

# EQUALITIES SUB-COMMITTEE

## NOTICE AND AGENDA

For a virtual/remote meeting to be held on Monday, 9 October 2023 at 7.00 pm

Members of the Sub-Committee:-

Councillors:

Anne Winter  
Stephen Cox  
Andrea Fraser  
Rue Grewal

Raj Khiroya  
Abbas Merali  
Ciaran Reed  
Roger Seabourne

---

*Joanne Wagstaffe, Chief Executive  
Tuesday, 3 October 2023*

The meeting starts at 7pm and will be virtual/remote meeting in that it will be conducted at no specific location and all participants are at various locations, communicating via audio and online.

The Council welcomes contributions from members of the public to its discussion on Part I agenda items at Committee meetings. Contributions will be limited to one person speaking for and one against each item for not more than three minutes. Please note that in the event of registering your interest to speak on an agenda item but not taking up that right because the item is deferred, you will automatically be given the right to speak on that item at the next meeting of the Committee. Details of the procedure are provided below:

Members of the public wishing to speak will be entitled to register and identify which Part I report they wish to speak on from the published agenda for the remote meeting. Those who wish to register to speak must do so by notifying the Committee Team by e-mail 48 hours before the meeting. The first 2 people to register (1 for and 1 against) will be sent a link so that they can join the meeting to exercise that right. This will also allow the Committee Team to prepare the speaker sheet in advance of the remote meeting to forward to the Chair of the meeting.

In accordance with The Openness of Local Government Bodies Regulations 2014 any matters considered under Part 1 business only of the meeting may be filmed, recorded, photographed, broadcast or reported via social media by any person.

Recording and reporting the Council's meetings is subject to the law and it is the responsibility of those doing the recording and reporting to ensure compliance. This will include the Human Rights Act, the Data Protection Act and the laws of libel and defamation.

1. **APPOINTMENT OF THE CHAIR OF THE SUB-COMMITTEE**
2. **APPOINTMENT OF THE VICE CHAIR OF THE SUB-COMMITTEE**
3. **APOLOGIES FOR ABSENCE**

4. **MINUTES**

5. **DECLARATIONS OF INTEREST**

To receive any declarations of interest.

6. **NOTICE OF OTHER BUSINESS**

Items of other business notified under Council Procedure Rule 30 to be announced, together with the special circumstances that justify their consideration as a matter of urgency. The Chair to rule on the admission of such items.

7. **DIGITAL ISOLATION**

An overview of the work undertaken by Watford and Three Rivers Trust to address digital isolation in the district.

The presentation will be circulated with the minutes.

8. **SOCIAL ISOLATION**

A presentation from Ascend on social isolation, the issues and solutions.

The presentation will be circulated with the minutes.

9. **EQUALITY, DIVERSITY AND INCLUSION POLICY 2023**

(Pages 5  
- 42)

Recommendation

The Equalities subcommittee recommend the policy to Policy and Resources Committee.

That public access to the report be immediate.  
That public access to the decision be immediate.

10. **EQUALITIES SUB-COMMITTEE WORK PLAN**

(Pages  
43 - 46)

Workplan for 2023-24  
Suggestions for future items

11. **EXCLUSION OF PRESS AND PUBLIC**

If the Committee wishes to consider the remaining item in private, it will be appropriate for a resolution to be passed in the following terms:-

“that under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined under paragraph 3 of Part I of Schedule 12A to the Act. It has been decided by the Council that in all the

circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”

(Note: If other confidential business is approved under item 3, it will also be necessary to specify the class of exempt or confidential information in the additional items.)

**12. OTHER BUSINESS - if approved under item 3 above**

**Virtual/remote meeting details**

**Livestreaming details:**

To watch the meeting live please use the weblink below:

<https://aisapps.sonicfoundry.com/AuditeIScheduler/Player/Index/?id=2976e544-3b1d-49f1-863e-b62a109f9f95&presID=18d62d464a374d32b3d407daba0803b11d>

**General Enquiries: Please contact the Committee Team at**  
[committeeteam@threerivers.gov.uk](mailto:committeeteam@threerivers.gov.uk)