

Report to	Council
Date of meeting	22 nd February 2022
Lead Member / Officer	Leader
Report author	Gary Williams, Head of Legal, HR and Democratic Services
Title	Role of Diversity Champion

1. What is the report about?

1.1. The report is about the proposal to create the role of Diversity Champion.

2. What is the reason for making this report?

2.1. To seek Council's approval regarding the creation of the role of Diversity Champion and the role description set out in Appendix 1.

3. What are the Recommendations?

3.1. That Council approves the creation of the role of Diversity Champion in accordance with the role description set out in Appendix 1.

4. Report details

4.1. In November 2012 Council determined that there should be four member champions. These were:

- Older People's Champion
- Homelessness Champion
- Carers' Champion
- Learning Disabilities Champion

- 4.2. On 7th December 2021 Council agreed that the role of Young Persons' Champion be created and that this role could be occupied by any member of the Council.
- 4.3. Also on the 7th December 2021 Council considered a motion calling for the creation of a Diversity Champion. Council resolved that a report on the role of a Diversity Champion be presented to Democratic Services Committee to define the role and a further report to be presented to Full Council.
- 4.4. A role description has been drafted and is attached as Appendix 1 to this report. The role description is drafted to follow the same form as the role descriptions adopted for the current champions.
- 4.5. The Democratic Services Committee was asked, at its meeting on 28th January 2022 to consider the content of this draft role description, whether the role should be carried out by the relevant Lead Member or a non-Cabinet member, and to recommend to Council whether to adopt the role description as drafted or as amended by the Committee.
- 4.6. The Democratic Services Committee agreed to recommend to Council that there should be a role of Diversity Champion and that it could be carried out by a non-Cabinet member. The Committee agreed the role description as set out in Appendix 1.

5. How does the decision contribute to the Corporate Priorities?

- 5.1. The Council's Corporate Plan contains a commitment to engage, challenge and where possible remove barriers to opportunities for those with protected characteristics

6. What will it cost and how will it affect other services?

- 6.1 There may be occasional travelling costs incurred if a member champion attends meetings or events related to their champion role. These will be contained within the existing budgets allocated for member travel.

7. What are the main conclusions of the Well-being Impact Assessment?

7.1. An assessment is not required for this report.

8. What consultations have been carried out with Scrutiny and others?

8.1. There has been no consultation with Scrutiny. The matter was referred to the Democratic Services Committee directly by Council.

9. Chief Finance Officer Statement

9.1. The report confirms that any modest additional costs will be contained within existing budgets allocated for member travel. There does not appear to be any wider financial considerations.

10. What risks are there and is there anything we can do to reduce them?

10.1. There is a risk that there is confusion or duplication arising out of the role of member champion and the role of the relevant Lead Member if the champion is not also the Lead Member. This can be mitigated by having a clear role description and a good working relationship between the Lead Member and the Champion.

11. Power to make the decision

11.1 s111 Local Government Act 1972