

<b>Subject:</b>	<b>Women in Local Government</b>		
<b>Date of Meeting:</b>	<b>21 November 2019</b>		
<b>Report of:</b>	<b>Executive Lead for Strategy, Governance &amp; Law (Monitoring Officer)</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Giles Rossington</b>	<b>Tel: 01273 295514</b>
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<b>Ward(s) affected:</b>	<b>(All Wards);</b>		

## **FOR GENERAL RELEASE**

### **1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 In April 2018 Full Council agreed to explore options to implement the recommendations of the Fawcett Society report on women in local government. Action has subsequently been taken on a number of the recommendations, but some recommendations require further decisions by members. This report seeks approval for plans to address the outstanding recommendations.
- 1.2 The actions in response to the outstanding Fawcett Report recommendations are included as Appendix 1 to this report. These plans have been discussed by a cross-party group consisting of the Group whips.

### **2. RECOMMENDATIONS:**

#### *Tourism, Equalities, Communities & Culture Committee:*

- 2.1 That the Committee agrees the plans to address the outstanding Fawcett Society recommendations as detailed in Appendix 1
- 2.2 That Members recommends to the Policy & Resources Committee that the proposals set out in Appendix 1 be approved.

#### *Policy & Resources Committee:*

- 2.1 That the Committee approves the proposals set out in Appendix 1.

### **3. CONTEXT/ BACKGROUND INFORMATION**

- 3.1 In July 2017 The Fawcett Society, in partnership with the Local Government Information Unit, published a report on women in local government: Does Local Government Work for Women? The report looked at the representation and experiences of women employed by and elected to local authorities. It also made a number of recommendations for improvement.

- 3.2 In April 2018 a Green Group Notice of Motion (NoM) to Full Council asked the Council to agree to explore options for implementing the Fawcett Society report recommendations. This was agreed by Full Council.
- 3.3 A report detailing actions taken in regard to the Fawcett Society report recommendations was taken to Policy, Resources & Growth Committee (PRG) in December 2018. Whilst officers had taken action on a number of the recommendations, others required further member decisions. PRG consequently resolved that the outstanding recommendations should be considered by a member group consisting of the party whips, with the groups' recommendations to be taken to the relevant committee(s) for approval.
- 3.4 It was not possible to arrange this meeting prior to the May election. However, the group has now met and has discussed actions against each of the outstanding Fawcett Society recommendations (Appendix 1).

#### **4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS**

- 4.1 The Council has committed to exploring options for implementing the Fawcett Society report recommendations and a cross-party member group consisting of the Group whips has discussed actions in respect of the outstanding recommendations.
- 4.2 The committee has the option to reject the actions proposed.

#### **5. COMMUNITY ENGAGEMENT & CONSULTATION**

- 5.1 None has been undertaken for this report which is largely focused on internal Council processes and procedures.

#### **6. CONCLUSION**

- 6.1 The committee is asked to approve plans to address the implementation of the recommendations in the Fawcett Society report on women in local government, as agreed by Full Council in April 2018.
- 6.2 These plans have already been considered by a cross-part group of party whips.

#### **7. FINANCIAL & OTHER IMPLICATIONS:**

##### Financial Implications:

- 7.1 There are no significant financial implications arising from this report. Costs incurred in the recommendations, for example administering training sessions, would be expected to be met within existing resources

*Finance Officer Consulted: Peter Francis*

*Date: 12/11/2019*

##### Legal Implications:

- 7.2 The proposals in this report are consistent with the Council's powers and will assist the Council in complying with its obligations under the Equalities Act 2010

Equalities Implications:

- 7.3 Women have been historically un-represented in local government, particularly in terms of elected members and in political and officer leadership positions. The Fawcett Society report recommendations, and the proposed council actions in response to these recommendations, are intended to help redress this imbalance.

Sustainability Implications:

- 7.4 None identified

Any Other Significant Implications:

- 7.5 None identified

## **SUPPORTING DOCUMENTATION**

### **Appendices:**

1. Proposals, agreed by the cross-party whip group, to address the outstanding recommendations of the Fawcett Society report

### **Background Documents:**

1. The Fawcett Society: Does Local Government Work for Women?  
<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=0de4f7f0-d1a0-4e63-94c7-5e69081caa5f>

