

## Appendix 1: Equality action plan 2023/24 - Priority 1: Listen to and learn from our communities.

Equality Objective	EFLG Theme	Action	Progress update
2	Effective community engagement & priorities and working in partnership	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.	A new Communities and Partnership Service has been established, leading a refreshed approach to partnership working which includes a focus on all our partners, including Town and Parish councils, and supporting the partnership production of a Community Vision for Wokingham.
5	Effective community engagement & priorities and working in partnership	Support the Equality Forum to create and implement development plan to extend the influence of the Forum across the borough with communities and partners.	The Equality Forum is an independent body that draws together Voluntary and Community Sector organisations that represent diverse groups and communities in Wokingham. The council has supported the establishment and development of the forum. This year this has included facilitating a discussion to identify development goals, ongoing support of bimonthly meetings of the forum, establishment of a bi-monthly newsletter, and establishment and support of sub-groups (VAWG & Anti-Racism), and a working group to take forward ambition for a community event in 24/25. Forum. The council has also provided funding for the Forum to administer another round of community grants. Further details are provided in Appendix 2.
5	Community engagement & participation	Draw lived experience and community expertise into our approach to our Customer Excellence Learning and Development Programme.	Staff equality network chairs have been engaged in a review of the Customer Experience training, as well as relevant elements of a revised EDI package of e-learning available to all staff. A trial and review of training external training provided via a local VCS organisation has also been undertaken.

## 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	EFLG Theme	Action	Progress update
7	Service design & delivery	Implement a programme of knowledge & skills raising to enable colleagues across the organisation to understand and meet their responsibilities with regard to digital accessibility	An internal communications plan has been implemented to raise awareness and new e-learning made available on producing accessible documents. Easy Read guides produced for frequently access areas of the council website.
4	Commissioning & Procuring Services	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.	A draft social value policy framework and phased implementation plan will be in place by end of April 2024.
4	Using Equality Impact Assessments	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.	High level EqIAs for programmes were reviewed by Equality SME. OFPs were then transitioned into other formats/directorate improvement boards
8	Using Equality Impact Assessments	Continue to implement a robust training and awareness programme to enhance equality impact assessments.	A comms plan has been implemented for 23/24 with a focus on equality impact assessments (EqIAs) and design and delivery of new 6-weekly training. A sharepoint site has been developed to create a central store of EqIAs, with further work required to embed.
4.	Integration of equality objectives into planned service outcomes	Develop a standardised approach to service planning ensuring that inclusion objectives are embedded, alongside other important considerations such as financial efficiencies & climate sustainability.	A service planning template was introduced with Equality related section which supported last year's round of service planning. Further actions to build on this are included in Y4 plan.
4	Commissioning & Procuring Services	Strengthen our use of equality data KPIs when establishing contract monitoring arrangements for commissioned and procured services.	Discussions held with internal Commissioning Learning & Support group to discuss requirements under PSED. Equality data monitoring guidance to be updated. Charter/guidance document to reflect requirements.

**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	EFLG Theme	Action	Progress update
4	Commissioning & Procuring Services	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.	This document is being drafted and will be in place by end of March 2024.
	Service design and delivery, and performance monitoring and scrutiny.	Collate and develop a suite of performance indicators that detail the breadth of work undertaken by the council to address inequality, promote inclusion and meet the Public Sector Equality Duty.	A proposal has been agreed to develop a BI Dashboard for equality related data based on the four improvement module themes of the Equality Framework for Local Government. The indicators are collated. In support of this, additional optional equality questions have been included within the Gov Metrics customer satisfaction feedback process, and an initial review of data has been undertaken.

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

Equality Objective	EFLG Theme	Action	Progress update
7	Learning and development	Provide support & training to our political and officer leadership to become visible champions of equality & inclusion, enabling a long-term programme of culture change.	Further EDI related Member Learning and Development Sessions have been held across 2023/24, with EDI included in draft Member and Development Programme for 2024/25. A new suite of EDI e-learning has been made available to staff and members which includes an updated mandatory EDI module for all staff. This has included the launch of digital badges for completion of set programmes. The Inclusion elements of the planned leadership & management training have been agreed and delivery of this training will extend into 2024/25.
7	Learning and development	Provide training to managers to equip them to manage inclusively, with a focus on skills and behaviours	The Inclusion elements of the planned leadership & management training have been agreed and delivery of this training will extend into 2024/25.
82	Inclusive strategies and policies	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.	The council has two staff equality networks: the Ethnically Diverse Staff Network (EDSN), and the Neurodiversity Staff Network. A new Chair and Vice Chair have been elected for the EDSN and previously agreed support arrangements have been implemented including protected time for staff network leads, access to online training for those leads, and a budget to support network activities. This has led to the first in person event held in September 2023 for the EDSN since Covid. Staff Network leads meet regularly with HR, Comms, and the Chief Executive. The Neurodiversity Network is smaller and has a desire to be focussed on peer support, after the previous Chair of the network left the council in September 2023. Building on our learning, the proposal for the next year is to establish a general equality, diversity, and inclusion network to encourage all members of staff to engage in this agenda.

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

2	Inclusive strategies and policies	Review human resources policies and practices to ensure they are inclusive, robust, equality assessed and are being applied consistently & fairly	A Consultation Panel has been established to enable strong internal engagement and consultation with regard to workforce policies and initiatives, and help the production of robust equality impact assessments. This panel includes representatives from staff networks and unions, as well as representatives of each directorate drawn from the Corporate Works Council. An action to embed the panel into HR process included in next year's plan.
8	Workforce diversity and Inclusion	Use workforce data to inform actions to address underrepresentation at senior levels, including targeted development opportunities for underrepresented groups.	The annual workforce equality monitoring report has been produced in a revised format with an associated action plan, progress against which is reported to Corporate Leadership Team. The action plan includes a focus on recruitment processes & data collection, including an anonymised recruitment process to be piloted with one service area. Insight from the workforce equality monitoring report is reflected in the People Strategy EqIA, and planning is underway for elements of Leadership & Management training (once available) to be provided as part of an offer to aspiring managers, with staff networks to be engaged in targeting the promotion of this.

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