

Equalities Scheme

The themes identified in the Equalities Scheme are central to all of the work we do as a Council. There are many examples of how equality is embedded in the organisation in the actions it takes, some specific examples are detailed below:

- **Events:**
 - Lark in the Park – provision of specialist site welfare facilities such as baby changing, feeding and chill-out areas for new and expectant mothers, including promotion within the facilities of the national Breastfeeding Friendly accreditation scheme we have been supporting to promote more breast feeding friendly venues across the Borough.
 - General events – Scrutiny review August 2020 of use of fireworks within council events, with aim of reducing noise impact upon residents with anxiety, hearing disorders, PTSD and autism. Pending Cabinet approval March 2021 to agree restriction which will limit use to low noise fireworks only.

- **Engagement with disability groups:**
 - As part of the Council's SLA with Nottingham Rugby Club, there are delivery objectives targeting under-represented groups. For example, the 'Tackling Dementia' project engages with residents with dementia and their carers, and the 'FANS Project' looks at tackling mental health through targeting male fans.
 - The Council facilitates the Active Rushcliffe Health Partnership, which is made up of a number of organisations and services working in the borough to improve the health and wellbeing of residents. The forum helps to facilitate collaborative working between organisations and services in delivering projects and programmes targeting high priority groups such as disability, women and girls (including pregnancy and maternity), BAME groups.
 - Where the Council are developing new leisure assets, such as at Gresham consultation has been carried out with underrepresented groups, such as women and girls, to produce development plans with programmes to specifically target these groups.
 - The Council have implemented an insight led, community engagement piece of work in Keyworth to understand the barriers to physical activity in economically deprived communities. This is an asset based approach to working with the community where the Council are getting to understand the needs of the local community and working with them to help improve the health and wellbeing of residents.
 - The Council have financially supported underrepresented groups through funding streams – e.g. Reach Rushcliffe Fund support for the Meet, Greet and Eat project which supports young people with learning disabilities by providing them work experience, Rushcliffe CVS Rushcliffe Befriending project which connects socially isolated over 60 year olds and the Council's Elite Sports Grant scheme has funded disabled athletes competing at International level.

- **Arena** – has changing places changing rooms at Arena and to be included at Bingham Leisure Centre – they are designed in line with the Changing Places design guidance. Fully accessible toilet and wash-hand basin with associated hoists and changing beds in line with the changing places specification guidance. The Arena has a changing places room accessed from the swimming pool changing area. The new Bingham Leisure centre will be accessed from the public reception area.

- **Recruitment** – we have recently been re-accredited as a Disability Confident Employer, encouraging and supporting applications from disabled people. As a Gold Member of the Armed Forces Covenant, we encourage and support applications from people seeking employment following their services careers. We are reviewing our application process to ensure it is as user-friendly as possible.
- **Work experience** – we offer work experience via the YouNG programme to all young people from the Borough. This raises the awareness amongst young people about the range of services that the Council offers and the opportunities that could be available to them. We will be supporting work experience placements as part of the Government’s Kickstart scheme, which provides work experience and skills development for young unemployed people.
- **Supported internships** – we are working with a local college to provide internships for people with learning difficulties. Currently two internships are being provided, one in the Communications Team and one in the Business Support Unit.
- **Accessible customer services** – we have set up contact points in some of towns/villages to make our services more accessible (East Leake, Cotgrave and Bingham). We are moving more services online through MyAccount and we continue to explore different ways for our residents to contact us e.g. chatbots, video calling etc.
- **Accessible housing services** – the Council provides fair and equal access to housing services to meet the needs and aspirations of residents through a continued supply of good quality affordable housing and support services to sustain accommodation and prevent homelessness.