

APPENDIX 1

EQUALITIES ANNUAL REPORT 2022/23

This report highlights the work undertaken and the progress and achievements made by the Council and its partners in the area of equality and diversity during 2022/23.

1. POLICY CONTEXT

In Broxtowe we want a society in which everyone can contribute to and benefit from our shared ambitions and priorities. This aim is summed up in our policy statement:

‘Broxtowe Borough Council is committed to promoting equal opportunities, valuing diversity and tackling social exclusion. The Council will aim to provide opportunities that meet the diverse needs of different people and groups of people by ensuring that services and employment opportunities are accessible to all. Everyone will be treated fairly and with respect. Diverse needs will be understood and valued. The Council will aim to eradicate all forms of discrimination.’

The Council recognises that it has a duty to mainstream equality and diversity in all it does. We also understand that we have a duty to exercise leadership to promote fundamental rights such as equality of opportunity and freedom from discrimination and we accept that we are in a unique position as an employer, service provider and community leader to promote equality and prevent discrimination.

The Government has made “levelling up” a central part of government policy, recognising the entrenched inequalities which exist in many parts of our communities. It has published a white paper setting out proposals to address the issues and intends that local government should play a central part in delivering more fair and equal outcomes for all communities. The reasons for inequality are complex and multi-faceted, including the prevalence of pre-existing health conditions, lower skills, the economic structure of localities and historic levels of underinvestment; the occupations of many people from minority ethnic communities and individuals from poorer areas, overcrowding and vulnerability to redundancy from working in jobs which have little job security. Overall Broxtowe’s citizens fare better than many other areas of the UK. However, when viewed at a micro level, pockets of significant inequality exist in Broxtowe and require targeted effort and significant levels of investment. The areas of Eastwood, Kimberley and Stapleford are areas the Council is working with partners to improve. There are also areas of Beeston which will benefit from a similar focus.

2. EQUALITY AND DIVERSITY POLICY FRAMEWORK

Broxtowe Borough Council has a strong infrastructure to ensure our commitment to equality and diversity is put into practice. Our policy framework outlines the key elements which contribute to the Council’s approach to the equality and diversity agenda.

2.1 The Equality Framework for Local Government

The Council was recognised at the 'Achieving' level of the Equality Framework for Local Government (EFLG). The accreditation acknowledged our strong corporate and organisational commitment to equality and diversity and our collaborative work with partners in tackling discrimination and disadvantage and in improving the quality of life of our residents.

2.2 Equalities Working Group

The Equalities Working Group is chaired by the Chief Executive and is attended by senior managers and front line staff from all of the Council's departments and key service areas. Meetings of the group are also attended by trade union representatives. The membership of the group was refreshed in 2022/23 and now includes more people with minority ethnic backgrounds. The group drives the equality and diversity work across the Council and is responsible for ensuring actions and targets are mainstreamed both corporately and across service areas. During 2022/23 the group has:

- Monitored progress against the Council's published equality objectives.
- Overseen progress against equality impact assessments undertaken during the year.
- Reviewed the take up of interactive training for equality and diversity through the Broxtowe Learning Zone, including training on the Equality Act 2010, visual impairment, autism awareness, deaf awareness, dementia awareness, preventing extremism and learning disability and the suicide prevention e-learning framework
- Reviewed implementation of the Hate crime strategy for Broxtowe
- Considered the impact of the cost of living crisis on families in Broxtowe and equalities
- Gave advice and guidance on initiatives on refugees and asylum seekers
- Reviewed the workforce profile and gave advice on minority ethnic employee pay reporting
- Reviewed the trends in Broxtowe with reference to latest (2021) census data
- Discussed the "Inclusive Britain" report
- Discussed the use of terminology and made recommendations regarding not using the term "BAME"
- Discussed how the Council can make progress to achieve the "Excellence" status of the EFLG and "Leader" status for employment of people with disabilities.

2.3 Equalities Impact Assessments

An Equality Impact Assessment (EIA) is a way of determining that a policy, function or service is delivered fairly to all sections of the community and that it promotes equality wherever possible. If a negative impact on a particular equality group is identified when undertaking an EIA, steps should be taken immediately to remove it if it cannot be justified.

