

Diversity Champion

27 September 2023

Report of the Senior Manager, Democratic Support and Elections

PURPOSE OF REPORT

To appoint a Diversity Champion.

This report is public

RECOMMENDATION

(1) That a Diversity Champion be appointed at this meeting.

1.0 Introduction

1.1 At the last Council meeting on 19 July 2023, Council resolved:

*To appoint a Diversity Champion to be elected by Full Council in September.
(The Diversity Champion like other champions roles in the Council will among
other things work to highlight and promote good practice that has been adopted
in other councils.)*

2.0 Champions' Special Responsibility Allowance (SRA)

2.1 In February 2021 Council resolved, following a recommendation from the Independent Remuneration Panel, "that £1,000pa be allocated for SRAs for the Council's Champions to be divided equally between serving Champions up to a cap of £250 each Champion per annum."

2.2 There are currently two Champions, one for the Armed Forces and one for Disabilities. Therefore, the resolution to create a Diversity Champion will attract a SRA not exceeding £250pa.

2.3 The possibility of sharing the role was raised at the July Council meeting, and was also raised at the annual meeting of Council regarding the Disabilities Champion role. There is a precedent for this; before the review of the Council's Constitution in 2018/19, the role of what was then called "Champion for the Disabled" had been a shared role for a while; however Champions did not receive a SRA at that point. Should Council decide that the Diversity Champion role should be shared, the allowance would also be shared. For example, if two Councillors were to undertake the role, they would each receive £125pa (pro

rata for 2022/23).

3.0 Conclusion

- 3.1 Council is asked to appoint to this new Champion role in accordance with the resolution made at the July meeting.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing) Appointing a Champion for Diversity will contribute to the Council's focus on and promotion of Equality and Diversity issues.	
LEGAL IMPLICATIONS None directly arising from this report.	
FINANCIAL IMPLICATIONS Champions are entitled to a Special Responsibility Allowance of £250 as set out in paragraph 2.0 of this report and it is expected that this will be met from within existing budgets.	
OTHER RESOURCE IMPLICATIONS None identified. Champions undertake work in the areas without any dedicated officer support.	
SECTION 151 OFFICER'S COMMENTS The Section 151 Officer has been consulted and has no comments.	
MONITORING OFFICER'S COMMENTS The Monitoring Officer has been consulted and has no comments.	
BACKGROUND PAPERS None	Contact Officer: Debbie Chambers Telephone: 01524 582057 E-mail: dchambers@lancaster.gov.uk Ref: