

## **Equality & Diversity – What are our roles and responsibilities as elected members?**

### **Aim:**

To ensure all Members are aware of equality and diversity issues – from their own point of view as a community leader, engaging with their communities, working with partners and in making decisions on policy issues as a member of their Council.

### **Objectives:**

By the end of the workshop members will be able to:

- Understand the importance of equality and diversity
- Understand their Council's approach to equality and diversity
- Understand their role and responsibilities for equality and diversity
- Integrate equality and diversity issues into decision making
- Contribute to their Council's objectives on equality and diversity

### **Content:**

- What does equality and diversity mean to us as members?
- What are our legal responsibilities?
  - Equality Act 2010 – general and specific public sector duties
- Our Council's approach to equality and diversity
  - Plans, policies and procedures
  - Equality Impact Assessments
  - Community engagement
- How can we ensure best practice in delivering our roles and responsibilities for equality and diversity?
- How we communicate and our behaviour
- Learning points, action planning and evaluation

### **Learning methods:**

The workshop will be highly participative and practical, with facilitated group and individual working, reference to legislation and case law, case studies and exercises, input from the facilitator and individual action planning.

**Facilitator:** Elaine Bolton of Beckwith Consulting Ltd.

Elaine is a training and development specialist with over 20 years of experience in the public sector, especially in local government, working with staff, managers and elected members. One of her specialisms is equality and diversity and she has delivered workshops for elected members in Canterbury CC, Maidstone BC, Shepway DC, Ashford BC and Thanet DC on this important issue. Elaine is also a member of the Kent Police Authority, where she is Chair of the HR Committee and Lead Member for both Diversity and Learning and Development.