

## EDI ACTION PLAN 2022/23 PROGRESS REPORT

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone		
2022/23 ACTIVITY	STATUS	PROGRESS
Embed consistent governance arrangements for conducting Equality Impact Assessments (EIAs) across the organisation.	Ongoing development	EIAs are part of the template for reports that go to Committee and therefore ensure that equality implications are considered by officers and members to inform decision making. The Corporate Governance Group has been established chaired by the Monitoring Officer, part of this group's remit is to support and challenge EIA's. More work needs to be done to provide training to officers and members and equality issues are considered at the beginning of a project or policy review.
<ul style="list-style-type: none"> <li>Publish all EIAs with the relevant reports to Committee and in a designated area on the Council's website.</li> </ul>	Complete	EIA's are published with reports on Modern.gov and are available on the Council's website.
<ul style="list-style-type: none"> <li>Share learning from service EIAs across the organisation</li> </ul>	Complete	Completed EIA's are uploaded to the Hub and are available to all services
<ul style="list-style-type: none"> <li>Continue to work with MAIDeN team at GCC to promote and make best use of available data.</li> </ul>	Ongoing development	The contract for MAIDEN services has been agreed for 2023/24. Part of this will include a presentation to members and officers, plus Parish and Town Councils on Census 2021 data for the district.
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.	In progress	The Digital Platform was procured in 2021, this platform allows us to make services more accessible on our website and includes the ability to develop a Customer Portal for residents to self-serve at a time that suits them. Work is underway to re-engineer our processes with the aim to improve the customer experience. A number of processes are being re-engineered and a small number of these have been built on the Digital Platform. This process takes time and the aim is to ensure that we have a number of processes/services built on the Digital Platform before we launch the Customer Portal. This work is well underway but the Customer Portal may not be launched until 2024/25.
<ul style="list-style-type: none"> <li>Embed the Customer Portal to provide the organisation with real time data and customer profiles to help to focus our services on</li> </ul>	In progress	

the needs of our communities and support those most in need.		
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)	Delayed or further action needed	The Community Engagement Strategy was to be developed by the Community Connections Workstream as part of the Fit for the Future Programme. Progress was not able to be made due to a change of the Workstream Lead in 2022/23. As a result, the objectives of the Community Connections Workstream have been reviewed and it is intended that the Community Engagement Strategy will now be developed as Community Engagement Principles. Work in this area is likely to progress significantly in 2023/24 and it is therefore recommended that this Action is amended to reflect the change and will continue to be monitored by the EDIE Working Group. Sarah Clark the new Workstream Lead is now a member of the EDIE Working Group.
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 development	A notable dates calendar was developed by the EDIE Working Group and identifies the dates which will be formally recognised by SDC to reflect the particular communities and interests of the district. This year, the Council supported a PRIDE internal event at Ebley Mill, Holocaust Memorial Day and hosted 'Unreflected Reflections', a film and exhibition celebrating the Muslim Community in Gloucestershire.
<ul style="list-style-type: none"> <li>Develop the use of social media platforms and the Council's website to publicise notable dates celebrating these diverse communities.</li> </ul>	Complete	
Raise awareness of the Councils' Customer Care Standards and ensure documents are easily understood and available in accessible formats.	Complete	Our Service Standards were developed and adopted at full Council in July 2022. The Service Standards have been well promoted across the organisation and published on our website alongside an Easy Read version approved by the EDIE Working Group.
<ul style="list-style-type: none"> <li>Provide training for Customer Services staff to meet the needs of customers with visual, hearing or language requirements.</li> </ul>	Delayed or further action needed	Customer Service training is scheduled for 2023/24
Work with Gloucestershire Sight Loss Council (GSLC) to improve accessibility and raise awareness of visual impairment:	In progress	Over the course of 2023/24, simul spec walks were held in Wotton-under-Edge and Berkeley High Street. These walks were well attended by officers, members, clerks and Town Councillors and in both cases, immediate changes were made to make

<ul style="list-style-type: none"> <li>Review the accessibility of web-based recruitment</li> </ul>	<p>Delayed or further action needed</p>	<p>the high street more accessible. A schedule of walks has been produced for 2023/24 to complete the walks in across all of our Town High Streets. Work with Gloucestershire Sight Loss Council is ongoing and those actions that we have been unable to complete this year are scheduled for 2023/24.</p>
<ul style="list-style-type: none"> <li>Work with Housing to improve accessibility of communications for Tenants</li> </ul>	<p>Delayed or further action needed</p>	
<ul style="list-style-type: none"> <li>Deliver a programme of visual impairment awareness training (face to face, e-learning &amp; sight loss simulation) for staff and members</li> </ul>	<p>In progress</p>	
<p>Street and statue recommendation</p>	<p>In progress</p>	<p>Rec1 (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 the potential removal of the statue and we are unable to move forward without their consent. It is hoped that the installation of the Information Plaque outside Blackboy House will encourage a discussion with the owner. Rec 2 (removal to museum): No progress as dependent on Rec 1. Rec 3 (renaming Blackboy House): Renaming requires consent from all current residents. One resident is against renaming. 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 wish for the street name to be changed. This recommendation is complete and there will be no further consultation with residents at this time. Rec 5 (restoration of the Arch): Budget has been allocated for the works to restore the Arch and this should take place in 2023/24, Rec 6 (Taskforce): The Community Taskforce Group has been established and have been working on the installation of the Information Plaque and Community Project. The Information Plaque has made good progress and we expect it to be installed by the end of 2023, the plaque is due to be designed by a student of SGS College. The Project is still in the scoping stage at the moment but is due to be complete by the end of 2023. Rec 7 (street naming protocol): The protocol has been reviewed and updated and Town and Parish Councils have been consulted on the</p>

