

Equalities Working Group (EWG)

Terms of Reference

First convened in November 2018, the City Council's Equalities Working Group consists of Council officers from various services as well as cross-party elected member involvement.

Purpose

The EWG is the strategic group responsible for the Equalities agenda at Gloucester City Council, including ensuring that the City Council meets its Public Sector Equality Duty responsibilities.

The Public Sector Equality Duty (PSED) requires the City Council to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The City Council must publish information at least annually to show compliance with the PSED.

Ethos

The ethos of the Equalities Working Group is to ensure inclusive agenda setting by:

- Understanding how Equalities applies to the work we do, embedding this knowledge within the organisation and continually improving how we work
- Knowing the communities of Gloucester and working with them on a range of issues
- Understanding how we can best serve Gloucester's communities, and work with them as partners
- Developing the roles of elected members, the Overview and Scrutiny Committee and full Council in driving Equalities forward
- Increasing fairness and equality across the organisation, both internally and externally
- Joining networks from the City and County councils, partner agencies and voluntary and community sector, in order to meet Equality aspirations for Gloucester

What will the EWG do?

Using the [Equalities Framework for Local Government](#), which focusses on five key areas:

- Knowing your communities
- Leadership, partnership and organisational commitment
- Involving your communities
- Responsive services and customer care
- A skilled and committed workforce.

the Equalities Working Group will ensure completion of the individual tasks which contribute to the Equality vision for Gloucester.

Priorities will be agreed as part of the published [Equality Action Plan](#) which can be viewed on the Gloucester City Council website.

Meetings will take place quarterly.

Sub Groups will be convened as necessary where a piece of work requires input from several colleagues.

Membership will be made up of a core group of attendees, with a wider group who will have input on specific issues or priorities. Regular attendees from the below service areas take part in the Equalities Working Group

Service Area
Corporate Director
Cabinet Member Communities & Neighbourhoods (Conservative)
Councillor (Labour)
Councillor (Lib Dem)
HR Business Partner
Community Wellbeing Team Leader - Equalities Lead
Community Wellbeing
Housing Team Leader
Culture/Visitor Experience Team Leader
Customer Services Team Leader
City Improvement & Environment Team Leader
County Council Equalities Lead
County Council Operational Development