

Report

Report to:	South Lanarkshire Council
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Equity Working Group - Terms of Reference
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide, for approval, the draft Terms of Reference of the Equity Working Group

2. Recommendation(s)

2.1. The Council is asked to approve the following recommendation(s):-

- (1) that the Terms of Reference for the Equity Working Group, attached as Appendix 1 to the report, be approved.

3. Background

3.1. The Council, at its meeting held on 23 September 2020, considered a motion submitted in terms of Standing Order No 19 and agreed that:-

- ◆ an all-party Equity Working Group would be established which would be tasked to:-
 - ◆ consider an officers' report on recruitment disparities between white and BAME applicants
 - ◆ investigate and identify sources of inequity
 - ◆ develop consensus on effective ways to address them
 - ◆ recommend measures to ensure equitable treatment to Council
- ◆ the Working Group would consist of 7 elected members, reflecting the political balance of the Council, with members to be appointed by their respective Political Group Leaders
- ◆ each Political Group Leader would appoint 1 substitute member
- ◆ Councillor Razzaq be appointed Chair of the Working Group
- ◆ the Chair of the Working Group, in consultation with the Political Group Leaders and the Chief Executive, establish Terms of Reference for the Working Group, to be approved at the next meeting of the Council

4. Terms of Reference and Arrangements for the Working Group

4.1. The Terms of Reference for the Working Group have been drafted to reflect the motion approved by Council and a draft copy is attached as Appendix 1 to the report.

4.2. The Chair, Political Group Leaders and Chief Executive were consulted on its contents and a meeting of the Working Group was held on 23 November 2020 to allow members to consider and discuss. The draft, as attached, was endorsed by the Working Group.

4.3. The next meeting of the Working Group has been scheduled for Monday 18 January 2021 and it will be a matter for the Working Group to determine the appropriate frequency of the meetings.

5. Employee Implications

5.1. There are no employee implications in terms of the content of this report.

6. Financial Implications

6.1. There are no financial implications in terms of the content of this report.

7. Climate Change, Sustainability and Environmental Implications

7.1. There are no climate change, sustainability or environmental issues in terms of the content of this report.

8. Other Implications

8.1. There are no risk implications in terms of the content of this report.

9. Equality Impact Assessment and Consultation Arrangements

9.1. This report does not introduce a new policy, function or strategy, or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

9.2. As detailed at paragraph 4.2 of the report, the Chair of the Working Group, Political Group Leaders and Chief Executive have been consulted in terms of the content of the draft Terms of Reference.

Paul Manning

Executive Director (Finance and Corporate Resources)

26 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable

Previous References

- ◆ South Lanarkshire Council of 23 September 2020

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Equity Working Group

Terms of Reference

1 Powers and Responsibilities

1.1 A short-life working group established to:-

- ◆ consider the officers' report on recruitment disparities between white and BAME applicants
- ◆ investigate and identify any sources of inequity
- ◆ develop consensus on effective ways to address any sources of inequity
- ◆ refer any recommendations to ensure equitable treatment to South Lanarkshire Council for consideration

2 Membership

2.1 7 members (Political balance: 2 SNP; 2 Labour; 1 Conservative; 1 Independent Group and 1 Liberal Democrat), with 1 named substitute member from each Group

2.2 To be chaired by Councillor Razzaq, as agreed by South Lanarkshire Council at its meeting on 23 September 2020.

2.3 Quorum - 3

3 Meeting Arrangements and Practice

3.1 To meet as required until the Working Group reports its recommendations to South Lanarkshire Council.

3.2. Meetings not held in public - Internal Working Group.