




Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EDI Action Plan Q2 Update






1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone

Code	Action/Milestone Required	Deadline	% Complete	Lead Officer	Status	Comments
EQ1.1	Embed consistent governance arrangements for conducting Equality Impact Assessments (EIAs) across the organisation.	31/03/2023	90	Eka Nowakowska	On Target	07/10/2022: Quarter 2: Additional guidance on conducting EIAs has been produced taking services through the steps to complete a thorough assessment. This is currently being tested and will be made available on the Hub.
» EQ1.1.1	Publish all EIAs with the relevant reports to Committee and in a designated area on the Council's website.	30/06/2022	100	Eka Nowakowska	Completed	28/06/2022: EIAs are published with reports on Modern.gov and are available on the Council's website.
» EQ1.1.2	Share learning from service EIAs across the organisation	30/09/2022	100	Eka Nowakowska	Completed	11/10/2022: Completed EIAs are uploaded to the Hub and are available to all services.
» EQ1.1.3	Continue to work with MAIDeN team at GCC to promote and make best use of available data.	31/03/2023	10	Eka Nowakowska	On Target	11/10/2022: 2021 Census data has been released for population, age and households. Stroud district's population has increased by 7.4% to 121,100; there has been a 28.3% increase in people aged over 65; there has been a 9.6% increase in the number of households to 52,400. Further data is expected to be released this autumn.





Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EQ1.2	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.	31/03/2023	20	Liz Shellam	On Target 	22/07/2022: Quarter 1: Compiling a process inventory. Process mapping work is continuous and ongoing. We are on track to launch the first full process Bulky Waste on digital platform. The creation of a customer portal will be launched once we have several self-serve options available to ensure a strong sign up and positive experience.
» EQ1.2.1	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.	31/03/2023	0	Liz Shellam	Not Started 	22/07/2022: See above
EQ1.3	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)	31/03/2023	30	Eka Nowakowska	On Target 	20/10/2022: Quarter 2: Awaiting update from Community Connected lead officer.

Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EQ1.4	Continue to work with local partners and community groups to support and organise events to celebrate the different communities that live in the district.	31/03/2023	50	Eka Nowakowska	On Target		10/10/2022: Quarter 2: The EDI working group has finalised the notable dates they wish the Council to celebrate. These relate to the objectives set in the Council Plan and EDI Action Plan and have been assigned a lead officer/group to organise related events and publicity.
» EQ1.4.1	Develop the use of social media platforms and the Council's website to publicise notable dates celebrating these diverse communities.	31/03/2023	20	Ben Falconer	On Target		11/10/2022: The EDI WG have agreed the notable dates and will look to develop an electronic calendar with the Comms team.
EQ1.5	Raise awareness of the Councils' Customer Care Standards and ensure documents are easily understood and available in accessible formats.	31/03/2023	75	Liz Shellam	On Target		11/10/2022: Quarter 2: Our Service Standards developed and adopted at full council July 2022. An "Easy Read" version has been produced by an external company and needs to be approved by EDI working group
» EQ1.5.1	Provide training for Customer Services staff to meet the needs of customers with visual, hearing or language requirements.	31/12/2022	15	Liz Shellam	On Target		11/10/2022: Simul spec walk took place with the Gloucestershire Sight Loss Council (GSLC). These are walks where councillors and officers wear glasses simulating different eye conditions and walk around the town to get a sense of what it is like for someone who is blind or partially sighted. GSLC will be providing visual awareness training for staff in the new year.
» EQ1.5.2	Report to senior management the number of Equality, Diversity & Inclusion related complaints made by service users.	31/03/2023	5	Liz Shellam	On Target		22/07/2022: We capture some information relating to ED&I related complaints. We have a new iGov officer and will be working together to review our complaints policy, data captured and reporting.

Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EQ1.6	Work with Gloucestershire Sight Loss Council (GSLC) to improve accessibility and raise awareness of visual impairment:	31/03/2023	50	Eka Nowakowska	On Target		10/10/2022: Quarter 2: Members of the EDI working group, Wotton Town Council and officers attended awareness training with GSLC, which included a walk about Wotton town centre wearing sight loss simulation spectacles. Observations made by the group have led to a number of recommendations eg level of hanging baskets, street furniture which Wotton TC have agreed to progress. A similar exercise in another town is planned before the end of the year.
» EQ1.6.1	Review the accessibility of web-based recruitment	30/09/2022	0	Elaine Gordon	Not Started		
» EQ1.6.2	Work with Housing to improve accessibility of communications for Tenants	31/10/2022	0	Michelle Elliott	Not Started		
» EQ1.6.3	Deliver a programme of visual impairment awareness training (face to face; e-learning & sight loss simulation) for staff & members	31/03/2023	50	Eka Nowakowska	On Target		10/10/2022: Sight loss simulation walk in WUE on 18/08/22



Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EQ1.7	Street & Statue recommendations	31/03/2023	20	Hannah Emery	On Target ■	<p>14/10/2022: Quarter 2: Rec 1 (removal of clock and statue): We have attempted to make contact with the owners on a number of occasions but at this point the owner has not provided their comments or views on potential removal of the statue. It has been agreed with the Review Panel that if we do not receive a response by the end of October we will approach Historic England to look at alternative options. Rec 2 (removal to museum): No progress as dependent on the above Rec 3 (rename Blackboy House): One resident of Blackboy House is against renaming and it requires consent from all residents. This matter is due to be raised again at a future Blackboy House Management Meeting. Rec 4 (Consultation with "Blackboys", Dursley): Consultation was held with all addresses in "Blackboys", Dursley in the summer of 2022. One property did not respond and of the seven responses received, five stated clearly that they did not want the street name to be changed. This recommendation is complete and there will be no further consultation with residents. Rec 5 (restoration of the Arch): Budget has been allocated for the works to restore the Arch and a procurement process is due to begin in the next month. Rec 6 (Task Force); A recruitment plan to appoint Taskforce members has been put in place. Recruitment should be complete by the first week in December and the first meeting of the Taskforce will be held w/c 12 December Rec 7 (street naming protocol): The protocol has been reviewed and updated and is due to go to consultation with Town and Parish Councils in the next month Rec 8 (Cultural Strategy): The</p>
-----------------------	---------------------------------	------------	----	--------------	--	---






Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

						procurement process to appoint a company to develop the Cultural Strategy is complete.
--	--	--	--	--	--	--


2. Leadership & Organisation Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together.

Code	Action/Milestone Required	Deadline	% Complete	Lead Officer	Status	Comments
EQ2.1	Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. (CW5.2)	31/03/2023	30	Sarah Turner	On Target 	20/10/2022: Quarter 2: Report going to S&R committee in November to adopt Social Value Portal Themes Outcomes and Measures for the Council. These relate to the Council Plan and will be used in procurement over £75,000. We also have a "light" version for contracts valued under £75,000
EQ2.2	Embed the use of the Social Value Portal, a tool which enables the Council to monitor the additional community benefits of Council procurement.	31/03/2023	50	Sarah Turner	On Target 	20/10/2022: Quarter 2: Report going to S&R committee in November to adopt Social Value Portal Themes Outcomes and Measures for the Council. These relate to the Council Plan and will be used in procurement over £75,000. We also have a "light" version for contracts valued under £75,000



Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

» EQ2.2.1	When deciding which suppliers are awarded a contract, ask suppliers to evidence diversity monitoring of employees and EDI action plans (TIDE)	17/12/2022	5	Sarah Turner	On Target		21/07/2022: Being developed through review of procurement guidance and implementation of the SV portal
» EQ2.2.2	Monitor the diversity of our suppliers by at least two categories of diversity. (TIDE)	31/12/2022	5	Sarah Turner	On Target		21/07/2022: Being developed through review of procurement guidance and implementation of the SV portal
EQ2.3	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.	31/03/2023	25	Emma Keating Clark	On Target		29/09/2022: Quarter 2: SDC are partnering Kids Stuff, Community Hubs and Citizens Advice to deliver the Household Support Fund to combat the cost of living crisis. SDC are also presenting the Community Hubs and Disordered Eating projects at the county ILP showcase event. This will inform future NHS practice and commissioning for health inequalities.
» EQ2.3.1	Identify a strategic and operational lead to represent SDC	31/12/2022	0	Hannah Emery	Not Started		
EQ2.4	Work collaboratively with Gloucester City Council and other public sector organisations in implementing the four Calls to Action from the Gloucester Race Commission Report	31/03/2023	10	Elaine Gordon	On Target		20/10/2022: Quarter 2: The Gloucester Race Equality Council (GREC) has been established, but is still looking to appoint roles to the group.







Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

» EQ2.4.1	Establish closer links with the Hate Crime & Incident Group to monitor incidents in the Stroud district	31/03/2023	50	Eka Nowakowska	On Target 	18/10/2022: As part of National Hate Crime Awareness week 9th – 16th October, the Council promoted a new ASB app to allow tenants to report and upload evidence directly to their Neighbourhood Management Officer. Tenants and residents can upload diary sheets, videos, sound recordings and photos straight from their smartphone. This has resulted in reducing the length of time for noise abatement notices and other enforcement action and has been used to collect evidence for injunctions. There were 17 recorded incidents of Hate Crime in the district during September, compared to 5 incidents for the same period last year. The 12-month total to September is 186 incidents compared to 112 for the previous year.
---------------------------	---	------------	----	----------------	---	---

3. Workforce: Build a diverse and engaged workforce, where everyone is respected

Code	Action/Milestone Required	Deadline	% Complete	Lead Officer	Status	Comments
EQ3.1	On-going EDI training to be identified in the Member Development Programme Eg. LGA Councillor Workbook; Develop resources on the Members' hub	30/09/2022	5	Hannah Emery	On Target 	14/10/2022: Quarter 2: The first meeting of the MDWG took place in September and the Terms of Reference and Work Programme have been agreed. A Member Training and Development Strategy will be developed by the MDWG for approval at Council in the summer of 2023.
EQ3.2	Equality Champions to work with Council leaders to celebrate and act as EDI allies, sponsors or role models	31/03/2023	50	Elaine Gordon	On Target 	20/10/2022: Quarter 2: Members of the EDI WG and EDI staff champions have promoted various events and continue to link internally and with community groups. A meeting with members of the Muslim community has taken place to develop actions around the Council's adoption of the AGGP definition of Islamophobia.

Equality, Diversity, and Inclusion Working Group Action Plan 2022/23

EQ3.3	Implement new HR/Payroll system to develop recruitment/onboarding module to analyse equality data	30/06/2022	60	Elaine Gordon	On Target		20/10/2022: Quarter 2: New system in place. Recruitment and on-boarding module is currently being built and will be trialled in the new year for a spring roll-out.
EQ3.4	Work with service units to identify Positive Action Opportunities for the groups, Women into Management, People with Disabilities, LGBTQ+	31/03/2023	10	Elaine Gordon	On Target		20/10/2022: Quarter 2: No successful candidate was recruited to the role. Currently in process of redesigning the JD for a resourcing role.
» EQ3.4.1	Identify development opportunities for Black, Asian and Minority Ethnic staff, women in management and staff with disabilities	31/03/2023	0	Elaine Gordon	Not Started		
» EQ3.4.2	Promote Work Experience placements for under-represented groups	31/03/2023	0	Elaine Gordon	Not Started		
EQ3.5	Ensure that all interview questions have an Equalities Question for all candidates	30/06/2022	100	Elaine Gordon	Completed		16/08/2022: Quarter 1: All interview questions are monitored by HR to ensure an equalities question is included. The team aim to produce some template questions.
EQ3.6	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	30/09/2022	50	Elaine Gordon	On Target		20/10/2022: Quarter 2: Events and meetings have taken place, namely Menopause awareness; interfaith coffee morning; disability staff group. These groups just establishing and we will continue to work with staff to develop the groups.