



Corporate Overview Group

Tuesday, 16 June 2026

Equality, Diversity and Inclusion Annual Report

Report of the Chief Executive

1. Purpose of report

- 1.1. The Equality, Diversity and Inclusion (EDI) Scheme was adopted in May 2021. An annual report outlining the delivery of the action plan is considered each year at Corporate Overview Group. This is combined with the annual diversity report update to present a fuller picture of the Council's work in this area.
- 1.2. A presentation will be delivered to the Group providing further details on some of the activity that has taken place over the last year and that which is planned for 2026/27.

2. Recommendation

It is RECOMMENDED that the Corporate Overview Group:

- a) consider and endorse the information provided for the Equality, Diversity and Inclusion Annual Report
- b) review the action taken so far as a part of the Equality, Diversity and Inclusion Scheme action plan and make suggestions for future action or areas of focus.

3. Reasons for Recommendation

The Public Sector Equality Duty is a requirement on public authorities to consider how their policies or decisions affect people who are protected under the Equality Act 2010. Although there is no explicit legal duty for public sector bodies to collect and use equality data, authorities must understand the impact of their policies and practices on people with protected characteristics. Therefore, collecting, analysing and monitoring information is an important way to develop this understanding.

4. Supporting Information

Ethnicity

- 4.1. A breakdown of ethnicity for the Borough, compared with the East Midlands and nationally, is shown at Appendix A. This uses the same census data presented to the Corporate Overview Group in June 2025.

- 4.2. Workforce data at Appendix B shows the Council broadly reflects the Borough's demographics, with 78.4% of employees identifying as White British or White Other, compared to 89% of residents. The Borough figure is slightly higher than the East Midlands (88%).
- 4.3. The proportion of staff identifying as White British or White Other (78.4%) is at its lowest level, down from 94% in 2021/22. The number of 'not known/prefer not to say' responses has increased significantly, which may affect interpretation.

Age Profile

- 4.4. The age profile at Appendix A2 shows that Rushcliffe has a higher proportion of residents aged over 60 (28%) than the East Midlands (25.5%) and national average (24%).
- 4.5. There are fewer residents aged 15–24 in Rushcliffe (10.66%) than in the East Midlands (12%) and England (11.7%). As census age ranges differ between 2011 and 2021, direct comparisons are limited. However, the 2022 report to Corporate Overview Group (using 2011 data) showed the same pattern: a higher proportion aged over 60 and fewer aged 15–24.
- 4.6. The organisational age profile (Appendix B) shows that 59% of the workforce are aged over 45, with a steady increase in the 55–64 age group. The authority supports employees who wish to continue working, retaining knowledge and supporting effective succession planning by improving age diversity.

Disability

- 4.7. Data from the 2021 Census (Appendix A3) shows that 7,145 people (6%) in Rushcliffe are limited a lot by a long-term health problem or disability, with a further 11,929 (10%) limited a little. These proportions are lower than in the East Midlands (12.9% a lot; 18% a little).
- 4.8. The proportion of employees declaring a disability remains steady at just over 6%. The Council supports employees who are disabled when they join or who become disabled during their employment through its policies and occupational and welfare services.
- 4.9. The Council is a Disability Confident Employer, with its current accreditation expiring in July 2026. Renewal is currently being progressed.

Gender and sex

- 4.10. Data on sex (Appendix A4) shows slightly more males than females in the Borough. Within the Council, females make up 39% of employees compared to 61% males, partly reflecting a manual workforce in traditionally male-dominated roles. The Council continues to encourage female recruitment into these roles and promote fair recruitment practices.

- 4.11. The 2021 Census also included a question on gender identity (Appendix A4). This data is not currently collected for Council employees.
- 4.12. Gender pay reporting legislation requires employers with 250 or more employees to publish annual data on the pay gap between male and female employees. The figures to March 2025 are shown at Appendix C; data to March 2026 will be available in July 2026.
- 4.13. The figures reflect a snapshot of employees in post on 31 March 2026. This is the fourth consecutive year in which female mean pay has exceeded male mean pay. Contributing factors include a higher number of women in senior roles and the return of Streetwise services in 2022, where most employees are men in lower-paid manual roles.