		revised protocol. Rec 8 (Culture Strategy): An organisation called 64 Millions Artists have been procured to develop the Culture Strategy and they have met with members of the Community Taskforce.
Report to senior management the number of Equality, Diversity & Inclusion related complaints made by service users.	Complete	Equality data is captured as part of the complaints process and all complaints are monitored by the Corporate Governance Group.
<b>2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together</b>		
Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. (CW5.2)	In progress	The draft annual Social Value Report is due in the next month. This will show the amount of social value that our suppliers have added and will continue add during the term of their contract with us. This is based on the Themes, Outcomes and Measures (TOMS) that the Council has agreed in terms of community and environmental benefits.
Embed the use of the Social Value Portal, a tool which enables the Council to monitor the additional community benefits of Council procurement.	Ongoing development	The Policy and Governance Team continue to progress the use of Social Value Portal in all procurement activity for contracts over £75,000. The annual report will provide information on the amount our contracts have created and this information will be shared with officers and members.
<ul style="list-style-type: none"> <li>When deciding which suppliers are awarded a contract, ask suppliers to evidence diversity monitoring of employees and EDI action plans (TIDE)</li> </ul>	Delayed or further action needed	<p>The Council's Procurement Strategy is being reviewed, and these TIDE actions will be incorporated into the new Procurement Strategy, and guidance provided to buyers on how to incorporate this in their contracts.</p> <p>The Policy and Governance team will report on the diversity of our suppliers annually.</p>
<ul style="list-style-type: none"> <li>Monitor the diversity of our suppliers by at least two categories of diversity. (TIDE)</li> </ul>	Delayed or further action needed	
Work with Gloucestershire County Council (GCC) and other influencing organisations across the County to address health and wellbeing inequalities, as set out in the	Complete	SDC have partnered with Kid Stuff, Community Hubs and Citizens Advice to deliver the Household Support Fund to combat the cost of living crisis. We are also presented the Community Hubs and Disordered Eating projects at the county ILP showcase event. This will inform future NHS practice and commissioning for health inequalities.

Director of Public Health Report 2020/21.		
<ul style="list-style-type: none"> <li>Identify a strategic and operational lead to represent SDC</li> </ul>	Complete	Kathy O'Leary is the South West Council's Chief Executive EDI Champion.
Work collaboratively with Gloucester City Council and other public sector organisations in implementing the four Calls to Action from the Gloucester Race Commission Report	Ongoing development	We worked with Gloucester City and Gloucestershire County Council to promote Black History Month in 2022. The Gloucester Race Equality Council (GREC) has been established and we have approached to the Council to see if we are able to work with them.
<ul style="list-style-type: none"> <li>Establish closer links with the Hate Crime &amp; Incident Group to monitor incidents in the Stroud district</li> </ul>	Complete	We have been able to establish closer links in order to monitor incidents and have been reporting number of incidents to the EDIE Working Group and on the Council's Performance Management System.
<b>3. Workforce: Build a diverse and engaged workforce, where everyone is respected</b>		
On-going EDI training to be identified in the Member Development Programme Eg. LGA Councillor Workbook; Develop resources on the Members' hub	Complete	The Member Development Working Group has created a Member Development Strategy which identifies training and learning opportunities for Members during their induction and throughout the term. The Strategy identifies mandatory EDI training to be completed in the first 12 months as well as other EDI briefings and learning opportunities as part of Members ongoing development.
Equality Champions to work with Council leaders to celebrate and act as EDI allies, sponsors or role models	Complete	The Member Champion framework has been formally adopted by Council and Member Champions including Mental Health Champions and EDI Champions appointed. Champions work regularly with Lead Officers. Staff equality groups are well established and meet regularly with the Strategic Leadership Team to promote and celebrate equality in the Council and community.
Implement new HR/Payroll system to develop recruitment/onboarding module to analyse equality data	Delayed or further action needed	The Council procured iTrent the new HR system in 2022 which includes a recruitment and onboarding system. Significant work has been undertaken and the system is being introduced in 4 stages. The 1 <sup>st</sup> stage is the candidate experience and we are currently in the testing period of this.
Work with service units to identify Positive Action Opportunities for the groups, Women into Management, People with Disabilities, LGBTQ+	Ongoing development	There has been a delay to starting this access due to the Resourcing Partner role being vacant for some time. HR have now successfully recruited to this role and this action will be able to be progressed across 2023/24.

<ul style="list-style-type: none"> <li>Identify development opportunities for Black, Asian and Minority Ethnic staff, women in management and staff with disabilities</li> </ul>	Ongoing development	<p>Due to the vacancy in the Resourcing Partner role we have been unable to make significant progress in this area.</p> <p>Two members of staff have been selected to be part of SOLACE's AMPLify programme which supports the development of diverse talent within local government leadership. The programme provides development opportunities for groups of staff who are currently under-represented within senior leadership levels and is designed for staff from ethnically diverse backgrounds who have the ambition and potential to become future leaders within local government.</p>
Promote Work Experience placements for under-represented groups	Delayed or further action needed	There has been a delay to starting this access due to the Resourcing Partner role being vacant for some time. HR have now successfully recruited to this role and this action will be able to be progressed across 2023/24.
Ensure that all interview questions have an Equalities Question for all candidates	Complete	All interview questions are monitored by HR to ensure an equalities question has been included.
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	Complete	The staff network groups are active networks lead by their members. A number of events and briefings have taken place across the year including; Menopause awareness, interfaith coffee morning, disability staff group, parent staff group.