

Rushcliffe Borough Council

Equality, Diversity and Inclusion Action Plan public consultation 2021 - 2022

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Background

Rushcliffe Borough Council's existing Equality Scheme ends this year and it's time for a refresh. The new Scheme needs to reflect the changes in society and our community and we want to hear from you about how we make sure we do that.

The Council is committed to equality, diversity and inclusion for all residents and our workforce.

We want everyone to be able to access our services, feel part of the Borough and be a place where all residents and our workforce feel included, connected and empowered to thrive:

- We want Rushcliffe to be a welcoming place for everyone
- We want our services to be easy to access for all
- We will treat people fairly and aim to meet individual needs
- We aim to make Rushcliffe a place where everyone can achieve their potential

There are many examples of how equality is embedded in the organisation in the actions it takes, you can find some examples by following [this link](#).

What we need from you

We need to hear from you so we can prepare an Action Plan which will show how we will make sure the Council is inclusive for all, taking account of our diverse communities.

The list below shows the proposed actions to achieve this and we need you to tell us if we're focussing on the right things to meet the needs of our communities. This is the first stage in the process and we will continue to speak to you to develop our plan over the coming year to ensure it remains relevant.

Please take 10 minutes to review the below actions and provide us with some feedback to our questions by following the link at the end of this document.

If you would like these documents and the survey in a different format please contact media@rushcliffe.gov.uk

Proposed actions for 2021/22

Theme one - Understanding our community

- Equality, Diversity and Inclusion to be part of everything we do across the whole Council through inclusion in our annual service plans.
- Have up to date equality information about our communities
- Make sure our conversations with our communities are inclusive.
- Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training.
- Support residents and staff to access digital information and products with ease, including compliance of our website with the [Public Sector Bodies \(Websites and Mobile Applications\) Accessibility Regulations](#).

Theme two - Reflecting the diversity of our community

- Consider the impact of Covid 19 on our communities and how we will support them as a result.
- Review how Covid 19 has changed how residents access our services - making sure we are providing the right services in the right places.
- Strengthen our policies and training in procurement so we work with suppliers who share our commitment to Equality, Diversity and Inclusion and support us to tackle inequalities.
- Continue to carry out Equality Impact Assessments to ensure all policies, projects and service decisions consider all equalities implications at the start.

Theme three - Working in partnership to achieve impact

- Re-start the Rushcliffe Community Cohesion Network Group to better link up with, support and respond to our local communities' needs.
- Continue working with the Active Rushcliffe Health Partnership, which helps organisations and services work together to deliver projects supporting high priority groups, such as disability, BAME, women and girls (including pregnancy and maternity).
- Enable building of new homes across the Borough, including affordable housing, to meet the needs of our diverse communities.
- Work with our partners to support young people and other groups most impacted by Covid 19, with suitable training, employment and support. For example, we will be providing work experience placements as part of the Government's Kickstart scheme for young unemployed people.
- A mentoring programme to support the development and engagement of those in local schools and under-represented people (such as the BAME community) as well as further developing the Council's own workforce.

- Support local businesses to recover from Covid 19, including training of existing and new staff, business advice and networking opportunities.
- Work with other councils and partners to share resources, information and best practice on Equality, Diversity and Inclusion.

Theme four - Supporting our workforce

- Ensure all employees have completed Equality, Diversity and Inclusion training so they better understand and meet the needs of our communities and colleagues to make sure inclusion is at the heart of everything we do.
- Take action so our Employee Liaison Group reflects the make up of our workforce and are empowered to take a leading role on Equality, Diversity and Inclusion.
- Keeping the conversation going about working smartly to benefit all staff and improve productivity and wellbeing.
- Change our recruitment processes so they are accessible and help to attract the best talent.

Share your thoughts

Now please take 5 minutes to answer our questions to let us know what you think of our plans [via SurveyMonkey](#) by April 23.

If you have any queries about this document or the topics it covers, please contact
hr@rushcliffe.gov.uk