Applicants

- 4.14. As well as monitoring current employees, the Council records data on job applicants to assess whether applications are received from a diverse range of candidates.
- 4.15. This information (Appendix D) shows a significant increase in applications in 2025/26, with 1,140 received compared to 488 in 2024/25. This may reflect increased national job seeking and a small number of roles attracting high volumes of applications.
- 4.16. There may also be workforce movement linked to Local Government Reorganisation (LGR), with some staff leaving due to uncertainty and others remaining longer due to potential redundancy. This is being monitored through the exit interview process.
- 4.17. Data for those who choose to declare shows that most applicants are White British or White Other (54.3%), heterosexual (82.2%), and not disabled (91.2%). There is a relatively even split between male (48.8%) and female (47.3%) applicants. The largest age group is 25–34 (32.3%), compared to 45–54 in the current workforce.

Councillors

- 4.18. As requested at Corporate Overview Group in 2022, information about Councillors is now included at Appendix E. None of the information within this appendix has changed since the previous report.

Equality, Diversity and Inclusion (EDI) Scheme Action Plan

- 4.19. The EDI Scheme which was originally adopted in May 2021 has been reviewed and updated. The new EDI Scheme 2026 to 2030 has the following high level aims:
- Make Rushcliffe a welcoming place for everyone

- Understand our communities needs and ensure our services are accessible to all
 - Engage proactively with our communities and partners to shape what we do and how we do it
 - Support our workforce so colleagues have the knowledge, confidence and tools to deliver excellent services
 - Help everyone to achieve their potential by reducing barriers and tackling inequality where we can influence change.
- 4.20. To support the delivery of these aims, the Council identified some commitments which were:
- Understanding our community
 - Reflecting the diversity of our community
 - Working in partnership to achieve impact
 - Supporting our workforce.

Action plan

- 4.21. The Council's current EDI action plan can be found at Appendix F and shows the plans for the coming months. It is reviewed and updated quarterly by the Steering Group. What follows is an update on progress and work delivered in the last year:
- Delivery of the following events:
 - Lunar New Year Event 2026. Over 1000 people attended throughout the day and established this as the premier Lunar event for Nottinghamshire. The event was well received by both participants and volunteers. Attendees particularly appreciated the variety of cultural activities, performances, and workshops. The event also provided a valuable opportunity for community engagement and cultural exchange
 - Rushcliffe Arena Light Up plan and flag flying dates for the year to recognise and raise awareness of various campaigns
 - Dementia and Carers annual event
 - Carers event internally for staff with a guest speaker who is a carer employed at Mansfield DC.
 - West Park is now the home of women and girls' cricket with an agreed 25-year lease to Nottinghamshire County Cricket Club. This also includes:
 - Super 1s'- disability cricket for 12–28-year-olds
 - Ace - A programme aimed at African-Caribbean engagement in cricket
 - LGBTQ+ team to use West Park as a home base.
 - Recycling leaflets produced in alternative languages for new housing estate in Bingham and Edwalton
 - A new Communication and Engagement Strategy 2025-2028 is in place which supports the work that we are doing to engagement
 - Inclusive Language Guide for Staff and Councillors was reviewed and updated in May 2026
 - The Council's Play Strategy has been updated and refreshed with additional allocation within the capital programme to support inclusive play

provision in 2025/26. The completed work has received positive feedback from inclusion groups, users and carers alike

- Involvement in the National Recruitment Campaign alongside East Midlands Councils to support recruitment challenges into local authorities
- Active participant in the East Midlands Council's EDI network to ensure sharing of knowledge.

- Policy Updates
 - Procurement Strategy has been re-written with specific sections on Equality, Accessibility and Inclusion and Social Value. This was approved by Cabinet March 2026 and effective from 1 April 2026
 - Review of the Adoption Policy to better support staff going through adoption
 - New Domestic Abuse Guide for employees
 - New Carers Passport scheme for employees.

