

**EQUALITIES BOARD****Appointed by:** Chair and Vice Chair appointed by Council**Proportionality:** Applies**Membership:** 9 members with up to 9 members from local groups representing the 9 protected characteristics**Public/Private meetings:** Public**Quorum:** 3**Frequency:** minimum 4 times a year**Terms of reference:**

Equalities Board is the forum by which the Council can oversee its processes to eliminate discrimination on the protected characteristics. The following characterises are protected under the Equalities Act 2010:

- age;
  - disability;
  - gender reassignment;
  - marriage and civil partnership;
  - pregnancy and maternity;
  - race;
  - religion or belief;
  - sex;
  - sexual orientation
- (i) To monitor the Council's performance against current equality legislation.
  - (ii) To act as a consultative and advisory body with regard to the development of new policies/initiatives and to actively support such initiatives.
  - (iii) To raise awareness of the specific needs of service users in terms of service delivery.
  - (iv) To provide a sounding board for any initiative or proposal that the Council is making and how they may affect the protected characteristics either directly or indirectly.
  - (v) To provide a better understanding of equalities in order to gain knowledge, and to promote awareness and encourage mutual respect.
  - (vi) To encourage the Council to realise the benefits of a diverse workforce that reflects the make-up of the local population.
  - (vii) To encourage the Council support to staff in a manner that encourages them and makes them feel secure in their working environment.
  - (viii) To analyse data and information gained from monitoring, impact assessments and general consultation activity to inform priorities and future practice.
  - (ix) To consider workforce equalities and diversity matters referred to it by the Director of Law and Governance, Human Resources, Audit & Risk Management