

EQUALITY, DIVERSITY, INCLUSION AND EQUITY (EDIE) ACTION PLAN 2023/24

COMMUNITIES: Listen and learn from our communities and use this to deliver service that work well for everyone			
2023/24 ACTION	TIME SCALE	SERVICE AREA	PERFORMANCE MEASURE/MILESTONES
Review and update current equality impact assessment process and guidance to ensure new or changes to policies and services fully consider the impact on protected groups at the earliest stage	January 2024	Policy and Governance	<ul style="list-style-type: none"> • Develop improved EIA assessment form • Officer training provided to ensure EIAs are completed where they are required. • Member training on assessing EIA forms • Number of EIAs completed and attached to Committee/Council decisions • Monitoring of targeted outcomes embedded in project management
Develop a Consultation Strategy that allows for increased participation of people from equality groups in consultations and engagement to ensure our services and actions are informed by the views and needs of all our communities	April 2024	Policy and Governance	<ul style="list-style-type: none"> • Consultation strategy to outline how our activities will adopt best practice in seeking views of all communities and residents about the Council services • Define how we will seek to increase participation of people from equality groups in consultation and engagement • Issue guidance relating to how information can be made more accessible for all
Develop Community Engagement Principles that set out how we identify and engage with our communities in a positive and consistent manner, informed by the views of our communities	April 2024	Community Connections workstream (Fit for the Future Programme)	
Use the Census 2021 data on the numbers and geographic distribution of residents with protected characteristics across the district to inform service development	November 2023	Policy and Governance	<ul style="list-style-type: none"> • Produce accessible infographics of key data about the Stroud district • Support areas to understand and use this insight to support service planning and the setting of service-level equality objectives
Continue to work with local partners and community groups to celebrate the different communities that live in the district and contribute to community cohesion	April 2024	EDIE Working Group	<ul style="list-style-type: none"> • Support and organise four or more events with community groups or external partners
Proactively promote notable dates that celebrate diversity and support inclusion through the Councils website and social media	April 2024	Communications Team and EDIE Working Group	<ul style="list-style-type: none"> • At least 4 events to promote or raise awareness of EDIE issues are held within the year

Provide training to customer service advisors to ensure we are providing excellent customer service and have the skills to support our vulnerable residents who need us the most	April 2024	Customer Services	All CS Advisors have undertaken t
Review current interpretation and translation providers and other communication based adjustments and ensure staff are aware of services available	October 2023	Customer Services	<ul style="list-style-type: none"> • Ensure compliance with the British Sign Language Act 2022 • Promote communication based services to all staff for awareness
Work with Gloucestershire Sight Loss Council (GSLC) to improve accessibility and raise awareness of visual impairment	November 2023	Policy and Governance	<ul style="list-style-type: none"> • Review accessibility of web-based recruitment • Working with Landlord Services to improve accessibility of Tenant engagement and Accessibility • Complete programme of simul-spec walks across the district • Provide VI impairment awareness for staff and members
Progress with recommendations of the review of street or building names and monuments in the Stroud district.	April 2024	Policy and Governance	<ul style="list-style-type: none"> • Installation of Information Plaque outside Blackboy House • Successful completion of community project • Restoration of Arch
Report the number of Equality related complaints made by service users and ensure lessons are learnt from customer feedback	September 2023	Policy and Governance	<ul style="list-style-type: none"> • Review and make improvements to current complaints reporting process to enable reporting • Report statistics and lessons learned to Corporate Governance Group
2. LEADERSHIP AND ORGANISATIONAL COMMITMENT: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together			
Consider ('pay due regard' to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions (CW5.2)	April 2024	Policy and Governance	<ul style="list-style-type: none"> • Continue to promote and embed the Social Value Portal for all contracts over £75,00 • Monitor the diversity of our suppliers by at least two categories of diversity
Review Contract Management processes to ensure it takes into account our EDI&E Policy and objectives and promotes equalities in the procurement process	December 2023	Policy and Governance	<ul style="list-style-type: none"> • Ask suppliers to evidence EDI&E training for employees • Ask suppliers to evidence EDI&E policy and action plans • Ask suppliers to evidence diversity monitoring of employees • Ensure suppliers compliant with their EDI&E policy and plans through ongoing contract management • Provide guidance to officers on how to promote EDI&E when procuring goods, works and services

Review and improve facilities for multi-faith prayer, reflection and contemplation.	January 2024	Facilities	<ul style="list-style-type: none"> Undertake a review with the aim to provide multifaith and belief prayer and contemplation facilities which are welcoming to, and meet the needs of staff, potential staff and visitors
Hold an inclusive Be a Councillor event and make sure that it attracts candidates from all different backgrounds to join the council, including those who are not necessarily part of established political groups	February 2024	Policy and Governance	<ul style="list-style-type: none"> Hold at least two events to cover the essential processes of an election as well as an overview on the expectations and commitment needed to be a councillor
3. WORKFORCE: Build a diverse and engaged workforce, where everyone is respected			
Develop and implement HR Recruitment and onboarding module on iTrent	November 2023	HR	<ul style="list-style-type: none"> Provide training to recruitment managers to increase understanding of the EDI&E impact of recruitment in terms of job descriptions, advertising, selection and interview to embed inclusive recruitment practices
Promote Work Experience placements for under-represented groups	April 2024	HR	
Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals	November 2023	HR	<ul style="list-style-type: none"> Increase the number of staff completing their diversity data on iTrent Regularly remind staff to update their records Increase in the number of records completed Compare our workforce data with census data to assess whether it is reflective of the community
Undertake a review of our suite of policies related to unacceptable behaviour	December 2023	Customer Services and HR	<ul style="list-style-type: none"> Assess our existing policies of unacceptable behaviour including racism and discrimination. The policies include; unacceptable behaviour by complainants, violence and aggression towards staff, personal security register and lone working
Analyse and report on leaver's exit questionnaires for evidence of inequality and identify areas for improvement	October 2023	HR	<ul style="list-style-type: none"> Review exit interviews to include specific question around discrimination Develop reporting to EDI&E Working Group and Corporate Governance Group
Continue to increase workforce engagement from underrepresented groups through the development of staff representation networks	Ongoing	HR	<ul style="list-style-type: none"> Promote information to staff to enable participation in staff network groups