

**Coventry City Council**  
**Minutes of the Meeting of Cabinet Member for Policing and Equalities held at 9.00**  
**am on Thursday, 20 April 2023**

Present:

Members:                   Councillor AS Khan (Chair)  
                                  Councillor P Male (Shadow Cabinet Member)  
                                  Councillor P Akhtar (Deputy Cabinet Member)

Employees Present:

Law and Governance:     U Patel, T Robinson

Public Health:            J Mann

## **Public Business**

### **30.     Declarations of Interest**

There were no declarations of interest.

### **31.     Minutes**

The minutes of the meeting held on 16 March 2023 were agreed and signed as a true record. There were no matters arising.

### **32.     Revised Equality, Diversity & Inclusion Commitment**

The Cabinet Member considered a report of the Director of Public Health which sought approval to the revised Equality, Diversity and Inclusion Commitment.

As a public authority, Coventry City Council is committed to meeting its responsibilities under the Public Sector Equality Duty. At the forefront of this commitment is how due regard is paid to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations between those who share protected characteristics. The Equality, Diversity and Inclusion Commitment set out the Council's intentions to meet the Public Sector Equality Duty and to go beyond this and reflect the needs of the diverse communities in the city through delivery of services and as an employer.

The current Equality, Diversity and Inclusion Commitment has been revised to reflect recent developments with the equality, diversity and inclusion agenda at the Council – and also in response to the feedback received during the recent engagement on the One Coventry Plan.

Regarding the current progress on Equality, Diversity and Inclusion in the workforce, reassurances were given as to the focus of the commitment for three significant groups referenced in the Workforce Strategy of the report and

implementing actions to improve the number of these employees in the workforce. It was made clear that the council always ensures recruitment operates alongside the process of positive action and is always open and fair.

Further clarification was sought and given as to the correct use of pronouns in the workplace and to the Workforce Menopause Pledge which aims to create an open and supportive culture that normalises discussion about menopause at work. Additionally, an explanation of the term intersectional lens was given which elucidated to how employees can identify with multiple groups and the challenges each group faces simultaneously. The discussion came within the context of the Workforce Menopause Pledge, but it was clearly stated that it was applicable to the wider workforce.

The Cabinet Member having considered the report and the representations raised at the meeting welcomed the report and reaffirmed that the success of the commitment will depend on its delivery and outcomes.

**RESOLVED that the Cabinet Member for Policing and Equalities approves the formal adoption of the revised Equality, Diversity & Inclusion Commitment.**

33. **Outstanding Issues**

There were no outstanding issues.

34. **Any Other Business**

There were no other items of public business.

(Meeting closed at 9.20 am)