

Inclusion and Equity Panel

Appointed by: Leader

Terms of Reference:

To promote equity and inclusion in order that all communities in Cambridge achieve better outcomes; thrive and succeed, with access and removing barriers to opportunity, networks, resources, and support with an emphasis on valuing the lived experiences of individual and communities and identifying best practice locally and nationally.

It delivers this purpose by:

- Ensuring Panel recommendations are informed by those with lived experience of inequality
- Aligning the Panel's agenda to the Forward Plan, prioritising items with the greatest equalities impact
- Developing a work plan that enables Panel members to request specific items come to the Panel for its consideration

The IEP will focus on equity for people with characteristics protected by the Equality Act 2010 as well as:

- People with care experience (an umbrella term used to describe individuals who are, or who have at any time been, in the care of a local authority)
- People with experience of being on a low-income or in poverty
- Travelling community members, including those without the protected characteristic of 'race' under the Equality Act 2010
- Non-binary and gender fluid people
- Veterans Objectives
- Drive service improvements in respect of equity within Council and influence practice more widely in the City.
- Share their expertise and make recommendations that promote equity and inclusion, and celebrate diversity, based on their lived experience and/or professional knowledge.
- Influence the council's approach to equity for our communities and staff by making recommendations on strategy, policies and plans (and equality impact assessments as they relate to these), helping to inform Cabinet decisions and scrutiny.
- Monitor and report on the Council's compliance with equity related legislation, including the Equality Act 2010.

Membership

The IEP membership will consist of:

- The nominated Cabinet Member (or a nominated substitute in their absence)

Membership from each of the following:

- Councillors who will be appointed by Cabinet with an expectation that one per Political Group and Lead Cabinet Member. Each Political Group will nominate their own members of the Panel who will represent their Group.

Delegation to the Director of Communities to facilitate Membership of:

- Cambridge City Council staff
- Public Members and members of the Voluntary, Community, Social Enterprise and Faith sector working with diverse communities that experience discrimination, marginalisation and inequality.

The IEP will invite independent people from different equality groups to speak on issues that are important to them based on their lived experiences, helping to guide the Panel's discussions. Moreover, the Political Groups can nominate councillors who are not members of the Panel to attend meetings to speak to particular items as agreed by the Chair of the Panel.
