

North Lanarkshire Council Report

Wellbeing and Tackling Poverty Committee

Does this report require to be approved? Yes No

Ref FW/AC Date 01/11/24

Elected Member Equality Champion – update to Terms of Reference

From Fiona Whittaker (Chief Officer, People Resources)

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Executive Summary

This report provides for approval an update to the Terms of Reference governing the role and remit of the Council's Elected Member Equality Champion.

The Terms of Reference were developed in 2017 when the Council's first Elected Member Equality Champion was appointed. They provide and ensure clarity about the role of the Equality Champion. Since that time there have been changes both in the Council's administration, bringing about a new Elected Member Equality Champion, and in its approach to delivering on the Equality agenda through the establishment of the Equality Board.

To reflect these changes, while also allowing for flexibility in the undertaking if the role to circumvent any future changes, it was deemed necessary to update the Terms of Reference.

Recommendations

It is recommended that the Wellbeing and Tackling Poverty Committee approves the updated terms of reference governing the role and remit of the Elected Member Equality Champion.

The Plan for North Lanarkshire

Priority	All priorities
Ambition statement	All ambition statements
Programme of Work	Statutory / corporate / service requirement

1. Background

- 1.1 In October 2017 the former Youth Communities and Equality sub-committee approved Terms of Reference for the role and remit of the Council's first Elected Member Equality Champion.
 - 1.2 The terms of reference were developed to provide and ensure clarity about the role of the Equality Champion and were developed through discussion between the former Equalities Champion and key Council Officers directly working on corporate equality matters.
 - 1.3 In the years since developing the first Terms of Reference there have been changes both in the Council's administration, bringing about a new Elected Member Equality Champion, and in its approach to delivering on the Equality agenda through the establishment of the Equality Board.
 - 1.4 Whilst many aspects of the role and remit of the Equality Champion remain relevant and unchanged, it is important to reflect within the Terms of Reference the close relationship between the Equality Champion and the work of the Equality Board while also allowing for flexibility in the undertaking of the role to circumvent any future changes.
 - 1.5 The current Terms of Reference are attached as an appendix to this report.
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2. Report

Elected Member Equality Champion – Updated Terms of Reference

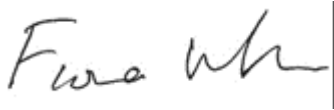
- 2.1 The role of the Elected Member Equality Champion is to be a figurehead who demonstrates support for equality and diversity matters and initiatives both within the council and across North Lanarkshire's communities. The Elected Member Equality Champion will:
 - support the council's Equality Board in the delivery of its Equality Strategy;
 - provide leadership - raise the profile of and promote equality within the Council and its communities in partnership with the Council's Equality Board. For example, use opportunities associated with national and international commemoration and celebrations;
 - provide scrutiny - ensure that equality considerations are embedded in the decision making and governance of the council;
 - drive change – in partnership with key officers, request where appropriate for an examination on an aspect of equality to be carried out for the purpose of progress and call for action to be taken where disadvantage exists for people with particular protected characteristics;
 - provide representation - represent the Council at a political level on regional and national forums, if appropriate, where equality matters are concerned;
 - provide support - attend and endorse equality related employee and community events as appropriate;
 - meet on a quarterly basis with key Council officers via the Equality Board and other key internal and external stakeholders as necessary.
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3. Measures of success

- 3.1 Demonstrates a further advancement of the Public Sector Equality Duty (General) on the part of North Lanarkshire Council.
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4. Supporting documentation

Appendix: Elected Member Equality Champion Terms of Reference 2017.

A handwritten signature in black ink, appearing to read 'Fiona Whittaker', is written over a vertical line that extends downwards from the end of the signature.

Fiona Whittaker
Chief Officer People Resources

5. Impacts

<p>5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p> <p>The role and remit supports the advancement of the General Equality Duty</p> <p>If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p>5.2 Financial impact Does the report contain any financial impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.5 Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.6 Technology / Digital impact Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>

If Yes, please provide a brief summary of the impact?

Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?

Yes No

5.7 Environmental / Carbon impact

Does the report / project / practice contain information that has an impact on any environmental or carbon matters?

Yes No

If Yes, please provide a brief summary of the impact?

5.8 Communications impact

Does the report contain any information that has an impact on the council's communications activities?

Yes No

If Yes, please provide a brief summary of the impact?

5.9 Risk impact

Is there a risk impact?

Yes No

If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?

5.10 Armed Forces Covenant Duty

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

5.11 Children's rights and wellbeing impact

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes No

NLC Elected Member Equality Champion

Terms of Reference 2017

The role of the Equality Champion is to be a senior politician who demonstrates support for equality and diversity matters and initiatives both within the council and across North Lanarkshire's communities.

The elected member Equalities Champion will:

- provide leadership – raise the profile of and promote equality within the Council and its communities. For example, use opportunities associated with national and international commemoration and celebrations.
- provide scrutiny – ensure that equality considerations are embedded in the decision making and governance of the council.
- drive change – request, where appropriate, for an examination on an aspect of equality to be carried out for the purpose of progress and call for action to be taken where disadvantage exists for people with particular protected characteristics.
- provide representation – represent the Council at a political level on regional and national forums where equality matters are concerned.
- provide support – attend and endorse equality related employee and community events as appropriate.
- meet on a regular basis with key Council officers.