

(July 2023 - June 2024)

There are three types of actions listed: those that are being delivered by services as part of **existing** programmes of work, and **new or extended** actions which build upon our ambitions as an 'Achieving' Council under the Equality Framework for Local Government (EFLG) and also in response to recommendations from the Stevenage Equality Commission (SEC). Each action is aligned with an objective of the Council's Equality, Diversity & Inclusion Policy (2022) and will underpin the council's approach to advancing equality, diversity, and inclusion over the next year.

SBC Objective 1: We will understand the diverse needs of our communities and how to meet them effectively				
Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by
a. The Council will continue to foster good community relations and social cohesion through the Community Safety Strategy programme of work.	Community Safety	All	Existing	November 2023
b. The Council will review its approach to how the Equality Impact Assessments through Service Plans are monitored, and how the information is used to inform decision making and the wider understanding of existing and future community needs.	Corporate Policy & Performance	All	<u>New – EFLG addition</u>	March 2024
c. The council will continue to champion the work of the Stevenage Equalities Commission (SEC) through the facilitation of the SEC Legacy Group. The Legacy Group will work with partners for 12 months to deliver meaningful change in response to the recommendations of the SEC.	Community & Neighbourhoods	Race	<u>New – SEC addition</u>	July 2024
SBC Objective 2: We will actively engage, encourage, and support local people, groups, and organisations to participate in local democracy to improve opportunity and inclusion				
Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by

a. The Council will strengthen the voice of tenants and leaseholders, including consideration of people’s differing needs, through the development and implementation of a Housing Management Forum	Communities & Neighbourhoods /Housing	All	Existing	March 2024
b. Digital engagement through the Cooperative Neighbourhoods programme of work (e.g., including Proptech funding) will help shape the approach to the development of local community plans and provide opportunities for people, including those who share protected characteristics, to participate in local democracy.	Communities & Neighbourhoods	All	Existing	March 2024
c. The Council and its partners will work together to establish a Civic Leadership Programme that targets and provides support for underrepresented communities who are interested in political representation and standing for public roles.	Communities & Neighbourhoods/Dem Services	Race	<u>New – SEC Addition</u>	July 2024

SBC Objective 3:

We will promote equality, diversity and inclusion through strategic partnerships, service delivery and supply chain(s)

Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by
a. The Council will review the extent to which its procured services inform and help to uphold and implement our equality objectives.	Procurement	All	<u>New – EFLG addition</u>	March 2024
b. Through its Healthy Stevenage Partnership, the Council will continue to promote activities and events that reduce health inequalities and improve the health and wellbeing of Stevenage residents.	Communities & Neighbourhoods	All	<u>New addition</u>	March 2024

SBC Objective 4:

We will use local data to shape services so that the needs of our diverse population are met

Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by
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a. The Council will publish the Equality & Diversity Report 22/23 and use the information it contains to help shape its services so that the needs of the diverse population are met.	Corporate Policy & Performance	All	Existing	November 2023
b. The Council will publish the Gender Pay Gap report 2023/24 and use its findings to inform its review of the Workforce Strategy and gender pay parity in the workforce	HR	Gender	Existing	April 2024
c. The Council will continue to review its workforce data and explore opportunities to collate specific ethnicity data that can help identify and address key issues.	HR	Race	<u>New – SEC addition</u>	March 2024

SBC Objective 5:

We aim to improve the diversity of our organisation at all levels so that our communities are represented

Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by
a. As part of its planned review of the Workforce Strategy (2020-23) the Council, informed as well by the findings of the 2022 recruitment audit and national best practice guidance, will continue to develop its response to improving the diversity of the organisation.	HR	All	Existing	October 2023

SBC Objective 6:

We are committed to ensuring our staff have the values, skills, and knowledge to maintain a positive and inclusive workplace culture that values all employees equally

Action(s)	Lead Responsibility	Protected Characteristic	Existing / Extended / New	Due by
a. The Council will review the equality induction eLearning package and introduce an updated module on equality, diversity, and inclusion, and explore opportunities for further equalities training.	HR	All	Existing	October 2023
b. The Council will review the EqIA Toolkit and provide updated guidance and training to business units, as well as exploring the addition of an independent review process for EqIAs going forward.	Corporate Policy & Performance	All	Existing <u>(SEC addition - independent review element)</u>	April 2024

c. The Council will work with the Officer Equality Group to develop individuals led 'Champion' workshops that focus on particular EDI subjects. The purpose of the events will be to share understanding and raise awareness.	HR/Corporate Policy & Performance	All	<u>New - HR addition</u>	April 2024
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Table of Terminology

Equality Impact Assessment (EqIA) Toolkit

An EqIA is a document that helps us to evidence, understand and seek to mitigate impacts that our decisions might have on different types of people. An EqIA toolkit is a collection of resources that provide support for staff when completing EqIAs.

Procured Services

As a council we acquire services from external companies and expect them to meet equalities criteria as part of the contract.

Protected Characteristics

There are nine protected characteristics within the Equality Act (2010), these are:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Stevenage Equalities Commission (SEC) Service Plan

The SEC was set up in April 2021 to assess and address racial disparities and inequalities in Stevenage. A document setting out a team's objectives and deliverables for the year.