

EQUALITY, DIVERSITY & INCLUSION (EDI) ACTION PLAN 2022/23

The Action Plan sets out our priorities for the year under the Council's EDI objectives, in line with our Public Sector Equality Duty (PSED).

1. **Communities:** Listen and learn from our communities and use this to deliver services that work well for everyone
2. **Leadership and Organisational Commitment:** Actively champion our commitment to equality, diversity and inclusion and tackle inequality together
3. **Workforce:** Build a diverse and engaged workforce, where everyone is respected

Delivery of the Action Plan will ensure we achieve the ambitions set out in the [Council Plan](#), specifically:

- **CW3: Community Engagement** Strengthen local democracy by developing a culture of community engagement to enable greater involvement of residents, council tenants, communities and businesses in decisions on council services and priorities
- **CW5: Equality, diversity and inclusion:** Embed equality, diversity and inclusion as a priority across the Council and the District with targeted support for those who experience the most disadvantage in our communities

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective:
1.1	Embed consistent governance arrangements for conducting Equality Impact Assessments (EIAs) across the organisation.	Sept 2022	Policy & Governance/ Customer Services/ HR	<ul style="list-style-type: none"> • Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities • Ensure our services are designed in an accessible and inclusive way.
1.1a	<ul style="list-style-type: none"> • Publish all EIAs with the relevant reports to Committee and in a designated area on the Council's website. 	June 2022		
1.1b	<ul style="list-style-type: none"> • Share learning from service EIAs across the organisation 	June 2022		
1.1c	<ul style="list-style-type: none"> • Continue to work with MAIDeN team at GCC to promote and make best use of available data. 	March 2023		

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective:
1.2	Develop the Council's website by creating a Customer Portal for residents to self-serve (eg. request a service or track an enquiry) at a time that suits them, which in turn frees up resources for staff to give additional support to those who need more help.	March 2023	Service Delivery Workstream - Fit for the Future Programme	<ul style="list-style-type: none"> Ensure our services are designed in an accessible and inclusive way.
1.2a	<ul style="list-style-type: none"> Embed the Customer Portal to provide the organisation with real time data and customer profiles to help to focus our services on the needs of our communities and support those most in need. 	March 2023	Service Delivery Workstream - Fit for the Future Programme	<ul style="list-style-type: none"> Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities
1.3	Develop a Community Engagement Strategy, which incorporates the Council's Hear by Right Commitment for young person's involvement and ensures the voice of the community and key stakeholders is at the heart of council priorities. (CW3.1)	March 2023	Community Connection Workstream, Fit for the Future Programme	<ul style="list-style-type: none"> Ensure people are engaged, involved and consulted. Ensure our services are designed in an accessible and inclusive way.
1.4	Continue to work with local partners and community groups to support and organise events to celebrate the different communities that live in the district.	Ongoing	Policy & Governance/ EDI WG	<ul style="list-style-type: none"> Ensure people are engaged, involved and consulted
1.4a	<ul style="list-style-type: none"> Develop the use of social media platforms and the Council's website to publicise notable dates celebrating these diverse communities. 	Ongoing	Equality Champions / Communications team	
1.5	Raise awareness of the Councils' Customer Care Standards and ensure documents are easily understood and available in accessible formats.	Sept 2022	Service Delivery Workstream Fit for the Future Programme	<ul style="list-style-type: none"> Ensure our services are designed in an accessible and inclusive way.
1.5a	<ul style="list-style-type: none"> Provide training for Customer Services staff to meet the needs of customers with visual, hearing or language requirements. 	Dec 2022	Customer Services	

