

COUNCIL 26th JULY 2023**Cabinet 10th July 2023****28 ADOPTION OF ANTI-RACISM CHARTER**

Councillor Dacre, Cabinet Member with responsibility for Resources presented a written report of the Interim Head of Human Resources and Organisational Development which outlined the Adoption of an Anti-Racism Charter. Achieving equity at the Council was driven by equality legislation and the moral and ethical reasons around ensuring fairness. There were also the clear business benefits of having a diverse and equitable workforce. This strengthened our support for communities, helped our workforce to understand our communities (70% of our workforce were also residents of the Borough) and helped our communities access our services. The Anti-Racism Charter supported our ongoing commitment to Equity and gave us a clear framework to support and advance the equality agenda, supported our existing policies, procedures and practices and progressed actions to address disparities.

Calderdale had a proud history of supporting the Equalities agenda and in seeking to tackle inequalities and racism, supported by its well-established Policies, procedures and approach for addressing issues. To support this in the future, signing up to the Anti-Racism Charter sends out a clear message to the Workforce, the Community and the Borough and was a key part of our overall approach to Equality, Diversity and Inclusion. The report sought to gain support for the adoption/sign up to the Anti-Racism Charter to ensure the Council continued to focus on Tackling Inequality and tackling racism.

The report outlined background information, options considered, financial, legal, human resources and organisational development, environmental, health and economic implications.

Councillor Dacre explained that Charter was provided by Unison and had the support from other unions and that Officers had worked closely with them, and she reinforced how important it was for the Council to adopt the Charter.

During discussions Members welcomed the report and agreed that the Council was a proud champion of diversity, equality, and inclusion. The Charter would show that the Council was not only committed to its staff but to the citizens of the Borough, and that the Charter was a great first step in promoting anti-racism.

***RESOLVED that it be recommended to Council that the Anti-Racism Charter be adopted.**