



Equality, Diversity & Inclusion (EDI)

Community Select Committee

8th January 2024

Equality Act (2010)


Protected Characteristics



Sex



Sexual Orientation



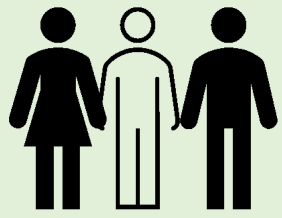
Age



Pregnancy



Gender Reassignment



Race




Religion



Marriage



Disability



Socio-Economic Status

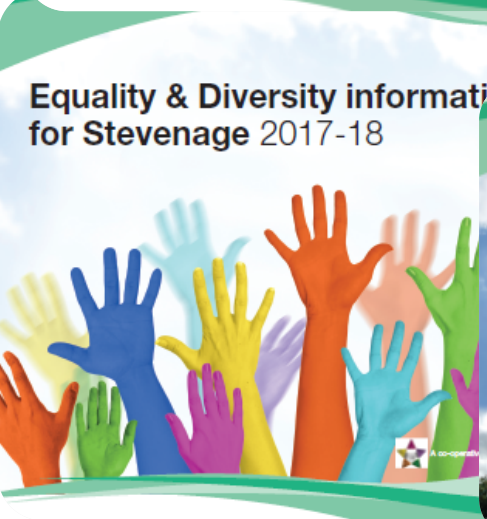
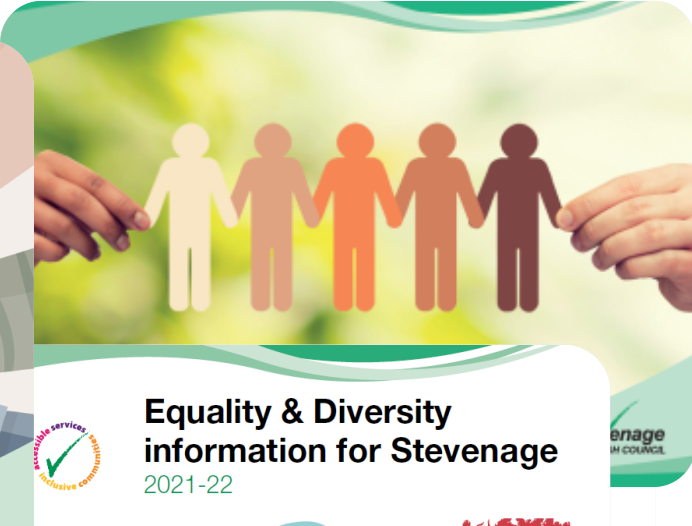
EDI Action Plan

- Originally approved by Executive in July 2023
- 18 Actions across the following six objectives:



- Renew set of actions every year
- Actions have covered the creation of the Stevenage Equalities Commission Legacy Group, the Civic Leadership Programme, improving health inequalities, EDI training, and enhancing workforce data.

Equality & Diversity Report



Equality Impact Assessments



- Received in 2024:

- Aids & Adaptations
- Community Safety
- Complaints
- Corporate Plan
- Damp & Mould
- Data Quality
- Disrepairs
- Domestic Abuse
- Fees & Charges
- Gambling & Licensing
- Indoor Market
- Pre-Purchase Graves
- Reasonable Adjustments
- Repairs Policy
- Safeguarding Adults
- Void Management Policy



EDI Groups

Officer Equality Group (OEG)

17 Members

Staff group

Chaired by Assistant Director Jonathan James

Monthly meetings

Responsible for the development and monitoring of the Council's EDI Action Plan, as well as keeping up to date with the EDI event calendar.



Equality & Diversity Governance Group (EDGG)

10 Members

Chaired by Cllr Conor McGrath

Member & staff group

Responsible for promoting the principles of the Council's EDI objectives, and ensures the aims of the EDI Strategy are achieved



EDI Event Calendar

January
2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		New Year Day 1				
4	5	6	7	8	9	10
Birth Day of Guru Gobind Singh: Sikhism Epiphany: Christianity	Orthodox Christianity: Christmas Day			Atarah & Tever: Judaism		
13	14	15	16	17	18	19
Sanjin No Hi (Coming of age day): Shinto Hindu-Sikh: Lohri/Maghi	Mahayana New Year: Buddhist					
20	21	22	23	24	25	26
Martin Luther King Day Blue Monday				International Day of Education	Mc Neel: Seg Buds	
27	28	29	30	31		
Holocaust Memorial Day Laila-al-Miraj: Islam	Data Privacy Day	Chinese New Year				

