



## Boston Borough Council

### Delegated Decision Record

This records a key or other decision taken by the Cabinet in accordance with the Council's Scheme of Delegations (as set out in Section 3 of Part 3 of the Council's Constitution).

Unless the Leader and the Chairman of the relevant Overview and Scrutiny Committee certify that the matter is so urgent that the normal five-day scrutiny delay on action should not apply, then this decision will come into force and may then be implemented on the expiry of five clear working days after the publication of the decision, unless called in under the call-in procedures as set out in Section E of Part 4 of the Council's Constitution.

Decision Maker	Cabinet
Report Title	Equality, Diversity & Inclusion Strategy
Summary Background	To seek approval for a Partnership Equality, Diversity & Inclusion Strategy.
Author / Contact Officer	Group Manager - Organisational Development rachel.robinson@e-lindsey.gov.uk
Ward(s) Affected	None
Urgent?	No
Key Decision?	No
In Forward Plan?	Yes
Date of Decision	17 September 2025
Date Published	19 September 2025
Call-In Expiry	26 September 2025
Exempt Information?	No
Decision (Action Agreed)	<b>Resolved:</b> <ol style="list-style-type: none"> <li>1. That the Equality, Diversity &amp; Inclusion Strategy and Action Plan, at Appendices A and B within the report be approved; and</li> <li>2. That a 2-year fixed term officer role to provide expertise and to oversee the implementation of the high-level action plan be contributed to.</li> </ol>
Reason(s)	<ul style="list-style-type: none"> <li>To ensure Boston Borough Council further the development of service provision to ensure services are accessible to all and is committed to promoting inclusion within its workforce and the communities it serves.</li> </ul>

	<ul style="list-style-type: none"> <li>• To comply with legal obligations under the Equality Act 2010 and the Public Sector Equality Duty.</li> <li>• To enhance the reputation of Boston Borough Council as an inclusive and progressive Council.</li> </ul>
Options	Do nothing: This option was rejected as it would not address the gaps in equality, diversity and inclusion within the Council that were identified through the Peer Challenge process.
Further Information	N/A