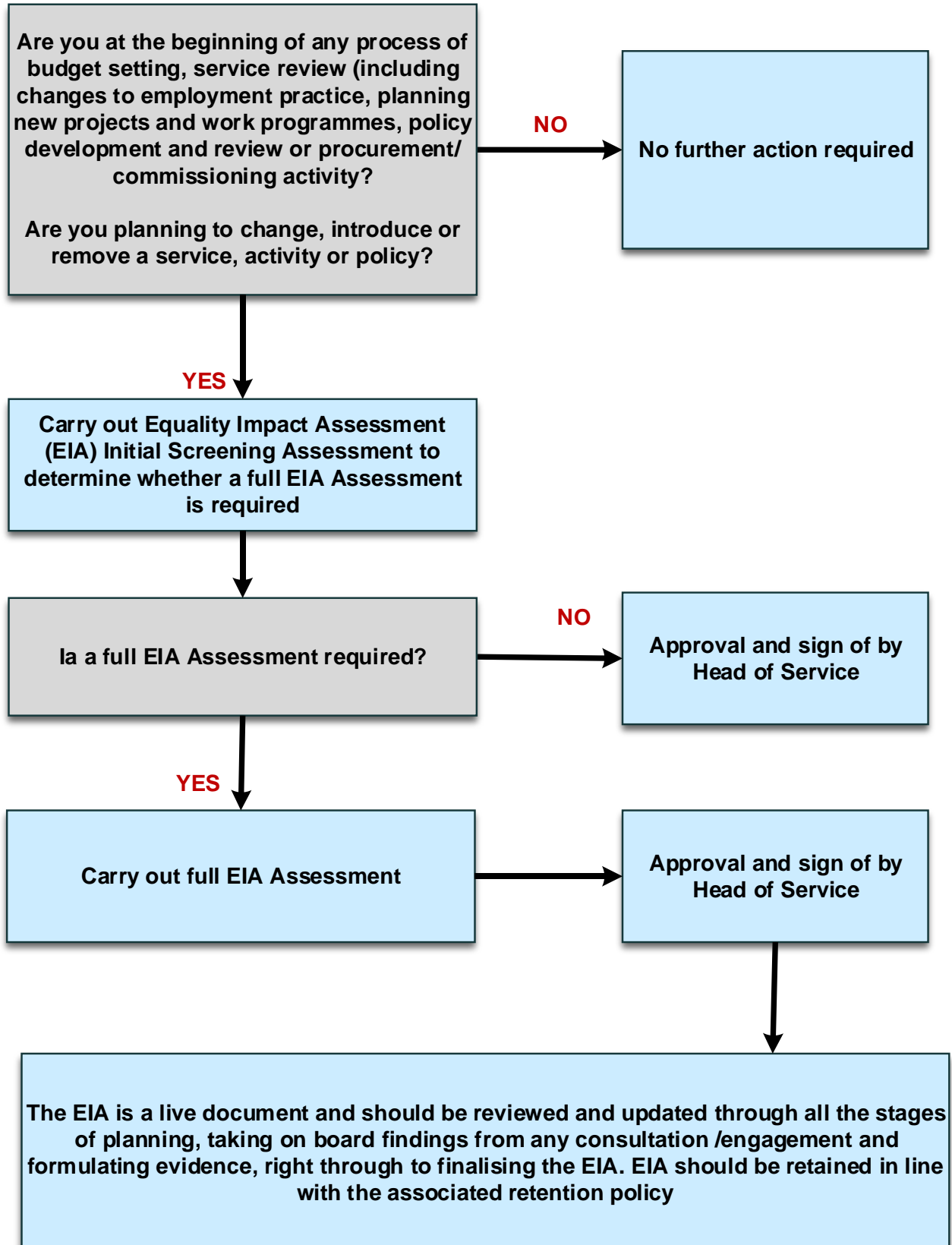
- 10.1. Any personal data that is processed pursuant to this policy will be processed for the purposes of meeting the Combined Authority's legal obligations under the Equality Act 2010. Further privacy information can be found in the customer privacy notice which is available on the website and employee privacy notice which is available on the intranet.

11. Policy review or changes

- 11.1. The Combined Authority reserves the right to amend the details of this policy as required following consultation with relevant parties. This policy will be monitored and reviewed on an annual basis, to ensure that it meets the needs of the Combined Authority and ensure compliance with relevant legislation.

Appendices

Appendix 1 - Equality Impact Assessment Procedure flowchart:



Document control

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