





Equalities, Diversity & Inclusion Strategy Outline and Consultation Plan

October 2023

Strengths and achievements

- Strong political and officer leadership for EDI.
 - Zero Tolerance approach to issues of discrimination, prejudice and harassment in the work place.
 - 93% of staff believe the Council is committed to EDI.
 - Equality Impact Assessments undertaken for all new policies and service changes
 - Big Conversation events to generate cultural change on equalities issue
- 

Strengths and achievements continued

- Strong learning and development offer
 - Strong staff support groups for BAME, LGBTQ+ and Disability
 - Heritage projects for minority communities and new arrivals (South Asian, Ukrainian, GRT)
 - Accreditation: Stonewall top 100. Race at Work charter, BSL Charter, Menopause Friendly, Disability Confident.
 - Leicestershire Equalities Challenge Group
- 

Opportunities

- Greater ownership across organisation
- More reliable and accurate data
- Promote communities cohesion
- Share EDI vision and objectives with communities
- Clear links between departmental and corporate plans
- Use variety of media and communication tools

External focus

Community engagement

- Relationship with groups representing people with protected characteristics
- Celebrating diversity and participating in community events

Commercial influence

- Ensure suppliers have good EDI practice
- Be a role model to other public sector orgs

Accreditation

- Recognition through accreditation and awards. (E.g. BSL Charter, Race at Work Charter)



Internal focus


Leadership

- Member and Director involvement and leadership
- Everyone's business

Culture

- Open culture of learning and growth – Big Conversations
- Workforce representative of the communities
- Zero tolerance of discrimination or harassment

Data

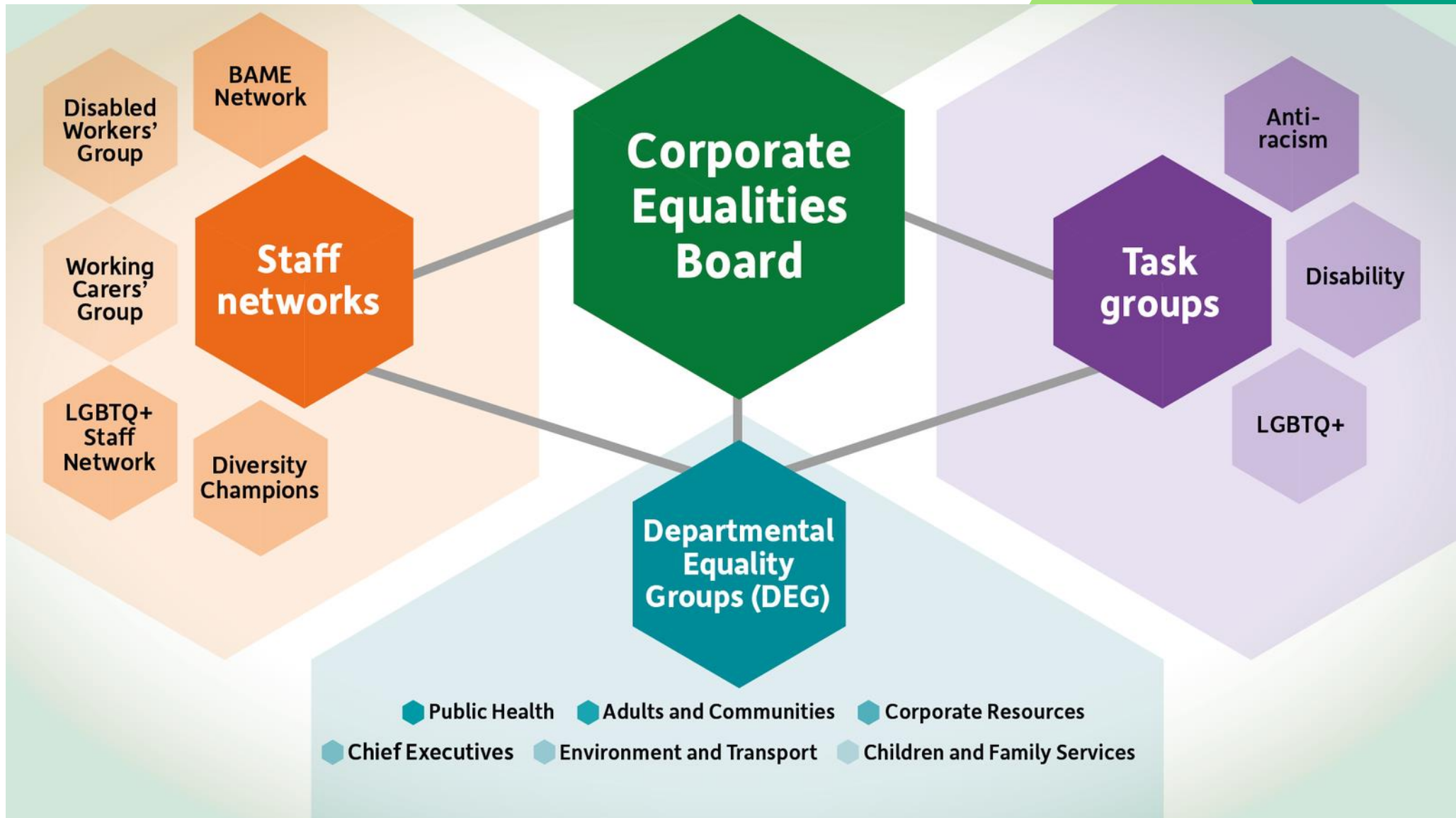
- Gender and ethnicity pay gap reports
 - Staff and residents' surveys
 - Monitoring complaints and grievances
- 

An enabling EDI strategy...

- Strong political and management leadership
- Robust in the face of criticism and willing to learn.
- Policy and practice to ensure equitable service delivery
- Evidence and data driven
- Communities empowered and enabled to be heard
- Focus on outcomes not inputs



Structure



Consultation & Communications Plan

Set up project steering group Finalise draft strategy Agree consultation approach Draft reports and materials	October to November
Report to CMT and Cabinet for permission to formally consult	December 2023
Consultation with external stakeholders and interest groups, general public, staff groups and staff	December to February
Analyse consultation responses and redraft strategy	March 2024
Report to CMT and Cabinet on final strategy	April 2024
Report to full Council	May 2024

And
finally...

