

Appendix 2: Equality Action Plan 2023/24 – Workplace culture and inclusion

	Action	Lead Officer
1	Provide support & training to our political and officer leadership to become visible champions of equality & inclusion, enabling a long-term programme of culture change.	Assistant Director, HR and OD
2	Provide training to managers to equip them to manage inclusively, with a focus on skills and behaviours.	Assistant Director, HR and OD
3	Continue to develop the staff equality network structure to ensure that the employee voice of underrepresented groups is heard and is able to influence the workplace culture and environment.	Assistant Director, HR and OD
4	Review human resources policies and practices to ensure they are inclusive, robust, equality assessed and are being applied consistently & fairly	Assistant Director, HR and OD
5	Use workforce data to target development opportunities to groups underrepresented at senior levels.	Assistant Director, HR and OD
6	Implement a programme of knowledge & skills raising to enable colleagues across the organisation to understand and meet their responsibilities with regard to digital accessibility.	Assistant Director, HR and OD

Appendix 2: Equality Action Plan 2023/24 – Decision Making

	Proposed Action	Lead Officer
7	Develop a corporate social value policy that details how the council will consider social value in different types of decision making, including procurement, regeneration & housing, and grant funding, and sets out how this will reflect equality and inclusion priorities, alongside other important considerations such as climate change and employment & skills.	Head of Insight, Strategy, and Inclusion
8	The Equality SME to provide support to the Organisational Foundations Programmes to ensure that equality considerations run across all proposal development to support, robust, evidenced based decision making.	Head of Insight, Strategy, and Inclusion
9	Within the Customers, Communities & Partnerships Organisational Foundations Programme review & shape consultation and engagement process to apply a targeted, equalities informed approach to engagement activities to support robust, evidenced based decision making, reaching and enhancing the voices of those most likely to be affected.	Head of Communications, Engagement, and Marketing
10	Continue to implement a robust training and awareness programme to enhance equality impact assessments.	Assistant Director, HR and OD

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Appendix 2: Equality Action Plan 2023/24 – Planning and delivering services

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	Proposed Action	Lead officer
11	Develop a standardised approach to service planning ensuring that inclusion objectives are embedded, alongside other important considerations such as financial efficiencies & climate sustainability.	Head of Insight, Strategy, and Inclusion
12	Strengthen our use of equality data KPIs when establishing contract monitoring arrangements for commissioned and procured services.	Head of Procurement
13	Create an equality & inclusion charter to set out our values and expectations for suppliers who wish to work with us, ensuring they understand and embed EDI in all that they do.	Head of Procurement
14	Explore developing a dashboard approach to bring together equality and inclusion related KPIs for the organisation.	Head of Insight, Strategy, and Inclusion

Appendix 2: Equality Action Plan 2023/24 – Working with our communities

	Proposed Action	Lead Officer
15	Within the Customers, Communities & Partnerships Organisational Foundations Programme develop a consistent and long-term approach to working in partnership with our communities ensuring that we invest in community capacity and work to build trust with our communities.	Strategic Lead for Customer Experience, Change, and IT
16	Support the Equality Forum to create and implement development plan to extend the influence of the Forum across the borough with communities and partners.	Head of Insight, Strategy and Inclusion
17	Through the Customers, Communities & Partnerships OFP, draw lived experience and community expertise into our approach to our Customer Excellence Learning and Development Programme.	Assistant Director, HR & OD