

DIVERSITY AND INCLUSION POLICY

**COMMENTS FROM MEMBERS OF THE OVERVIEW AND SCRUTINY
MANAGEMENT BOARD**

Due to the Coronavirus pandemic, the meeting of the Overview and Scrutiny Management Board (OSMB) due to be held on 26 March 2020 was cancelled. However, members of the Board were invited to consider and respond to this report by email.

Eight members of the Board responded and supported the recommendations to the Executive Councillor. The following comments were made:

- I support the new updated Diversity and Inclusion Policy which is more comprehensive than the previous one. I do though want to refer to the penultimate clause in the LCC Declaration set out in the Appendix to the paper which refers to 'our success will properly be measured not by our policies but by our actions in promoting equality'. That means that we need both equality promotion initiatives and effective monitoring procedures in place and I look forward to OSMB being involved in some way in scrutinising those arrangements.
- I support the recommendation to Cllr Young to have a revised Diversity and Inclusion Policy to set out the Council's commitments in relation to its treatment of people with a protected characteristic not just in relation to employment but more widely in the exercise of its functions.
- I support the recommendations. Under the Equalities Act 2010, mental illness is a protected characteristic which people do not understand because, unlike a broken leg, you cannot see it. There is an increase in the number of cases of mental illness nationally.
- I accept the policies as they stand. Diversity awareness came in on the back of the McPherson report following the appalling handling of the Stephen Lawrence case by the Met Police. However, one issue is when diversity is confused with equal treatment regardless of colour or cultural background. The Victoria Climbié case was an example of this where hospital staff misinterpreted her behaviour putting it down to cultural differences, when in fact it was because she was terrified of her aunt when she visited her in hospital and she should have been treated the same as any other child displaying similar behaviour.
- I fully support and like the outward facing approach. The policy is very open and supportive to minority groups, to allow them to be supported, feel included and equal. The policy embraces equality and diversity.
- I fully support the recommendation to Cllr Young.
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- I fully support the recommendations and have no additional comments to add.