

**Equality, Diversity and Inclusion Action Plan  
2024/25**

Action	Timescale	Progress
<p>Make sure our conversations with our communities are inclusive and ensuring information on our website and in our communications is clear and accessible</p>	<p>Ongoing</p>	<p>Website is 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.</p> <p>Agreed annual plan for lighting of the Arena now in place this will be supported by associated press.</p> <p>Moon Festival celebrations held in Bingham to support new Hong Kongers living in the area – further event to take place in Feb 2024 to celebrate Lunar New year on Saturday 10<sup>th</sup> February Rushcliffe will be celebrating Lunar New Year with a family friendly free event at Sir Julien Cahn Pavilion.</p>
<p>Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training</p>	<p>Ongoing</p>	<p>Essential e-learning module to be completed within 12 months of election</p> <p>Re-written Cllr guide which includes information about EDI, this has been included previously but section has been strengthened/enhanced.</p> <p>Inclusive language guide adopted for staff and councillors</p> <p>Constitution changed to say Chairperson instead of Chairman and it is individuals choice as to how they are addressed – effective from elections in May 2023.</p> <p>JW/HR team consider topics for training that costs could be sought for face to face training and they agreed:</p> <ul style="list-style-type: none"> <li>• EDI online refresher training – all staff</li> <li>• British sign language -customer services</li> <li>• Neurodiversity – manager initially</li> </ul>

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		<ul style="list-style-type: none"> <li>Equality Impact Assessments – managers initially</li> </ul> <p>Proposed training shared with Member Development Group for agreement.</p>
Identify ways to engage more young people in democracy	April 2024	<ul style="list-style-type: none"> <li>Youth Summit held in April 2024 and Toothill School and Southwolds attended. 11 groups of students presented on an issue that was important to them. This covered topics including the environment, mental health, the political system and sexual violence</li> <li>The identified issues will help inform the future priorities of the Rushcliffe Youth Forum which RBC will be supporting (NCC led initiative)</li> </ul>
Support residents to access all Council services equally	Ongoing	<ul style="list-style-type: none"> <li>The option to have subtitles/sign language at future events e.g. outdoor cinema etc. has been explored. This is currently cost prohibitive but officers will continue to explore options for this.</li> <li>The team have currently had no requests for this from residents.</li> </ul>
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	Autumn 2024	<ul style="list-style-type: none"> <li>New EIA process and form developed following workshop with some staff</li> <li>Currently reviewing online training package and updating ready for circulation with new process/forms shortly.</li> <li>Further training to be provided to managers.</li> </ul>
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)	Dec 2024	<p>Contact centres across the Borough open again</p> <p>Review/refresh of customer services strategy which included all contact points remaining open at the moment.</p>
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.	July 2024	<p>Procurement Strategy includes a section on social value.</p> <p>Exploring opportunity to run procurement session for local businesses alongside East Midlands Chamber.</p>
Undertake consultation with community groups, residents and elected members to ensure voices are heard and listened to	Dec 2024	Residents Survey but also identified in Corporate Peer Challenge opportunity to do more engagement.
Re-start the Rushcliffe Community Cohesion Network Group to better link up with, support and respond to our local communities' needs.	December 2024	Two meetings of RCCN attracted approx. 6 attendees. Mainly from rural communities therefore review needed with RCVS and RCAN to see if membership can be widened.

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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>Work as a part of UKSPF including workshops in communities to support with energy efficiency, budgeting etc. – Green Doctor project part of UKSPF</p> <p>Gresham now home of EM pan disability league – 3<sup>rd</sup> Sunday of each month and has changing places toilet. RCP had changing places toilet installed as part of new development completed. CLC changing places toilet to be completed by end of March 2024.</p> <p>Exploring opportunities for work at Bingham Market Place on Market Day to support residents/attract footfall e.g. organised walk, dementia café etc</p> <p>Bridgford Park play area to be enhanced in 2024/25 and play strategy review – will include focus on accessibility, inclusion, space for women and girls etc</p>
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.		<p>People and skills plans for 2024/25 – UKSPF:</p> <ul style="list-style-type: none"> <li>○ Transform Your Future (Nottinghamshire Futures)</li> <li>○ Start South Notts online platform</li> <li>○ Training – digital, low carbon and ESOL</li> <li>○ Paid work placements</li> <li>○ Training fund</li> </ul>
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.	Dec 2024	<p>Provide training for new ELG reps (elections in July 2021) to support them with this role.</p> <p>This will be programmed in for 2024/25</p>
Keeping the conversation going about working smartly to benefit all staff and improve productivity and wellbeing		<p>SWOW template rolled out (part of People Strategy)</p> <p>Everyday Flex trial to commence from 1 April 2024</p>
Change our recruitment processes so they are accessible and help to attract the best talent.	Ongoing	<p>Review of recruitment policy and process ongoing</p> <p>Accepting CVs and engaging with U3A</p> <p>New content agreed for recruitment pages on website which has been put up. Also new online booklet produced with videos etc.</p>

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		<p>Carer Friendly accreditation which included putting together an action plan. One of the actions agreed to is to amend the induction process so that HR ask all new starters whether they consider themselves as a Carer. This will enable the Council to better support these employees.</p> <p>Supporting employee policy now has a number of supporting policies with more to be developed including neuro diversity</p>