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective:
1.6	Work with Gloucestershire Sight Loss Council (GSLC) to improve accessibility and raise awareness of visual impairment:		Policy & Governance / GSLC	<ul style="list-style-type: none"> Ensure our services are designed in an accessible and inclusive way.
1.6a	<ul style="list-style-type: none"> Review the accessibility of web-based recruitment 	September 2022	HR / GSLC	
1.6b	<ul style="list-style-type: none"> Work with Housing to improve accessibility of communications for Tenants 	October 2022	Housing Services / GSLC	
1.6c	<ul style="list-style-type: none"> Deliver a programme of visual impairment awareness training (face to face; e-learning & sight loss simulation) for staff & members 	November 2022	HR / Democratic Services / GSLC	
	Report to senior management the number of Equality, Diversity & Inclusion related complaints made by service users.	Quarterly	Customer Services	<ul style="list-style-type: none"> Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities
1.7	<i>The recommendations following the Review of Street names and monuments within the Stroud district are due to be published in April 2022. The recommendations will identify areas of work the Council can undertake to continue to educate about forms of racism and discrimination and how to make the public realm more inclusive. A number of their recommendations will be incorporated into this Action Plan if they are approved by Council.</i>	March 2023	To be updated (likely to involve various services across the Council)	<ul style="list-style-type: none"> Listen and learn from our communities and use this to deliver services that work well for everyone

2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective
2.1	Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. (CW5.2)	October 2022	Policy & Governance	<ul style="list-style-type: none"> Quality check decisions that impact disadvantaged groups and compare them so we can make improvements
2.2	Embed the use of the Social Value Portal, a tool which enables the Council to monitor the additional community benefits of Council procurement. See: https://www.stroud.gov.uk/news-archive/keeping-it-local-were-measuring-the-benefits-of-council-contracts-better-than-ever-before	March 2023	Policy & Governance	<ul style="list-style-type: none"> Embed equality into our services and procurement in a meaningful way that uses feedback to improve
2.2a	<ul style="list-style-type: none"> When deciding which suppliers are awarded a contract, ask suppliers to evidence diversity monitoring of employees and EDI action plans 	Dec 2022	Contract Managers and Policy & Governance	<ul style="list-style-type: none"> Quality check decisions that impact disadvantaged groups and compare them so we can make improvements
2.2b	<ul style="list-style-type: none"> Monitor the diversity of our suppliers by at least two categories of diversity. 	Dec 2022	Policy & Governance	
2.3	Work with Gloucestershire County Council (GCC) and other influencing organisations across the County to address health and wellbeing inequalities, as set out in the Director of Public Health Report 2020/21 .	March 2023	Health & Wellbeing team	<ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together
2.3a	<ul style="list-style-type: none"> Identify a strategic and operational lead to represent SDC 	Dec 2022		
2.4	Work collaboratively with Gloucester City Council and other public sector organisations in implementing the four Calls to Action from the Gloucester Race Commission Report	March 2023	Policy & Governance	<ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together
2.4a	<ul style="list-style-type: none"> Establish closer links with the Hate Crime & Incident Group to monitor incidents in the Stroud district 	March 2023	Policy & Governance	<ul style="list-style-type: none"> Actively champion our commitment to equality, diversity and inclusion and tackle inequality together

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective
3.1	On-going EDI training to be identified in the Member Development Programme Eg. LGA Councillor Workbook; Develop resources on the Members' hub	May 2022	Policy & Governance/ Democratic Services	<ul style="list-style-type: none"> Equip our workforce, including our leadership to meet the needs of the community we serve.
3.2	Equality Champions to work with Council leaders to celebrate and act as EDI allies, sponsors or role models	Ongoing	Equality Champions	<ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.
3.3	Implement new HR/Payroll system to develop recruitment/onboarding module to analyse equality data	June 2022	HR	<ul style="list-style-type: none"> Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring.
3.4	Work with service units to identify Positive Action Opportunities for the groups, Women into Management, People with Disabilities, LGBTQ+	Ongoing	HR	<ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.
3.4a	<ul style="list-style-type: none"> Identify development opportunities for Black, Asian and Minority Ethnic staff, women in management and staff with disabilities 	March 2023	HR	
3.5	Ensure that all interview questions have an Equalities Question for all candidates	Sept 2022	HR	<ul style="list-style-type: none"> Equip our workforce, including our leadership to meet the needs of the community we serve.

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
	ACTIVITY	TIMESCALE	SERVICE AREA	Meets our PSED Objective
3.6	Promote Work Experience placements for under-represented groups	Ongoing	HR	<ul style="list-style-type: none"> Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring.
3.7	Use the results of the staff survey to focus the work of staff groups (Equality Champions, STRIDE, Black, Asian and Minority Ethnic) over the coming year	Sept 2022	HR	<ul style="list-style-type: none"> Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.