



GEDLING BOROUGH COUNCIL

# EQUALITY AND DIVERSITY CONSULTATION 2021

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**Gedling**   
Borough Council



Serving People **Improving Lives**



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We want our borough to be a fair, inclusive and safe place for all our communities and to challenge the inequalities that may divide our society. We are firmly committed to the Public Sector Equality Duty and the protected characteristics of people enshrined within it. We are committed to making sure that equality and diversity lies at the heart of all our work and decision making across the council.

This equality and diversity policy sets out how we will fulfil our commitments and establishes the core principles which will ensure that equality and diversity is embedded in everything we do, including in the provision of our services for our residents and communities.

Our action plan sets out how we will deliver these ambitions. It connects to our Gedling Plan and demonstrates efforts we will undertake to build an inclusive culture within our workforce, to shape our service delivery to actively address inequality, and to ensure we work with our partners to enhance equality and fairness.



**Councillor Viv McCrossen**  
Portfolio Holder for  
Young People and Equalities



**Councillor Kathryn Fox**  
Policy Advisor for  
Young People and Equalities



## **We want your views on our Equality and Diversity Policy and action plan.**

The policy and action plan sets out how we will ensure that we do everything we can to enhance the equality and diversity of our borough and remove the barriers that stop this from happening.

The policy contains key guidance and our commitments to delivering our ambitions.

## **What we need you to do**

We want you to help us shape our policy and action plan so we are asking that you read the consultation document and then provide feedback on what you think of the policy and what you think could improve it.

We would also like to hear if there are any specific actions you would like to see included in the action plan. These might be in relation to equalities, diversity and inclusion in terms of:

- your experience of living in the borough
- accessing council services
- working in the borough
- working for the council
- as a partner or community organisation working with the council
- as an organisation with a focus or interest in equalities issues
- or as visitor to the borough



You can have your say by completing the questionnaire online at

**[www.gedling.gov.uk/equality](http://www.gedling.gov.uk/equality)**

or by contacting us on 0115 901 3901 and we can send you a copy in your preferred format



## Our commitment

We are committed to promoting and providing equality and diversity in all our areas of responsibility both as a major employer and community provider. We see the diversity of our borough as a strength, and we are committed to making sure that equality and diversity lies at the heart of all our work and decision making across the council.

## How will we do this?

### When we make plans, policies and decisions we will

- Use data to design our plans and policies and consult with our residents on what we are doing
- Make sure our plans do not discriminate by carrying our Equality Impact Assessments at the start of the journey
- Make sure our staff, councillors and partners are aware of our commitment and what they are required to do
- Make sure our decision making is done with equality at the forefront by giving our staff and members the right information to help them make informed decisions



## When we provide our services we will

**Be accessible.** This means ensuring all of our services meet the needs of our diverse community

**Engage.** We will talk to our residents about what we are planning and get their valued feedback

**Promote.** We will highlight the great diversity of Gedling.

**Review.** We will use our Equality Impact Assessments to make sure our services are reviewed and are not discriminating

**Listen.** We will listen to the views and feedback of our residents and listen to complaints made about our services and act promptly.

## As an employer, we will

- Provide a work place that is free from discrimination, oppression, bullying, harassment and victimisation and will act promptly on any complaints.
- Train our staff to be aware of and to implement the Equality & Diversity Policy
- Treat all staff, volunteers and job opportunities equally
- Listen to our staff about how we can improve our service
- Provide a safe and inclusive workplace
- Create a culture that promotes equality and diversity

## As a partner organisation, we will

- Work with other organisations who have the same approach to equality
- Embed equality in our procurement process
- Take action where contractors fail to comply with equality conditions and processes
- Share our knowledge of equality impact with our partners to improve their service
- Listen to the views of our partners to help improve our services



## Who is responsible for ensuring we meet our equality standards?

All Councillors and employees will share responsibility for the delivery of this policy. The Leader of the Council, Portfolio Holders and the Chief Executive will have a responsibility as key decision makers to ensure we meet the standards set out in the policy.

