

EQUALITIES SUB-COMMITTEE – 24 AUGUST 2020

To receive and note the sub-committee Terms of Reference following agreement at the Policy and Resources Committee immediately before the meeting and to be advised of any changes made.

Terms of Reference for the Equalities sub-committee

The Equalities sub-committee will undertake:

- To develop a timeframe and plan for detailed discussion and development of recommendations noted below. This will include reviewing and researching actions taken by other Councils on the below definitions and to support a future review of the Council's Comprehensive Equality Policy.
- To discuss and agree the adoption of the definition of antisemitism proposed by the International Holocaust Remembrance Alliance (IHRA) which Government has requested all local authorities to accept and make recommendations to Policy and Resources Committee for approval at the first meeting.
- To discuss and agree the adoption of a definition of Islamophobia with a view to making a recommendation to Policy and Resources Committee for approval.
- Following this, the Equalities Sub Committee will undertake a review of the Council's Comprehensive Equality Policy to ensure agreed definitions affecting community groups are reflected in the policy. The Equalities Sub Committee will make recommendations for any changes to the Equality Policy including other definitions affecting community groups.
- Work with the Community Safety Partnership to find out about the experiences of our communities, to understand how people have been affected by prejudice and discrimination, the impact this has on individuals and the resulting community needs. This insight will guide the work with partners, to tackle discrimination and prejudice.
- To provide an opportunity for research and discussion with organisations, charities and community groups to review the Council's Comprehensive Equality Policy and support work of the Community Safety Partnership.