

## **EQUALITY POLICY**

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### **1. Summary**

- 1.1 This report presents to the Joint Committee the Shropshire Council Equality Policy for approval and adoption by WME.

### **2. Recommendations**

It is recommended that the Joint Committee

- 2.1 approve and adopt the Shropshire Council Equality Policy for WME.

## **REPORT**

### **3. Risk Assessment and Opportunities Appraisal**

- 3.1 The recommendations contained in this report are compatible with the provisions of the Human Rights Act 1998.
- 3.2 There are no direct environmental, equalities or climate change consequences arising from this report.

### **4. Financial Implications**

- 4.1 There are no direct financial implications arising from this report.

### **5. Background**

- 5.1 The WME Joint Agreement states that the Joint Committee shall approve and adopt and thereafter keep under review strategic policies necessary for the proper operation of the Committee and the WME business, and where appropriate shall

adopt the Lead Authority's relevant policies (with or without revision). The Joint Agreement states that policies relating to equality are considered strategic.

- 5.2 Internal Audit as part of their recent work on Corporate Governance and Risk Management Policy identified that the current Shropshire Council Equality Policy has not been formally approved and adopted by the WME Joint Committee.
- 5.3 Under the Joint Agreement, the Member Authorities have agreed that the Joint Committee shall have the power to appoint staff and that one Member Authority shall act as the Lead Authority to employ the staff. The Lead Authority is Shropshire Council.
- 5.4 Given that WME are a relatively small organisation, it does not warrant the employment of a WME Human Resources officer so Human Resources form part of the service level agreement WME has with Shropshire Council. As a consequence unless there is a specific organisational need, WME will adopt Shropshire Council policies (the Lead Authority) in relation to its staff and with regards this specific policy it is considered reasonable to adopt this policy rather than create a specific WME one.

<b>List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)</b>
26 <sup>th</sup> February 2020 – Internal Audit Performance Report to February 2020 (Appendix 3 – Corporate Governance and Risk Management Report 2019/20)
<b>Member</b> Councillor P Nutting of Shropshire Council (Chair of the Joint Committee)
<b>Appendices</b> Appendix 1 - Shropshire Council Equality Policy