The Portfolio Holder for Young People and Equalities will be responsible for promoting equality with support from their policy advisors. They will chair the Strategic Equalities & Diversity Group which comprises the Leader, Deputy Leader, Policy Advisor for Young People and Equalities, one representative from each of the opposition groups, the Chief Executive and the Director with lead responsibility for equality and diversity.

The Chief Executive will be responsible for providing the strategic support of the policy specifically around engaging the workforce and implementing the measures set out in the policy. Their Directors, Heads of Service and Managers will all play a role in supporting the actions set out in the action plan.

## How will we review this policy?

We will carry out a review every three years to ensure it is fit for purpose. We will also regularly check the commitments set out in the council's corporate plan, the Gedling Plan which also has key objectives that will contribute towards the council's overall plan of implementing this policy.





# EQUALITY AND DIVERSITY CONSULTATION ACTION PLAN



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# Equality Action Plan Summary 2020/23

## Why we are doing this?

Our full action plan sets out in detail how we plan to deliver our Equality and Diversity policy and the related equality priorities embedded in our Gedling Plan. We are seeking your views on the action plan and if there any specific actions you would like to see included. You don't need to read the full plan to take part in the consultation and this summary has been produced to give you an overview of some of the work to date and some further actions the Council wishes to undertake.

Our corporate plan has specific equality objectives which are being adopted in this policy. They are listed below with the overall aim and specific objectives.

### **Cohesive, Diverse and Safe Communities**

*To promote strong, resilient communities and reduce hardship and inequality*

- Promote and encourage pride, good citizenship and participation
- Reduce poverty and inequality and provide support for the most vulnerable
- Improve social mobility and life chances

### **Healthy Lifestyles**

*To promote the health and wellbeing of our residents*

- Improve health and wellbeing and reduce health inequalities



# Equality Action Plan Summary 2020/23

## What we have done so far...

- Appointed a Portfolio Holder and a Policy Advisor for Young People and Equalities.
- Used consultation feedback and data on population and inequality to inform our decisions and service planning.
- Coordinated local partners through our Health and Wellbeing and Community Safety Partnerships to address health inequalities, deal with community tensions and to promote safe and healthier communities.
- Supported the local voluntary and community sector through resilience advice, guidance and enabled access to funding based on local community need.
- Conducted regular consultations with our community and use established engagement forums such as the Seniors and Youth Council to shape policy and decision making.
- Included Church Leaders in decision making regarding food banks and support to the vulnerable during the Covid-19 pandemic.
- Led the community development work of the South Nottinghamshire Integrated Care Partnership, to address loneliness and isolation of vulnerable patients through community participation.
- Recognised key dates through Council activity and events, such as International Women's Day, International Day against Homophobia, Transphobia and Biphobia, Disability Awareness Day, Refugee week and World Mental Health Day.
- Tailored service delivery according to individual need via face to face, home visits, email, telephone, in writing, online or social media contact.
- Achieved the CredAbility Kite Mark for all our major leisure facilities and Gedling Country Park, supporting the needs of our disabled customers and their carers.
- Established policies designed to support employees with protected characteristics, such as the Flexible and Agile Working and Menopause in the Workplace.
- As a Disability Confident employer have measures are in place to try to overcome barriers to employment including a "guaranteed interview scheme".



# Equality Action Plan Summary 2020/23

## OUR PRINCIPLES - UNDERSTANDING AND WORKING WITH OUR COMMUNITIES

Principles	Key Actions
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li><li>• <b>Engage</b></li><li>• <b>Promote</b></li><li>• <b>Review</b></li></ul>	<p><b>Collect, Share and Analyse Information</b></p> <ol style="list-style-type: none"><li>1. Review and update all protected characteristic equality data and publish this on the Council's data hub for use by all service areas in shaping services and when making decisions.</li><li>2. Publish a new community webpage making insight available to voluntary and community organisations.</li><li>3. Review our Equality and Diversity Monitoring Form to ensure consistency of data collection.</li></ol>
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li><li>• <b>Engage</b></li><li>• <b>Promote</b></li><li>• <b>Review</b></li><li>• <b>Listen</b></li></ul>	<p><b>Effective community engagement and foster good community relations</b></p> <ol style="list-style-type: none"><li>1. Develop a Community Engagement Strategy and toolkit to guide the Council when working with communities.</li><li>2. Create and implement a Communications Strategy.</li><li>3. Establish an Interfaith and Community Forum representative of protective characteristic groups.</li><li>4. Strengthen consultation by targeting representative equality based organisations and protected characteristic groups.</li><li>5. Use insight to ensure better representation of partners and stakeholders when working locally with communities.</li><li>6. A programme of targeted youth engagement.</li><li>7. Identify any under representation of communities amongst the Borough's Council elected members.</li><li>8. Further work with the Seniors and Youth Council to promote positive relations.</li></ol>



