

EQUALITY AND DIVERSITY ACTION PLAN 2021-2023

| Action Code & Title | Assigned To | Due Date |
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| 1.1 Keep Borough Profile Data under review to understand community changes and risks, especially those impacts resulting from the effects of Coronavirus within the population | Chief Executive | 31 Aug 2021 |
| 1.2 Continue to improve and use the quality of data about disadvantaged and minority groups. In particular <ul style="list-style-type: none"> • Housing: Increase engagement with tenants through implementation of the engagement strategy using more informal methods and local initiatives • Increase the availability of housing in Broxtowe to house homeless people instead of having to house them outside the Borough • Jobs and Growth: implement Jobs fund projects for Stapleford if successful in bid • ensure approaches for regeneration in Eastwood, Kimberley have an inclusive approach to training and employment for minority groups and those who are disadvantaged | Head of Housing Head of Housing Head of Planning and regeneration | 1 April 2021 to 31 March 2023 |
| 1.3 Continue to develop and improve the council's monitoring of performance information in achieving its equalities objectives | Communities (Equalities) Officer | 31-Mar-2022 |
| 1.4 Promote electoral registration and participation in democracy to under-represented groups, particularly in County Council and Police and Crime officer election (2021) | Elections Manager | ongoing |
| 1.5. Become a Disability Confident leader employer through offering work experience placements to people with disabilities and supporting employees with disabilities in the workplace | HR Manager | ongoing |
| 1.6. Introduce a new neurodiversity policy | HR Manager | June 2022 |
| 2.1 Draw up an action plan for health and implement it to promote | See action plan | June 2021, end |

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| health and wellbeing and reduce health inequality | which allocates specific actions to individuals | March 22 |
| 2.2 Review and update the Child Poverty Action Plan | See action plan which allocates specific actions to individuals | 31-Mar -2022, 2023 |
| 2.3 Deliver the actions contained within the Eastwood Action Plan | Head of Public Protection | 31-Mar 2022, 2023 |
| 2.4. Prepare and deliver a new Stapleford priority action plan | Head of Public Protection | 31-Mar-2021 31-Mar-2022-23 |
| 2.5. To assist in addressing food poverty, work to create a food club in Broxtowe | Head of Public Protection | 31.3.2022 |
| 2.6.Update and implement the Council’s Dementia action plan and continue to support initiatives to address loneliness and support people with mental health needs | Communities officer (Health) | 31-Mar-2022 |
| 2.7 Continue the implementation of the community living network for people with learning disabilities | Head of Housing | 31-Mar-2023 |
| 3.1 Work through local plan part 2 and neighbourhood plans to make provision for the identified accommodation needs of gypsy travellers | Local Plans Manager | 31 st Jan 2023 |
| 3.2 Work to improve the way refugees and asylum seekers are supported and integrated into the community | Head of Public Protection | 31-Mar—2022-23 |
| 3.3. Ensure the roll out of E-learning and face to face training for | Training Officer | ongoing |

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| employees to improve awareness of equalities issues | | |
| 4.1. Update the workforce profile for 2019/20 and 20/21. Complete the gender pay gap annual return | Payroll and JE Manager | 31-Dec-2021 and 2022 |
| 4.2. Implement the actions agreed by the Equalities working group to reduce inequality in recruitment | All/HR Manager | 31.3.21 |
| 4.3 Put together an action plan to achieve the “Excellent” accreditation of the Equality Framework for local Government | Ruth Hyde | 31 July 2022 |
| 4.4 Review and Revise the Corporate Equality and Diversity Policy | Ruth Hyde | 31-November-2021 |
| <p>5.1 Support and provide community events to promote equality and diversity including</p> <ul style="list-style-type: none"> • Holocaust Memorial Day • Season of Lights event* • Hemlock Happening • Christmas lights switch on events | <p>Head of Communications</p> <p>Equalities officer</p> <p>LLeisure</p> <p>LLeisure</p> | <p>Subject to decisions to be made following lockdown, and government restrictions in operation.</p> |