

Appendix F

Equality, Diversity and Inclusion Action Plan 2026/27

Action	Lead	Timescale	Progress
Make sure our conversations with our communities are inclusive and ensuring information on our website and in our communications is clear and accessible			
Rushcliffe Borough Council will champion community events which promote and celebrate our diverse community in an inclusive and equitable way	Derek Hayden	27 June 2026	Armed Forces Proms in the Park – key event to support for our armed forces personnel both serving and non-serving
		11 July 2026	Film & Food Festival – event combining a variety of film and food choices to draw on cultural diversity using a multi-sensory approach
		5 August 2026	Lark in the Park – working with key partners to highlight services and community groups from mother and toddler groups to dementia care organisations
		November 2026	West Bridgford Christmas Lights Switch On
		December 2026	Celebrating Rushcliffe Awards – event aims to highlight those individuals, groups, organisations, volunteers etc that help shape and support their communities throughout the borough
		February 2027	Lunar New Year – key event to engage and support the Hong Community
			These events provide opportunities to engage with a wide range of residents and community groups across the Borough.
Provide key information in relevant community languages, informed by resident data and engagement with local groups, to improve access to Council services and communications.	Ed Palmer	March 2027	Completed in line with promotion at Lunar New Year event in March 2026. Will review for Lunar event in 2027 and continue to listen to what service info minority groups may benefit from.
Ensure the Council's digital communications continue to align with the Public Sector Bodies	Ed Palmer		The Council achieved Shaw Trust accreditation for website accessibility in 2025. Digital content continues to be reviewed and

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(Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 and recognised best practice.			updated in line with Government Digital Service testing, Shaw Trust recommendations and sector best practice.
Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training			
Provide ongoing Equality, Diversity and Inclusion training for Councillors to support awareness, confidence and inclusive leadership.	Charlotte Caven-Atack	March 2027	Training provision will be reviewed during 2026/27 to identify opportunities for refresher sessions and targeted development linked to Councillors' roles and responsibilities.
Include diversity of Cllrs when doing annual diversity report to COG.	Charlotte Caven-Atack	May 2028	This information was not collected following the May 2024 election. Arrangements will be explored to support lawful and appropriate collection of diversity data at the next election.
Identify ways to engage more young people in democracy			
Work with Nottinghamshire County Council on the development of its Youth Forum to strengthen engagement with young people in local democracy.	Charlotte Caven-Atack	March 2026	Ongoing communication is taking place with the Youth Forum to support engagement with democratic processes and local political activity.
Support residents to access all Council services equally and undertake consultation with community groups, residents and elected members to ensure voices are heard and listened to			
Promote more inclusive play provision and consider how public spaces can better support the safety and accessibility needs of women and girls.	Derek Hayden	Ongoing	Planned playground improvements within the capital programme will include consideration of Equality, Diversity and Inclusion requirements to improve accessibility and inclusive design.
Conduct the bi-annual residents' survey to gather feedback on residents' experiences, sense of belonging and access to services.	Ed Palmer	October 2026	The residents' survey continues to provide insight into community belonging. The percentage of residents who said they feel they belong to their local area was 76% in 2024, compared with 79% in 2021 and 82% in 2018.
Continue working with the Active Rushcliffe Health Partnership to support collaborative projects for priority groups, including disabled people, ethnic minority communities, and women	Derek Hayden	March 2027	An agreed Arena light-up plan is being delivered throughout the year to raise awareness of key campaigns and communities through coordinated communications and social media activity.

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and girls, including during pregnancy and maternity.			
Support our employees on Equality, Diversity and Inclusion by building their knowledge and awareness through training to enable them to better support each other and our residents.			
Include Equality, Diversity and Inclusion training within the Let's Get Ready Combined Development Plan to strengthen staff knowledge, awareness and confidence.	Jo Wilkinson	March 2027	EDI training requirements will be reviewed as part of the Combined Development Plan for 2026/27, with delivery priorities agreed in line with organisational need.
Continue to develop and review the Supporting Employees Policy framework and associated guidance to ensure employees have access to inclusive and appropriate support.	Jo Wilkinson	March 2027	A range of supporting documents and guidance is already in place and will continue to be kept under review to ensure it remains relevant, accessible and responsive to employee need.
Ensure employees are regularly consulted and listened to on Equality, Diversity and Inclusion matters through representative engagement and feedback mechanisms.	Shaza Brannon	March 2027	Work is ongoing to encourage under-represented groups to join the Employee Liaison Group so that it better reflects the workforce. Training options for group members will also be reviewed to strengthen their role in supporting and championing Equality, Diversity and Inclusion.
Support local businesses including training of existing and new staff, business advice and networking opportunities			
Ensure our policies, strategies and plans are inclusive and we are responding to the latest guidance and learning from best practice from others			
Review the membership and terms of reference of the EDI Steering Group to ensure appropriate representation, clarity of role and effective oversight across the authority.	Shaza Brannon		Adam Hill is now the sponsor for the Steering Group. Further work will include reviewing the group's terms of reference and membership to ensure it remains effective and appropriately representative.
Continue to carry out Equality Impact Assessments during the development of policies, projects and services to identify potential impacts at an early stage and ensure these are avoided, reduced or mitigated where possible.	Assistant Directors	Ongoing	Equality Impact Assessments continue to be required as part of policy, project and service development, with managers responsible for ensuring equalities implications are considered at the earliest stage.
Ensure compliance with the enhanced duty to take reasonable steps to prevent sexual harassment in the workplace.	Jo Wilkinson	April 2025	The duty is now in force and the Council has implemented a policy and e-learning package for all staff. A risk assessment is also in place to ensure employees understand reporting routes and the support available.

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Continue to review recruitment processes to ensure they are accessible, inclusive and support the attraction of a diverse and high-quality workforce.	Jo Wilkinson	March 2026	Actions already implemented include accepting CVs alongside a shortened application form and offering guaranteed interviews for reservists, disabled applicants and care leavers who meet the essential criteria. Planned actions for 2026/27 include developing recruitment videos to showcase the range of roles available at RBC and continuing involvement in the national recruitment campaign with EMC.
Actively participate in EMC EDI networking meetings to share learning, identify good practice and inform the Council's approach to Equality, Diversity and Inclusion.	Jo Wilkinson	March 2027	Attendance at EMC EDI networking meetings will continue during 2026/27 to support shared learning, benchmarking and the development of best practice.