

Draft

(DRAFT) DIVERSE COUNCIL DECLARATION

The following provides a draft declaration. It is proposed that this is further developed in consultation with authorities, representative organisations and will be informed by emerging priorities from councils' own diversity and equality action plans and emerging priorities from the Welsh Government's Race Equality Action Plan.

This Council commits to being a Diverse Council. We agree to

- Provide a clear public commitment to improving diversity in democracy
- Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct
- Set out a local Diverse Council Action Plan ahead of the 2022 local elections. Including:
 - Appoint Diversity Ambassadors for each political group on the council to work with each other and local party associations to encourage recruitment of candidates from underrepresented groups.
 - Encourage and enable people from underrepresented groups to stand for office through the provision of ~~activities such as mentoring and shadowing programmes and~~ information and learning events for people interested in standing as ~~an~~ official candidates
 - Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups
 - Ensure that all members and candidates complete the Welsh Government candidates' and councillors' survey distributed at election time.
 - Work with Diversity Ambassadors to encourage each political group to set ~~ambitious~~ targets for candidates from under-represented groups at the 2022 local elections
 - Develop and promote new ways of working for members, which will enable and encourage candidates from underrepresented groups to stand for office

<ul style="list-style-type: none"> • Work towards the standards for member support and Development set out in the <i>Wales Charter for Member Support and Development</i>.
<ul style="list-style-type: none"> • Demonstrate a commitment to a duty of care for Councillors by: <ul style="list-style-type: none"> ○ providing access to counselling services for all councillors ○ having regard for the safety and wellbeing of councillors whenever they are performing their role as councillors. ○ taking a zero-tolerance approach to bullying and harassment by members including through social networks.
<ul style="list-style-type: none"> • Provide flexibility in council business by <ul style="list-style-type: none"> ○ regularly reviewing and staggering meeting times ○ encouraging and supporting remote attendance at meetings and ○ agreeing recess periods to support councillors with caring or work commitments.
<ul style="list-style-type: none"> • Encourage Ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.
<ul style="list-style-type: none"> • Ensure that councillors from under-represented groups are represented whenever possible in high profile, high influence roles. Encourage representation from under-represented groups in high profile, high influence leadership positions roles whenever possible