During the course of 2022/23 the following EIAs were completed. All were reported to Cabinet:

- The Apprenticeship Strategy
- The Lifeline Policy
- Income Policies
- HMO article 4 direction
- Rent Setting Policy
- Statement of Community Involvement
- Serious Violence Strategy and Violence against Women and Girl's Strategy
- Drug and Alcohol Misuse Policy
- Regulation of Investigatory Powers Act
- Allocations Policy (twice as it was reviewed twice in year)
- Aids and Adaptations Policy
- Home Release Scheme
- Pay Policy
- Events Programme
- Smoke Free Site Policy
- Budget Proposals
- Communications and Engagement Strategy
- Greater Nottingham Structure Plan Review Preferred Approach
- Anti-social behaviour Case Review Trigger Approach
- Serious and Organised Crime Strategy.

The Council will continue to assess the impact of new policies, functions or services or revisions to them to ensure compliance with its legal obligations and to demonstrate that it has considered the impact of its decisions on people who share a protected characteristic.

The Council monitors information regarding its employees, and its recruitment policies, and the annual workforce profile was produced for 2021/22 and reported to cabinet.

Positive highlights relevant to this report include

- The average length of service at the Council for employees with disabilities during 2021/22 was 14.10 years compared with 2020/21 where the average length of service was 13.71. This average is higher than employees without disabilities whose average length of service is 10.48 years
- There had been five work experience placements in year including a placement for a disability confident employee
- Over 80% of employees responding to the staff survey reported being satisfied or very satisfied that "I am treated with fairness and respect.", "I am encouraged to identify relevant learning opportunities"; "The Council respects individual differences;" "My manager provides me with the support I need to do my job," and "My line manager gives me regular and constructive feedback".
- The percentage of applicants with a disability who were shortlisted increased from 4.13% to 6.03%
- The percentage of employees from minority ethnic communities increased by 0.8% to 8.05%

- Levels of work related stress absence continued to decline.

Areas for consideration and improvement include

- The gender pay gap had increased from 3.59% to 6.06%

This action has been addressed through conducting a systematic review of all posts which have not undergone recent evaluation. Whilst this has not yet been fully completed, work done so far indicates that the gender pay gap has already halved. This is a combination of the impact of the review and the impact of new female recruits to more highly graded roles.

- Levels of staff absence increased from 7.89 days to 11.77 days.

The Council is active in its approach to support employees experiencing ill health and has introduced a new Wellbeing Strategy in the last year.

During 2022/23 the Council was also successful in becoming accredited as a Disability confident leader, reflecting some good practice the Council has developed in relation to including and supporting people with disabilities to flourish in the workforce. The Council's employee of the year for 2022/23 is Ted Smiley, a great example of how disabled employees at Broxtowe are actively recognised as leading the implementation of the Council's values within the local community.

However, it is important for the council to pay attention not just to the longevity of disabled employees employment with Broxtowe, but the extent to which they are supported to progress in their careers. An action within the 2023/4 action plan reflects this goal

2.4 Training

The training section of the Human Resources division has a comprehensive equality and diversity learning programme which is fully endorsed by the corporate Equalities Working Group. As part of the corporate induction course, all new employees receive a copy of the 'Equality and Diversity at Work' handbook which is designed to reinforce the messages contained within the presentation.

By March 2023, a total of 70 e-learning courses were available to employees and Members, with nine new courses being launched during 2022/23 (All Age Carers, Anxiety Awareness, Personal Resilience, Life Transitions, Stress Awareness, The Modern Apprentice, Introduction to Hoarding, Fuel Poverty) and with 6 updated courses.

The following numbers of employees completed online learning courses relating to equality issues as at March 2023.

Course	Complete	In progress
Equality Act 2010 –(live since 2014 Updated February 2020)	420	0
Equality Act 2010 for ICT Services – (Updated June 2020)	3	0
Learning Disability Awareness includes dyslexia –(live since Oct 2016)	11	0
Autism Awareness – (live since Oct 2016)	41	0
Deaf Awareness – (live since Feb 2017)	16	0
Dementia Awareness – updated June 2019 (resources page edited 2022)	45	0
Hate Crime –(live since Oct 2017 Updated July 20)	350	0
Visual Impairment – (live since March 2018)	13	0
Mental Health Awareness – (live since May 2017 Updated June 20)	23	0

Nine employees (mental health champions) completed face to face mental health first aid training and 25 managers completed face to face mental health first aid training.

