

**beBracknell Forest Council
Record of Decision**

Work Programme Reference	I100692
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1. **TITLE:** Equality Scheme 2021-26
2. **SERVICE AREA:** Chief Executive's Office
3. **PURPOSE OF DECISION**

Approval of council's new All of Us Equality Scheme 2021-26 and equality objectives.

4. **IS KEY DECISION** Yes
5. **DECISION MADE BY:** Executive Member for Council Strategy and Community Cohesion

6. **DECISION:**

RECOMMENDED to the Executive Member for Council Strategy and Community Cohesion that the Council's Equality Scheme 2022-25 be approved for publication.

7. **REASON FOR DECISION**

Schedule 1 and 2 of The Equality Act 2010 (Specific Duties) Regulations 2011 requires that the Council must:

- Prepare and publish equality objectives by 6 April 2012, and at least every four years thereafter.
- Ensure that those objectives are specific and measurable.
- Publish those objectives in such a manner that they are accessible to the public.

The council's 2017-20 'All of Us' Equality Scheme was extended for a year to cover 2020-21 to allow time for development of the new Council Plan in 2019 and directorate service plans. The Covid-19 pandemic further delayed the development of new objectives and an equality scheme in 2021-22. The council's equality objectives are being reviewed and updated for April 2022 as part of developing the new 'All of Us' Equality Scheme 2022-2025.

8. **ALTERNATIVE OPTIONS CONSIDERED**

None. The council is legally required to publish equality objective. Not having equality objectives and an equality scheme would undermine the progress made by the council over the last 18 months in further developing an inclusive culture that values diversity and the actions in response to the staff Pulse Survey discrimination research. In addition, it would be contrary to the council's commitment to equality, diversity and inclusion.

9. **DOCUMENT CONSIDERED:** Report of the Chief Executive
10. **DECLARED CONFLICTS OF INTEREST:** None

Date Decision Made	Final Day of Call-in Period
16 November 2021	17 November 2021