

**Equality, Diversity and Inclusion Action Plan
2021/22**

Action	Progress
Equality, Diversity and Inclusion to be part of everything we do across the whole Council through inclusion in our annual service plan	<ul style="list-style-type: none"> • Appropriate actions included in service plans for delivery in 2021/22 and intention to include strategic task for 2022/23. • Working with other N2 local authorities to establish a EDI network, this could be an opportunity to learn from others and share best practice.
Make sure our conversations with our communities are inclusive and ensuring information on our website and in our communications is clear and accessible	<ul style="list-style-type: none"> • Website is now fully accessible and new document added meet new accessibility requirements. Other docs are being reviewed to ensure they meet requirements but this is an ongoing piece of work.
Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training	<ul style="list-style-type: none"> • Essential e-learning module to be completed within 12 months of election • Re-writing Cllr guide at the moment and this will include information about EDI, this has been included previously but this section will be strengthened/enhanced.
Identify ways to engage more young people in democracy	<ul style="list-style-type: none"> • Videos of younger Cllrs highlighting how they support their communities, why they got into politics etc • National Democracy Week – Event for schools delivered at Rushcliffe Arena on 8 November - 30 Year 10 pupils from Toot School in Bingham attended a mock election and information session at Rushcliffe Arena on Monday(November 8) to learn more about the voting process. • Further event to be planned in another school – link into YouNG • Motion at council to set up youth council, going through scrutiny to be established by the end of the year • Engagement with Sutton Bonington Campus –to be done next year when there is an election to encourage them to vote in.
Support residents to access all Council services equally	<ul style="list-style-type: none"> • Requirement for voters to have photo ID (to be implemented from 2023/24) • BSL training for staff – to be arranged • Look at the option to have subtitles/sign language at future events e.g. outdoor cinema etc.
Continue to carry out Equality Impact Assessments during the development of services and policies to identify how impacts can be avoided, reduced or mitigated. To ensure all policies, projects and service decisions consider all equalities implications at the start	<ul style="list-style-type: none"> • Review/refresh/promote EIAs to ensure are being carried out as required • Provide training/guidance as required • Refresher training that focuses on approaching EIAs from the inclusion perspective and looking at the process as helping to ensure improved quality outcomes

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Consider the impact of Covid 19 on our communities and how we will support them as a result	<ul style="list-style-type: none"> • Question included in Residents survey about impact of Covid • To be picked up as a part of the work of the Community Cohesion Network.
Review how Covid 19 has changed how residents access our services – making sure we are providing the right services in the right places (service plan task)	<ul style="list-style-type: none"> • Review to take place by 2022 to look at number visiting, types of enquiries etc.
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.	<ul style="list-style-type: none"> • Picked up in the Procurement Strategy– section on social value.
Undertake consultation with community groups, residents and elected members to ensure voices are heard and listened to	<ul style="list-style-type: none"> • Residents survey released in Sept 2020
Re-start the Rushcliffe Community Cohesion Network Group to better link up with, support and respond to our local communities' needs.	<ul style="list-style-type: none"> • RCVS and RCAN commissioned to establish the RCCN • Work commencing in April 2022 and anticipated to take 6 months to complete
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).	<p>All projects take into account health inequality implications and services are reviewed to ensure equality. Including:</p> <ul style="list-style-type: none"> • Physical activity insight project • Enhanced holiday activity programme – targeting those entitled to free school meals • Completion of accreditation to make RBC recognised as dementia friendly Borough • Rushcliffe befriending – supporting socially isolated and vulnerable people over 60 • Warm homes on prescription
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.	<ul style="list-style-type: none"> • YouNG and Positive Futures • Careers Enterprise Company – South Notts Careers Hub • Supported Internships – delivered at RBC from Feb 2020 x 2 interns • Kickstart – being promoted to local businesses (webinar session for RBP held on 18 June) • One Kickstart placement at RBC • D2N2 Skills Hub promotion • Restart/retraining programmes promoted and linked to local organisations and initiatives e.g. developers, work clubs etc. • Recruiting Talent event in June 2022
A mentoring programme to support the development and engagement of those in local schools and under-represented	<ul style="list-style-type: none"> • Pilot initiative with YouNG Ambassadors from Sept 2022 – 7 young people and 7 mentors • Possibly extend in future years to include local businesses

Action	Progress
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 (service plan task)	<ul style="list-style-type: none"> • RBP networking fortnightly • Growth Hub business support and webinars • RBP events programme being planned
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.	<ul style="list-style-type: none"> • Provide training for new ELG reps (elections in July 2021) to support them with this role.
Change our recruitment processes so they are accessible and help to attract the best talent.	<ul style="list-style-type: none"> • Review of recruitment policy and process ongoing • Accepting CVs and engaging with U3A • New content agreed for recruitment pages on website which has been put up. • New online booklet produced with videos. • first recruitment day in January (took place virtually). This was for interested people to speak to managers who currently have vacancies – first one attracted around 12 people for jobs in planning, planning policy, economic growth and HR.