



GEDLING BOROUGH COUNCIL

# EQUALITY AND DIVERSITY CONSULTATION 2024



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We launched our Equality and Diversity Policy in 2021 and the aim was to create something that would make a difference to the lives of our diverse borough. Since the launch of the policy we have delivered over 70 actions, ranging from training staff on equality, diversity and inclusion to creating digital channels such as webchat that allows residents to contact and communicate with us remotely and even in different languages.

We are now three years on from the first policy and we are now ready to review it to ensure it is up to date and relevant. It's also a time to reflect on the work we have already done and see what are our next steps. We also want your views on how we can improve how we serve you.

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.



**Councillor Kathryn Fox**  
**Portfolio Holder for Life Chances and Vulnerability**



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

In 2021, we launched our Equality and Diversity Policy and now, in 2024, we want to review it to make sure it is working. The policy 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 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 about your experiences using our services in relation to equality and diversity which could include:

- 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 Life Chances and Vulnerability 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. The 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?

The original policy was launched in 2021 and we said we would carry a review every three years to ensure it is fit for purpose, which is what we are doing now. 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 action report

When we published the 2021 Equality and Diversity Policy, it included an action plan of over 70 items that the council had committed to in order to meet the objectives of the policy.

The plan set out the actions the council had already taken to deliver good equality outcomes and the activity the council needed to progress to secure further improvement.

### What have we done?

There were 70 items listed in the action plan and 55 of them have been completed, with the other 14 still being delivered or worked on. Some of the achievements include:

- Delivery of training for staff and members.
- Increased collection of equality data through consultation responses.
- Increased collection of equality data for frontline services through revised customer surveys.
- Revision of Equality Impact Assessments and guidance.
- Publication of equality objectives in the Gedling Plan for 2023-27.
- Training of Appointments and Conditions of Service Committee on recruitment and selection including unconscious bias.
- Publication of updated census data for staff on the intranet.
- Improved accessibility at elections following requirements of Election Act 2022.
- The establishment of Customer Outreach sessions in the community to improve engagement with residents.
- Separately categorising equality related complaints from the complaints and compliments system.
- Consideration for equality in development of event plans.
- Promotion of Seniors and Youth council.
- The procurement of webchat with translation capabilities to improve customer engagement.
- Quarterly strategic equality and diversity meetings where the action plan is reviewed and monitored.