

North East Derbyshire Council

Cabinet

New Equality and Diversity Policy

27th November 2025

Report of the Portfolio Holder for Growth & Assets

Classification: This report is public

Report By: Kath Drury, Information and Improvement Manager

Contact Officer: As above

PURPOSE / SUMMARY

To inform Cabinet and seek approval on the refreshed Equality and Diversity Policy

RECOMMENDATIONS

1. To approve the refreshed Equality and Diversity Policy

Approved by the Portfolio Holder for Growth & Assets – Cllr Barry

IMPLICATIONS

Finance and Risk: Yes ☐ No ☒

Details:

On Behalf of the Section 151 Officer

Legal (including Data Protection): Yes ☐ No ☒

Details

On Behalf of the Solicitor to the Council

Staffing: Yes ☐ No ☒

Details:

On behalf of the Head of Paid Service

DECISION INFORMATION

Decision Information	
Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: NEDDC: Revenue - £125,000 <input type="checkbox"/> Capital - £310,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
District Wards Significantly Affected	None
Equality Impact Assessment (EIA) details:	
Stage 1 screening undertaken <ul style="list-style-type: none"> Completed EIA stage 1 to be appended if not required to do a stage 2 	Yes
Stage 2 full assessment undertaken <ul style="list-style-type: none"> Completed EIA stage 2 needs to be appended to the report 	N/A
Consultation: Leader / Deputy Leader <input type="checkbox"/> Cabinet <input checked="" type="checkbox"/> SMT <input checked="" type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input checked="" type="checkbox"/>	Yes Details: SMT/Service Managers, Equality representatives and Union representatives

Links to Council Plan priorities: <ul style="list-style-type: none"> A great place that cares for the environment A great place to live well A great place to work A great place to access good public services
This policy cuts across the council plan as an underpinning foundation.

REPORT DETAILS

1 Background

- 1.1 The purpose of the policy is to ensure a consistent approach to our legal obligations with regards to equality and help us to treat people and staff fairly. It sets out what our responsibilities are and the systems and mechanisms we have in place to help us to:
- Eliminate discrimination, harassment, victimisation and any other prohibited conduct.
 - Advance equality of opportunity.
 - Foster good relations between different groups.
- 1.2 Responsibilities under the policy are clearly set out. A good understanding of the policy will ensure that equality considerations are given 'due regard' as required by the Equality Act 2010 and applied consistently throughout the Councils' functions as an employer and service provider.
- 1.3 When the previous equality and diversity policy came up for review, it provided an opportunity to incorporate our approach as an employer also and have one council wide policy.

2. Details of Proposal or Information

- 2.1 Previously the Council had two Equality and Diversity policies, one outward facing for customers and residents, and one inward facing for employees. This new policy combines both and provides an overarching policy for residents and employees.
- 2.2 With the growing awareness of mental illness and hidden disabilities, this policy includes a section on neurodiversity and emphasizes that our obligations under reasonable adjustments include all disabilities – physical and hidden.
- 2.3 Under this policy we have expanded the responsibilities section to make it clearer and function specific - In plans, policies and practices, In service delivery, In employment and In partnership, contracting and commissioning.
- 2.4 The policy has been shared with service managers, SMT and staff members on the Council's Equality Teams channel. Comments have been considered with most being incorporated into the final draft policy notably making the hidden disability and reasonable adjustments section clearer.
- 2.5 The report was presented to the Senior Management Team (SMT) on 22 April 2025 and received endorsement to proceed for formal approval. The policy was subsequently presented to the Services Scrutiny Committee on 13th May 2025 and consultation with the unions has now concluded.

3 Reasons for Recommendation

- 3.1 The Equality and Diversity Policy is essential to fostering an inclusive working environment and demonstrating as a public service provider that every individual is valued and respected. This policy demonstrates compliance with legal obligations, including the Equality Act 2010, and demonstrates the Council's commitment to creating a workplace and community free from discrimination, harassment, and inequality.

4 Alternative Options and Reasons for Rejection

- 4.1 None, the Council requires an up-to-date Equality and Diversity policy to demonstrate its compliance with the Equality Act 2010.

DOCUMENT INFORMATION

Appendix No	Title
1	Stage 1 EIA
2	Draft Equality and Diversity Policy V5 Final Draft
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet you must provide copies of the background papers)	