

Appendix 1: Equality action plan 2022/23 - Priority 1: Listen to and learn from our communities

Equality Objective	Theme	Action No.	Action	Progress update
1	Collecting, analysing & using data	1	Support services to collect the right level of equality data to help improve the customer experience and meet our duties under the Equality Act.	Customer Excellence Business Partners are including equality data focus in support offer and liaising with Equality specialist as required. Equality Data Monitoring Guidance publicised within the organisation, utilising case study to illustrate good use of equalities data. Further promotion with additional case study is planned for Quarter 4. The Housing Service has volunteered to work through the guidance to produce an equalities data overview for the service.
2 & 3	Community engagement & participation	2	Support the development of the Resident's Equality Forum (REF) throughout its inaugural year, undertaking community capacity building to address gaps in representation.	Support arrangements for the Equality Forum have transitioned from external consultant to internal support via the Inclusion Team and Community Engagement Team. The Forum has agreed a name change from Residents Equality Forum to Equality Forum to reflect the focus of the group. The group meets bimonthly with discussion focussed on 'hot topics' set out in the Forward Plan. The group has discussed or provided input into the council's hate crime strategy, Customer Excellence strategy, and Equality action plan. The Forum recently agreed the re-appointment of the existing Chair, Emma Cantrell (CEO of First Days) and welcomed a new co-Chair, Alice Kunjappy-Clifton (CEO, Community United Berkshire). A development plan for 2023/24 for the forum is to be produced in Quarter 4.
2 & 3	Community engagement & participation	3	Agree and deliver a programme of activity with internal and external stakeholders to mark key awareness/celebration dates across the year.	The Community Engagement team worked with Equality Forum members who expressed an interest to deliver the Black History Month event. Funding was provided via the Equality Programme to the Equality Forum to deliver a series of small community grants. The grants are focussed on addressing issues of equality and on promoting grassroots activity supporting the participation of underrepresented groups. Community grants have been allocated to 9 organisations and individuals, with updates to be provided to the Forum across the next year. The council's proposed diversity calendar for 2023 was agreed with the Equality Forum in January.

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2 & 3	Community engagement & participation	4	Review and address barriers to participation in public life, with a focus on elected members, and other formal appointments with the council as appropriate.	A diversity questionnaire has been added to the member induction process, and a member diversity profile will be produced. The Local Government Association's 'Be a Councillor' campaign, including guidance to support disabled residents to stand as councillors, will be promoted to the political groups at appropriate stages.
3	Communicating with our residents	5	Coordinate a programme of accessible communications to mark key awareness/celebrations.	The Communications, Engagement, and Marketing Team created a diversity calendar, ensuring that key celebratory dates are marked by the council internally and externally, liaising with relevant teams and internal stakeholders including staff equality networks. The team also support an ongoing programme of communications for the Equality Programme, and supported the development of intranet pages and resources, including the new accessibility pages and refreshed tackling inequality together pages.

Appendix 1: Equality action plan 2022/23 - Priority 2: Act on our commitments to Equality, Diversity and Inclusion in how we plan and deliver services

Equality Objective	Theme	Action No.	Action	Progress update
65	Partnership working	6	Consult and engage the Resident Equality Forum and other key internal and external partners in the development of the Year 3 Equality Action Plan.	The action plan is being developed with input from the Equality Forum, Staff Equality Networks and in consultation with Unions. A revised version of draft plan is to be shared with the CPWG before finalised version presented for approval.
	Commissioning and procuring services	7	Build on examples of good practice within the organisation to develop a Social Value Framework, or equivalent mechanism, which includes equality outcomes.	Procurement and Place Commissioning have undertaken work to develop approaches to applying social value in different circumstances. A working group has been established to take learning and in 2023/24 develop a corporate social value policy which draws together the application of social value to different types of decisions, reflecting the council's key priorities.
	Decision making and service planning & delivery.	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.	This action is reliant on the production of a refreshed Equality Profile for the borough which will be produced utilising data and insight from the 2021 census. Release of census data has dictated the timescale for production of the Equality Profile. The profile has been created and there will be staged publication as further data becomes available. Internal support is being developed in line with service planning cycles.

Appendix 1: Equality action plan 2022/23 - Priority 3: Build a diverse and engaged workforce

Equality Objective	Theme	Action No.	Action	Progress update
7	Equipping & supporting colleagues	9	Develop a 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 set out in the Equality Plan 2021-25.	Additional support is being implemented for staff equality networks including an organisational commitment to protected time for network leads, regular meetings with the Chief Executive, and revised governance arrangements. Additional learning and development opportunities have been provided throughout the year via bitesize learning events and embedding inclusion related content in the council-wide Customer Experience training. Additional training to be rolled out in quarter 4 on Equality Impact Assessments. A revised mandatory e-learning module is also due to be rolled out in Quarter 4. Guidance has been added to executive reports to require Inclusion Team sign-off of Equality Impact Assessments, whilst maintaining service ownership and responsibility, and work is underway to implement a central file location to support centralised review.
7 66	Equipping & supporting colleagues	10	Deliver and review an Equality, Diversity and Inclusion Learning and Development programme for elected members.	A programme of member learning has been commissioned with the LGA and 3 sessions have been delivered so far. A review is to be undertaken in Quarter 4 for feedback activity and to consider how to promote sessions to Members.
8	Great place to Work	11	Embed Equality, Diversity and Inclusion considerations in the Workforce Development Strategy and Implementation Plan, setting and delivering clear targets for 2022/23 to continue to build and support a diverse workforce.	Work is currently underway to develop a new People Strategy for the organisation based on engagement with staff and other internal stakeholders. This activity was delayed due to the transition to the new operating model for the Human Resources service. Clear working arrangements between the Inclusion Team and the HR service have been agreed to strengthen future support and collaboration.

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