

Equality, Diversity and Inclusion (EDI) Scheme 2026 to 2030

The Council's Equality, Diversity and Inclusion (EDI) Scheme and supporting action plan for 2021 to 2025 delivered a range of initiatives for the benefit of Rushcliffe's communities. This EDI Scheme for 2026 to 2030 builds on that work, keeping our approach up to date and relevant to residents, businesses and visitors.

The Scheme sets out our longer-term priorities and the outcomes we will work towards. It is intentionally high level so we can remain flexible, focus on what is most needed, and respond to changing circumstances. The detailed activity sits within an action plan, which is reviewed and updated annually.

Aims of the Scheme

Through this Scheme, we will seek to:

- Help make Rushcliffe a welcoming place for everyone.
- Improve our understanding of our community's needs and work to keep services accessible to all.
- Engage with our communities and partners to help shape what we do and how we do it.
- Support our workforce so colleagues have the knowledge, confidence and tools to deliver good services.
- Help reduce barriers and address inequality where we can have the most influence.

How we identify priorities for the annual action plan

The Scheme is delivered through an annual action plan. Each year we will identify specific actions and milestones based on what we learn from our communities and partners, our equality data, and evaluation of previous initiatives. This helps us focus on the areas where we are best placed to make a practical difference.

Progress against the action plan will be monitored through the Council's Equality, Diversity and Inclusion (EDI) Steering Group and reported to the Corporate Overview Group annually.

Action plan themes for 2026 to 2030

1. Understanding our community

- Continue to embed EDI in how we plan and deliver services
- Review equality information about our communities to help identify where action may be needed.
- Make engagement as inclusive as possible and seek to ensure information on our website and in our communications is clear, accessible and easy to understand including compliance with the Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018.
- Support councillors to champion EDI by building knowledge and confidence through training and development opportunities.
- Support residents to access Council services fairly and consistently.

2. Reflecting the diversity of our community

- Continue to strengthen our procurement policies and training so we work with suppliers who understand our commitment to EDI and can support our wider objectives.
- Use Equality Impact Assessments (EIAs), where relevant, when developing policies, projects and services so potential impacts can be identified early and considered appropriately.
- Consult with residents, community groups and elected members so that a range of voices can be heard and considered in decision-making.
- Meet our Public Sector Equality Duty (under the Equality Act 2010) by continuing to work to:
 - Eliminate discrimination, harassment and victimisation.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between different groups.

3. Working in partnership to achieve impact

- Work with the Active Rushcliffe Health Partnership and other partners to support projects that benefit protected groups.
- Support the delivery of new homes across the Borough, including affordable housing, to help meet the needs of diverse communities.
- Work with partners to support young people and other groups through suitable training, employment and tailored support where possible.
- Champion community events which promote and celebrate our diverse community in an inclusive and equitable way
- Support local businesses through advice, networking opportunities and training where this aligns with our role and resources.
- Share learning, resources and good practice on EDI with other councils and partners where beneficial.

4. Supporting our workforce

- Support employees to complete EDI training regularly so inclusion continues to be embedded in how we work with residents, businesses and each other.
- Continue to strengthen the role of the Employee Liaison Group so it reflects the workforce and can support and champion EDI.
- Continue the conversation about working smartly and flexibly to support staff, improve productivity and promote wellbeing.
- Review recruitment and selection processes to help ensure they are accessible, inclusive and support us to attract a strong range of candidates.
- Monitor and report workforce diversity and equality indicators, including the gender pay gap, to help identify where further action may be needed.
- Develop and maintain policies that support employees to stay well, thrive at work and remain in employment.
- Continue to recognise EDI as an organisational priority through the Council's value to embrace inclusivity and through our People Strategy, including the strategic theme: Being Inclusive & Building Diversity. This includes work to better understand under-representation and pay gaps, consider EDI in policy development, raise awareness

of barriers, and engage with relevant national schemes and initiatives where appropriate.

Commitments and how we will measure progress

Having a Scheme in place is important, but it is equally important that we review its impact and continue to improve what we do over time so it remains relevant to the needs of our residents. We will do this through the commitments below and by tracking a small set of practical indicators each year through the annual action plan.

1. Understanding our community
 - Community engagement activity is planned to be as inclusive as possible (for example: accessible formats available; feedback from a wider range of groups).
 - Equality information and insight is reviewed periodically and used, where possible, to inform service planning and decisions.
2. Reflecting the diversity of our community
 - Equality Impact Assessments are completed proportionately for relevant policies, projects and service changes, with any resulting actions recorded and reviewed.
 - Monitoring helps identify where representation, access or take-up appears uneven, so priorities for further action can be considered.
3. Working in partnership to achieve impact
 - Key partners and suppliers are made aware of our EDI expectations, for example through procurement and contract management arrangements.
 - Partnership projects provide evidence of learning, activity or outcomes for priority groups where this is available and proportionate.
4. Developing, delivering and monitoring annual action plans
 - An annual EDI action plan is in place, with clear actions, owners and indicative timescales, and is reviewed during the year.
 - Progress is reported annually through the EDI Steering Group to the Corporate Overview Group, with learning used to inform the next plan.