EVENTS January is... Cervical Health Awareness Month
Celebration of Life Month
Alcohol Change UK Dry January

April
2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6
	7	8	9	10	11	12
National Stalking Awareness Week begins World Health Day	April Fool Day	World Autism Awareness Day		World Parkinson's Day	The Memorial of Jesus Death: Jehovah's Witnesses Hinduism: Hanuman Jayanti	
14	15	16	17	18	19	20
Sikh: Hindu: Vaisakhi Tamil New Year	International Romani Day			World Parkinson's Day		
21	22	23	24	25	26	27
Christianity: Easter Monday	Stephen Lawrence Day Earth Day	St George's Day		Christianity: Good Friday		Lesbian Visibility Day
28	29	30	31			
Sandwich: Wilm Day of Riddan World Day for Safety and Health at Work						

EVENTS April is... Celebrate Diversity Month
Stress Awareness Month
Bowel Cancer Awareness Month

SteVenage
BOROUGH COUNCIL

EDI EVENT CALENDAR 2025



October
2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
		6	7	8	9	10
World Cerebral Palsy Day Sukkot Begins (Judaism)		International Day of Older Persons	International Day of Non-Violence	World Sight Day	World Homeless Day, World Menstrual Health Day, World Inclusion Day	International Day of the Girl Child Jewish: Yom Kippur
13	14	15	16	17	18	19
		International Day of Rural Women	LOST+ International Pronouns Day, World Food Day	International Day for the Eradication of Poverty	World Menopause Day	
20	21	22	23	24	25	26
Hindu: Diwali			United Nations Day		Intersex Awareness Day	
27	28	29	30	31		
		World Stroke Day		Halloween		

EVENTS October is... Black History Month (UK)
Down Syndrome Awareness Month
Menopause Awareness Month
Breast Cancer Awareness Month
Global Diversity Awareness Month

June
2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		3	4	5	6	7
		International Day of the Girl Child International Day of the Girl Child International Day of the Girl Child International Day of the Girl Child	Islam: Hajj (4th-10th) International Day of the Girl Child International Day of the Girl Child International Day of the Girl Child	World Environment Day Islam: Eid al-Adha (6th-7th)	Islamic: Wa al-Hala - Ha Day	
9	10	11	12	13	14	15
		Jewish: Shavuot (12th-13th) World Day Against Child Labor	RUSA Juneteenth	World Refugee Day	Global Women's Day World Bone Donor Day	PG (J): Abu Akele Refugee Begins: 21st
17	18	19	20	21	22	23
UIC: International Day of Countering Hate Speech Autism Pride Day			Woolapagan: Sotice/Uma World Humana Day			Deafblind Awareness Week (22nd-28th) Wharfedale Day
24	25	26	27	28	29	30
		Islam: Muharram		Stonewall 50th Anniversary		

EVENTS June is... LGBT+ Pride Month
Gypsy, Roma and Traveller (GRT) History Month
Sibbom & Rowland Death Awareness Month
Motor Neurone Disease Awareness Month

- ▶ Between April 2024 and March 2025 Stevenage Equalities Commission have.
 - Held its first conference at the Gordon Craig Theatre in October to coincide with Black History Month as well as Hate Crime Awareness week. Over 90 people attended the conference, and a short taster film was produced.
 - Produced marketing materials to encourage members of ethnically diverse communities to engage in the topics being focused on and provide representation at community events.
 - Looked to develop a website that will host a variety of supporting materials and opportunities for training and development.
 - Worked on securing additional external funding to drive forward recommendations and support The Commission for the next 3 years.
 - Worked with Operation Black Vote to produce a research and engagement piece for Stevenage that will develop into a Civic Leadership programme.
- ▶ In March 2025 Stevenage Equalities Commission will formalise into a multi stakeholder cooperative. This will then enable the Commission to seek out its own funding and establish itself as a community resource and advocate for members of ethnically diverse communities.



Future Engagement

Community Engagement

Plan further consultation events and gather feedback from residents, particularly from underrepresented groups.



Celebrating EDI Successes

Showcase progress and achievements made by key individuals across the council and community



EDI Training

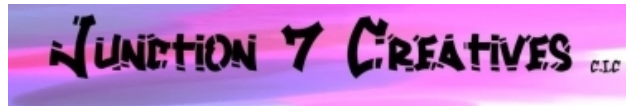
Ongoing training to ensure inclusive service delivery across the council.



Public Awareness Campaigns

Increase visibility of our EDI initiatives through communications and local events.





Guest Speakers



Stevenage Day 2024 & Junction 7 Creatives



Stevenage Equalities Commission

