

Appendix 3

Diverse Council Declaration

This Council commits to being a Diverse Council.

We agree to:

- Provide a clear public commitment to improving diversity in democracy
- Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct
- Set out a local Diverse Council Action Plan ahead of the 2022 local elections
- Demonstrate a commitment to a duty of care for Councillors
- Provide flexibility in council business by reviewing our practical arrangements for the holding of meetings
- Ensure that all members are aware of the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.