Equality Plan 2021-25 & Annual Action Plan

1. Listen to and learn from our communities and use this to deliver services that work well for everyone

- 1.Improve the collection of data about residents
- 1.Engage and communicate to strengthen collaboration in delivery
- 1.Use feedback from residents to identify barriers to equality

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

- 1.Embed commitments to equality in how we plan, purchase and deliver
- 1.Model leadership in tackling inequality and promoting co-production
- 1.Strenthen use of Equality Impact Assessments

3. Build a diverse and engaged workforce, where everyone is respected

- 1.Equip staff with the right skills and tools to tackle inequality
- 1.Honor commitments in our Equality Workforce Monitoring report.

No.	Action (what are we going to do?)	Owner
1	Refresh the council's Equality Action Plan for 2026-30 in collaboration with stakeholders, establishing a 4-year action plan setting out a clear trajectory to 2030.	AD Corporate Services
2	Undertake an external assessment against the Equality Framework for Local Government to inform the Equality Plan refresh.	AD Corporate Services

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No.	Action	Accountable AD
3	Transition support of the Equality Forum from the Insight, Strategy, and Inclusion Service to the Community and Partnerships Service	AD Corporate Services & AD Customer and Change
4	Complete the Health Inequalities project and make the insight available to the council, partners, and communities.	Chief Operating Officer and Director of Public Health.
5	Embed an approach to supporting and promoting celebration of key awareness and cultural dates within our Arts and Culture programme, working with communities, the Wokingham Borough Equality Forum, and Staff Networks.	AD Corporate Services and AD Customer and Change and AD Economy and Housing
6	Undertake a six-monthly review of Gov Metrics equality data to identify if there are any disparities in satisfaction across protected characteristics, working with ECLT to inform service design and delivery.	AD Corporate Services
7	Undertake a needs assessment in relation to our community engagement service and use this to inform work to improve engagement with underrepresented or seldom heard groups and communities.	AD Customer & Change

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No.	Action	Accountable AD
8	Update the Service Planning template and guidance to improve recording of service level contributions to organisational equality objectives.	AD Corporate Services
9	Increase Equality SME support and guidance within the service planning process by facilitating DLT level discussions of service level equality objectives and actions.	AD Corporate Services
10	Amend the annual appraisal form template to include space to set an individual level equality objective that relates to service level equality objectives and amend guidance and training to encourage managers to prompt colleagues to complete the equality data return for the organisation.	AD Corporate Services
11	Prototype a combined impact assessment or decision-making checklist that incorporates equality and health requirements and signposts to other relevant impact assessments such as climate emergency and privacy impact assessments.	AD Corporate Services & Director of Public Health
12	Refresh the internal communications plan with focus on Equality Impact Assessments including raising awareness of requirements at Managers Network and ECLT sessions	AD Corporate Services
13	Develop a draft migration strategy which supports the organisation in responding to inward migration, including a focus on independence and integration and supporting community cohesion.	AD Corporate Services & AD Economy and Housing

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1.Honor commitments in our Equality Workforce Monitoring report.

No.	Action	Accountable AD
14	Ensure the People Strategy is informed by a robust equality impact assessment and sets out clear Equality, Diversity, and Inclusion related objectives across the employee life-cycle	AD Corporate Services
15	Develop a formal process to ensure that corporate workforce policies, training, data monitoring, and internal EDI initiatives are created, discussed and reviewed in collaboration with staff through the internal Consultation Panel and other means of staff engagement as appropriate.	AD Corporate Services
16	Develop and implement leadership and management training to enable managers to address issues of inequality or discrimination with confidence.	AD Corporate Services
17	Refresh the equality related questions in the staff survey to provide clear outcome measures against key EFLG workforce themes.	AD Corporate Services
18	Prototype a tool for staff to enable anonymous reporting of experiences of discrimination, victimisation, and bullying & harassment.	AD Corporate Services
19	Building on learning from the development and support of the Equality Forum, establish an internal Equality, Diversity, and Inclusion staff network that is open to all staff with an interest of creating and nurturing a culture of inclusion across the organisation.	Head of HR and OD

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