Learning Zone is accessible from a computer, laptop, tablet or smartphone, enabling users to access the site either at work, as part of their agreed learning programme, or in their own time for personal development.

A range of other e-learning programmes have been developed and are made available to employees.

Knowledge and awareness of equality and diversity issues has been designed in to the Council's Core Abilities Framework, which is the competency framework against which employees are assessed and against which annual personal development plans are developed.

2.5 Community Engagement

During 22/23 the Council approved a new communications and engagement strategy and a new Customer service strategy which put greater emphasis on ensuring the Council has capacity to reach minority and digitally excluded groups. An additional Communications Officer was appointed in order to ensure the Council reaches all parts of the community who need to be heard on service delivery issues. We have a number of established means of communication including Community Action Teams (CATs), consultation with our tenants and leaseholders through Open Forums, Service Review

Groups and Resident Involvement Groups and the Broxtowe Disability Forum. Other opportunities for engagement occur for example through the work of the planning section in the creation of Neighbourhood Plans, local stakeholder discussions through the Broxtowe partnership, community safety action planning, work with Parish and Town Councils, including an annual meeting, and so on.

In addition to these long-established and continuing consultation and engagement mechanisms, the Council undertook a number of additional bespoke consultation and/or engagement exercises during 2022/23 in order to gauge opinion, seek expert advice or to facilitate successful community projects.

Examples of these included consultation included the Budget consultation for 2023/24, reported to cabinet, to which the Council had its biggest ever response; the consultation on the Toton and Chetwynd Neighbourhood plan; the preferred approach review of the Core Strategy; and consultations connected with Stapleford Towns Fund; Eastwood Levelling up bid and Kimberley Levelling up bid.

The Disability Forum is in the process of being relaunched and revamped to ensure that it is led more by the requirements and needs of people with disabilities.

1.6 Complaints

An annual report on complaints was presented to the Governance, Audit and Standards Committee in 2022. This highlighted a breakdown of the ethnic origin of complainants, the gender and age profile of complainants. Of the 244 stage 1 complaints recorded, 39 were completed with the monitoring data

The relevant highlights of the report were:

- The gender breakdown of complaints was roughly equal between male and female (22 female and 17 male). However, 205 responders did not specify their gender.
- There were four people of ethnic origin other than white (however, 215 complainants chose not to give this information).
- The predominant age of complainants was 45-59, and second highest group 30-44. 214 people preferred not to state their age, however. There were complainants in every age category apart from under 17s.
- 16 people who complained had a long term condition related to their health. 13 had no such condition and 215 chose not to give this information.

It is difficult to draw conclusions from such small numbers of people choosing to fill in the monitoring data details.

3. EQUALITY AND DIVERSITY ACHIEVEMENTS DURING 2022/23

This section of the report is intended to highlight some key achievements and developments in 2021/22 both in meeting the needs of vulnerable people and in responding to the aspirations of our diverse communities. Outcomes are highlighted across our corporate priorities.

3.1 Housing

Work continued on delivering the Council's house building delivery plan. The pipeline of nearly 100 homes which will be delivered over the next few years will be a welcome addition to the Council's affordable housing stock. Homes England gave a grant of £1,512,000 towards the costs of progressing a number of the Council's schemes. The Council has taken a leadership role in ensuring that space standards and the sustainability of these homes are market leading.

A new South Nottinghamshire Homelessness and Rough Sleepers strategy has been adopted. The development of the strategy was led by Housing Operations Manager, who formerly led Broxtowe's homelessness services. The strategy focuses its actions around six identified key themes, these are:

- Early intervention through partnership working
- The provision of accessible, agile and responsive homelessness services
- Access to affordable and quality accommodation across all sectors
- Tackle rough sleeping by developing and improving pathways
- Link health, well-being and housing together to improve the life chances and aspirations of those affected
- Deliver long term support solutions to sustain tenancies for the most vulnerable.

In some cases, providing housing provided life changing opportunities to address long standing issues for some individuals and for them to receive treatment and support to move on with their lives in a positive way. Partnership working continues to embed improvements gained following the "everyone in" COVID-19 era and built on what has been achieved.

