



Equality Action Plan Year 2 (2022-2023)

We have an action plan so that we can measure progress in achieving our three priorities for 2021-2025. It does not include everything that we hope to achieve in the coming years or 'business as usual': it focuses on actions that will support a clear progression against the Equality Framework for Local Government and deliver the greatest impact for the council and the borough's residents.

The action plan below is set out under three tables – one table for each of the priorities of the Equality Plan 2021-25.

Table 1 - Equality Priority 1 - Listen to and learn from our communities and use this to deliver services that work well for everyone

Equality Plan Objective	Year 2 Action	How will we know we have achieved it?	Key Milestones
Objective 1. We will improve the collection of data about our communities	Action 1. Support key services to establish proportionate collection and systematic analysis, and use of equality data	Service user equality data evident in Equality Impact Assessments	Launch support offer (April to June)
Objective 2. We will engage and communicate with our residents to encourage participation	Action 2. Support the development of the Resident's Equality Forum throughout its inaugural year, undertaking community capacity building to address gaps in representation.	Membership has expanded to address gaps in representation.	Agree approach to capacity building for underrepresented groups. (July to September) Annual report to Full Council (January to March 2023)



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Objective 2. We will engage and communicate with our residents to encourage participation	Action 3. Agree and support a programme of activity with internal and external stakeholders to mark key diversity dates across the year.	Diversity calendar published and events held	Activities across the year.
Objective 2. We will engage and communicate with our residents to encourage participation	Action 4. Review and address barriers to participation in public life, with a focus on elected members, and other formal appointments with the council.	Targeted communications and outreach activity undertaken.	Diversity profile of elected members and other relevant positions. Targeted communications and outreach (July to December)
Objective 3. We will use feedback from residents to identify barriers to equality of opportunity	Action 5. Coordinate a programme of accessible communications to mark key diversity dates	Regular communications are issued Accessibility Toolkit is available to colleagues.	Publication and promotion of diversity calendar. Support production of accessible communications toolkit. (April to June) Communications across the year



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Equality Priority 2 - Act on our commitments to equality, diversity, and inclusion in the way we plan, deliver, and shape our services.

Equality Plan Objective	Year 2 Action	How will we know we have achieved it?	Key Milestones
Objective 4. We will embed our commitments to equality into the way we plan, purchase, and deliver.	Action 6. Build on examples of good practice within the organisation to develop a Social Value Framework, or equivalent mechanism, which includes equality outcomes.	Guidance and recommendations for wider application of social value is available	Agree social value criteria for application to regeneration and residential development schemes (July to September) Review learning and identify steps for wider application of social value (January to March)
Objective 5. We will model active community leadership through collaboration and coproduction	Action 7. Consult and engage the Resident Equality Forum and other key internal and external partners in the development of the Year 3 Equality Action Plan.	Year 3 Action plan is produced	Agree approach and schedule of engagement. (April to June) Draft plan agreed (October to December) Plan approved (January to March)
Objective 6. We will strengthen and improve our use of Equality Impact Assessments	Action 8. Following the release of 2021 census data, support service areas to understand and use this insight by undertaking an equality impact assessment to support service planning and the setting of service-level equality objectives.	Equality Impact Assessments for key service areas are available to view	Update Equality Profile (April to June) Equality Impact Assessments conducted for priority areas, informing Equality Objectives in service planning (July to September)



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Equality Priority 3 - Build a diverse and engaged workforce, where everyone is respected

Equality Plan Objective	Year 2 Action	How will we know we have achieved it?	Key Milestones
Objective 7. We will equip staff with the right tools to tackle inequality and meet the needs of our increasingly diverse community	Action 9. Develop corporate equalities offer to continue to enhance the profile of Equality, Diversity and Inclusion within the organisation and support the council to meet its equality objectives	Formalised arrangements for staff networks and new staff networks. Updated EqIA guidance and training.	Proposals developed for Staff Network and Champions. (April to June) Updated Equality Impact Assessment guidance, training, and support (April to June) Launch of new Staff Networks (January to March)
Objective 7. We will equip staff with the right tools to tackle inequality and meet the needs of our increasingly diverse community	Action 10. Deliver and review an Equality, Diversity and Inclusion Learning and Development programme for elected members	Events held. Members report increased knowledge or confidence in the subjects addressed.	Learning and Development events throughout the year. Induction events for new Members (April to June) Review and agree proposals for Members L&D programme. (January to March 2023)
Objective 8. We will honour the commitments agreed in our Equality Workforce Monitoring Report.	Action 11. Embed Equality, Diversity and Inclusion considerations in the Workforce Development	Increased workforce development opportunities for	Relaunch internal equalities governance arrangements (April to June).



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	Strategy and Implementation Plan, setting and delivering clear targets for 2022/23 to continue to build and support a diverse workforce.	underrepresented staff groups. There is enhanced reporting of workforce equality data.	Enhanced workforce and recruitment equality data monitoring (January to March 2023). Targeted Workforce Development opportunities (January to March 2023)