
To: Cabinet Member for Policing and Equalities

Date: 17th January 2022

Subject: Proposed Equalities Objectives 2022-25

1 Purpose of the Note

- 1.1 To inform the Cabinet Member for Policing and Equalities of the recommendations from Scrutiny Co-ordination Committee following their consideration of the Proposed Equalities Objectives 2022-25

2 Recommendations

- 2.1 The Cabinet Member for Policing and Equalities is recommended to:
- 1) Note Scrutiny Co-ordination Committee endorse the proposed Equalities Objectives 2022-25
 - 2) Ensure that the Council recognises Equality Day on the 14th April and that the Diversity and Inclusion Calendar includes the national day for atheism

3 Background and Information

- 3.1 At their meeting on the 12th January the Scrutiny Co-ordination Committee considered a report on the Proposed Equalities Objectives 2022-25.
- 3.2 Members of the Committee considered progress on the previous objectives and the rationale of the objectives identified for 2022-25.
- 3.3 Members questioned officers and received responses on the following:
- The process for anonymous recruitment, the success in short listing more diverse candidates which will be followed up to see whether appointments reflect the diversity of the short lists
 - Concerns about the consultation process with low numbers of participation
 - Inclusion of 14th April as Equalities Day in the Corporate Diversity and Inclusion Calendar, as well as recognising those employee who state they have no religion
- 3.4 The Committee supported the recommendations to the Cabinet Member for Policing and Equalities

4 Health Inequalities Impact

- 4.1 A full Equalities Impact Assessment has been completed as part of the Cabinet Member report, which includes Health Inequalities.
- 4.2 Coventry City Council's main service users are likely to be people in the lowest socio-economic group. These service users are also mostly likely to be adversely affected by health inequalities. The equality objectives will help the council understand the data which will in turn help to improve the issues the council faces and address Health Inequalities using both dimensions socio economic status and geographical deprivation.

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