## OUR PRINCIPLES - LEADERSHIP AND ORGANISATIONAL COMMITMENT

<b>Principles</b>	<b>Key Actions</b>
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li><li>• <b>Engage</b></li><li>• <b>Promote</b></li><li>• <b>Review</b></li></ul>	<p><b>Strong Leadership and Partnership Working</b></p> <ol style="list-style-type: none"><li>1. Revise our Equality and Diversity Policy to shape workforce diversity, service delivery and equality improvement.</li><li>2. Challenge inequalities and drive improvement through a Strategic Equalities &amp; Diversity Group.</li><li>3. Arrange Councillor training on the Equalities Policy and equalities obligations.</li><li>4. Ensure the Council website is accessible.</li><li>5. Explore with partners a shared commitment to tackling inequality.</li></ol>
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li><li>• <b>Review</b></li></ul>	<p><b>Assessing Equality Impact in Policy, Decision Making and Commissioning of Services</b></p> <ol style="list-style-type: none"><li>1. Review and publish the Council's Equality Impact Assessments.</li><li>2. A programme of training for all managers on Equality Impact Assessments and embedding equalities in project management.</li><li>3. Updating Cabinet annually on action plan progress.</li><li>4. Ensuring our procurement of services considers equality impact and social value.</li></ol>



## OUR PRINCIPLES - RESPONSIVE SERVICES AND CUSTOMER CARE

<b>Principles</b>	<b>Key Actions</b>
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li><li>• <b>Engage</b></li><li>• <b>Promote</b></li><li>• <b>Review</b></li><li>• <b>Listen</b></li></ul>	<p><b>Being responsive in customer care and service delivery</b></p> <ol style="list-style-type: none"><li>1. Further develop user consultations on service delivery.</li><li>2. Identify and review current resident participation in service delivery.</li><li>3. Analyse protected characteristic data from consultation, complaints and compliments and introduce business improvements.</li><li>4. Human Rights refresher training for Officers and Members to ensure customers and citizens are treated with dignity and respect.</li></ol>

<b>Principles</b>	<b>Key Actions</b>
<ul style="list-style-type: none"><li>• <b>Be accessible</b></li></ul>	<p><b>Ensuring equalities built in to our procurement and commissioning</b></p> <ol style="list-style-type: none"><li>1. Ensuring our procurement of services considers equality impact and social value.</li><li>2. Equality monitoring requirements built into contracts.</li></ol>

## OUR PRINCIPLES - DIVERSE AND ENGAGED WORKFORCE

- **Be accessible**
- **Promote**
- **Review**

### Workforce Development, Diversity and Inclusive Policies

1. Develop a Workforce Strategy that seeks to address underrepresentation from sections of our community.
2. Recruitment and selection training for the Appointments and Conditions of Service Committee.
3. Review of the Equality Policy (Employment) to include reasonable adjustments and a regular review of all employment and training related policies.
4. Proactively use workforce data to develop training and development that supports a wider equalities agenda for employees.
5. Maintain the Disability Confident employer standard.
6. Regular and accessible equality and diversity training for all employees.
7. Embedding equalities in learning and development for all employees.
8. Equality training for all Elected Members.

## Have your say on our policy and action plan

You can read the full policy and action plan by visiting [www.gedling.gov.uk/equality](http://www.gedling.gov.uk/equality) where you can also take part in the survey.

Our action plan will be continuously reviewed throughout the year by the Strategic Equalities & Diversity Group and we will add further actions as and when required.