Increases to temporary accommodation available in Broxtowe achieved through making better use of the existing housing stock and improving void management has reduced the extent to which placements outside the Borough are necessary – now only in out of hours' situations or for triage lasting very short term and in small numbers.

In 2022 the Council completed energy efficiency work to 158 social rented and leasehold properties which were given improvement measures as a result of a successful grant aided project (£690,827 in grant funding was obtained) and the Council match funded (£875,396.34) improvement works. The Council was also successful in its bid for £1.9m (50% Grant funding) for doing energy efficiency work to 88 private homes in Eastwood as as part of consortium application. The Council also administers the warm homes on prescription scheme, (£24,533 spent in 22/23 and an approved commitment of £15,667), which enables qualifying low income households with health issues to access funding to keep their homes warm. The implementation of these measures enables the Council to support people on lower incomes to keep their homes warm, supporting their health and wellbeing and reducing the amount of money they have to spend on heating costs. The Council also made a contribution via its Better Care fund allocation of £79,815 in 22/23 to support the operation of the Handy Person Adaptations Scheme, which provides smaller adaptations to homes to support independent living within the community.

The Council has been active in ensuring that household support funding is targeted towards people who are on low incomes and can be supported to maintain their tenancies through cost of living challenges. The Council employed an additional financial inclusion officer to support tenants to manage their resources, and prioritise maintaining stable housing. The outcome of several years of investment in additional staffing and new software has meant that even in challenging economic times the Council has achieved an increasing trend of rent arrears with no evictions for rent arrears. This is a remarkable achievement in the circumstances and demonstrates good support for our most vulnerable communities.

Adaptations to properties for people with disabilities were made in accordance with the policy. Expenditure of £781,692 (excluding commitments of £225,029 which will be disbursed in the current financial year) was incurred in 2022/23.

46 Syrian refugees from the Syrian vulnerable people's refugee programme have been housed in Broxtowe in both private and public housing. Supportive networks were put in place to ensure they felt welcomed, supported to learn English, gain work experience and achieve social integration. In addition, seven Afghans were accommodated under the Afghan resettlement programme. Approximately 60 asylum seekers are placed at various times in Broxtowe as they await determination on their immigration status. This will increase by approximately another 70 during next and future years. As at the end of February, 105 Ukrainian refugees are resident in Broxtowe. Through the refugee steering group a small fund has been established to provide occasional financial support predominantly to the asylum seekers who live on a very meagre allowance from government which is barely sufficient to cover their need for food and clothing. The steering group also works to support access to English learning, work experience, travel and integration into the wider community.

The Council continues to keep under review the housing needs of gypsy travellers as a protected ethnic group. A study was completed as part of the Greater Nottingham Core strategy review and additional accommodation identified to be required as part of the review (but not in Broxtowe). The needs of this group will be kept under review.

3.2 Business Growth

Under this priority the Council seeks to encourage business growth, the regeneration of town centres and the implementation of Beeston town centre phase 2. The completion of phase 2 of the regeneration scheme in Beeston has resulted in the new food and beverage outlets created to support the cinema being nearly fully let, increasing the number of jobs available in Broxtowe.

In fact, the rate of growth of new businesses across Broxtowe over the last four years has been transformed, so that instead of having one of the lowest rates of new business registrations, the Council now has the fourth highest rate in the whole of the East Midlands.

Work commenced on the implementation of the £21.1m Stapleford Towns Fund. The first project to be successfully implemented in an area of higher unemployment, and lower educational attainment has been the implementation of the town centre grants

project. This has been a great success with grants totaling over £1m being given to 74 local businesses to assist them to modernize, become more viable, grow and become more competitive, become more accessible and more environmentally sustainable. Over £600,000 has been match funded by businesses themselves. The project has exceeded all its output targets, including targets like numbers of jobs safeguarded and created, attracting interest from East Midlands television.

One of the main focuses of work in Stapleford will be to tackle problems relating to lower skill levels through creating new opportunities to reach out to young people, connect them to training and development, and make this more locally accessible for people who need this support. The project which is focused on the extension of the library is well on the way to being completed.