- Accreditations Update
 - New accreditation to the Hidden Disabilities Sunflower Scheme and Rushcliffe continues to coordinate a joint membership to the Hidden Disabilities Sunflower campaign for partners within the Primary Care Network (PCN)
 - Completed Year 2 of the White Ribbon Accreditation Scheme with significant action through the White Ribbon Steering Group
 - Continue to meet the criteria for the Carer Friendly Accreditation which was awarded in August 2024
 - Disability Confident Employer Badge continuation.

- Training and Development

Staff Training

Equality, Diversity, Inclusion and Belonging 39%

Equality Act 2010 43%

Neurodiversity training took place at Leadership Forum

Sexual Harassment training took place for all manual staff at both Depot sites

Councillor Training

Equality, Diversity, Inclusion and Belonging 89%

Equality Act 2010 86%

5. Risks and Uncertainties

Failure to collect and use equality data means the Council runs the risk of not understanding the impact of its policies and practices on people with protected characteristics.

6. Implications

6.1. Financial Implications

The majority of activity included in the action plan is contained within existing budgets.

6.2. Legal Implications

This report supports the Council's compliance with the following:

- The Equality Act 2010 (the "Act"), which makes it illegal to discriminate against people in the workplace and in wider society. The Act also requires employers to take reasonable steps to protect their employees from sexual harassment.
- The Council's statutory duty under the Public Sector Equality Duty (the "duty"), which requires public authorities to have due regard to certain equality considerations when exercising their functions e.g. making decisions, making policies and designing/providing services. The duty requires decision makers to understand and take account of the consequences of their choices, having due regard to the aim of eliminating conduct prohibited by the Act, advancing equality of opportunity and fostering good relations. The duty is a legal requirement, therefore making decisions without having due regard to the duty can be unlawful.
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"), which set out specific publication duties that the Council must comply with e.g. publishing one or more equality objectives at least every 4 years, publishing information with regard to people affected by the Council's policies/practices; publishing information with regard to the Council's employees every year, and publishing gender pay gap information by 31 March each year.

6.3. Equalities Implications

This report contains information regarding the Council's monitoring of Equality objectives under the Public Sector Duty, as well as complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

6.4. Section 17 of the Crime and Disorder Act 1998 Implications

Section 17 requires local authorities to consider the community safety implications of all their activities. The Council's Equality Scheme shows a commitment to monitor the demographic information of the Borough, encouraging knowledge of the people we serve of Councillors and employees and encouraging cohesiveness.

6.5. Biodiversity Net Gain Implications

There are no direct Biodiversity Net Gain implications arising from this report.

6.6. Local Government Reorganisation Implications

There are no direct Local Government Reorganisation implications arising from this report.

7. Link to Corporate Priorities

The Environment	There are no links to this priority from this report.
Quality of Life	The public sector equality duty is a duty on public authorities to consider and think about how their policies or decisions affect people who are protected under the Equality Act. This report sets out relevant information about the Borough, Council staff and the work done over the last year. By ensuring we monitor this information and acting accordingly we are encouraging an improved knowledge of the people we serve, of Councillors and employees, and encouraging cohesiveness.
Efficient Services	There are no links to this priority from this report.
Sustainable Growth	There are no links to this priority from this report.

8. Recommendations

It is RECOMMENDED that the Corporate Overview Group:

- a) consider and endorse the information provided for the Diversity Annual Report
- b) review the action taken so far as a part of the Equality, Diversity and Inclusion Scheme action plan and make suggestions for future action or areas of focus.

For more information contact:	Charlotte Caven-Atack Assistant Director for Corporate Services CCaven-Atack@rushcliffe.gov.uk
Background papers available for Inspection:	Rushcliffe Borough Council's Equality Scheme 2021 to 2025
List of appendices:	Appendix A Demographic Information. Appendix B Workforce Equality Information. Appendix C Gender Pay gap information. Appendix D Applicants' information. Appendix E Councillors' information. Appendix F EDI Action Plan. Appendix G Rushcliffe Borough Council's Equality Scheme 2026-2030.