The creation of employment and support of existing business is fundamentally important to the progress of more deprived communities

Levelling up bids were submitted for Kimberley and Eastwood, and the Kimberley bid was successful in whole. The implementation of this bid will over the next couple of years, address job creation in a significant way, as well as providing new community and co-working space; improving connectivity to the iconic Bennerley Viaduct and a grants scheme similar to the successful project implemented in Stapleford.

Securing the funding that Eastwood deserves to be able to improve the health employment and prosperity of the local population is a key challenge in 23/24, although the Council was successful in securing Safer Streets funding for Eastwood in 22/23 (see community safety priority).

3.3 The Environment

The Council is committed to protecting the environment and enhancing it for future generations and seeks to achieve this aim through innovative approaches to waste management and recycling, energy reduction, and the management and enhancement of our parks and open spaces. It is standard procedure in relation to all capital projects to enhance parks and open spaces to pay attention to the needs of disabled children and accessibility for disabled people to our parks and open spaces.

Our Parks and open spaces have benefitted from a consistent planned focus of improvement – the “Pride in Parks” programme. This dates back to March 2018 when Broxtowe Borough Council approved £500,000 worth of investment in Broxtowe’s parks and open spaces. £250,000 was approved for 2018/19, with an additional £250,000 approved for 2019/20. Each year £125,000 was allocated to make improvements to Council owned play areas which had been identified as high priority in the Borough’s Play Strategy. The balance of the funding, a further £125,000 was shared among the Town and Parish Councils who maintain their own parks to help improve their facilities. In March 2020 the Council approved a further £200,000 initiative to continue the Pride in Parks programme. This initiative was extended again in March 2021 when the Council approved a further £110,250 to continue the programme. By paying attention to the importance of play and open space the Council seeks to ensure that its service meet the needs of younger members of the community as well as older ones.

The Council is keen to involve residents in the park improvement programme. Although the Council has five parks accredited under the “green flag” scheme, it decided to supplement this approach with one that ensured the Council engaged residents in telling the Council exactly how parks should be improved. This involves an annual survey inviting all local people to give feedback. Our parks are graded according to the satisfaction levels reported in the survey. Following the consultation in 2021, the Council listened to what residents had to say and changes that have been made including improvements to the drainage and resurfacing at Smithurst Road Open Space, Giltbrook. Play area and path works were completed at Inham Nook in Chilwell and Hall Om Wong Open Space in Kimberley. A brand new play area was installed at Dovecote Lane recreation ground in Beeston.

The Council recognises that the environment belongs to everyone and the Council endeavours to work with the community to achieve environmental objectives. Tree and shrub planting schemes take place with the engagement of local residents and community groups, particularly children and young people.

The Council’s waste and recycling service provides an assisted collections service for domestic refuse. People with disabilities, the elderly and the infirm, who may experience difficulty in placing their refuse bins at their property boundary ready for collection, receive a service which enables the bin to be pulled out for them. The service can also be offered on a temporary basis to people recovering from illness or injury or following surgery and which restricts their ability to place their bins at the appropriate collection point. In addition there are several of our housing complexes where all bins are pulled out without having to go through the application process.

A peer review in December 2022 found that the Council’s approach to reducing carbon emissions was “amongst the best” the team (selected for their expertise on environmental matters) had seen. In particular, the green rewards scheme has been a great success – so far engaging 2,000 members of the public in the carbon reduction challenge (80 tonnes of carbon emissions evidenced to be avoided through use of the app). One of the recent winning wards within the scheme was the area of greatest deprivation in Broxtowe. This is encouraging and demonstrates that people from poorer communities are not just engaged but leading the way in efforts to reduce the Borough’s carbon footprint. Green festivals rolled out in all our town areas where we have engaged residents directly in the carbon reduction challenge. The Council has made a point of holding such events in places where people from poorer communities live to ensure they have every opportunity to get engaged.

3.4 Health

L Leisure, the Council’s leisure company, was restricted in its activities during 2021/22 because of the COVID-19 pandemic, but has now returned to full operation and has rebuilt much of its customer base – swimming numbers exceed pre pandemic levels.

The Council has made progress in its feasibility work in relation to the replacement of the Council owned leisure centre in Bramcote and is now at a RIBA 2/financial due diligence stage on a facility which may be built using modern methods of construction. In addition, agreement was reached with Kimberley school to continue operating a leisure centre for the community from that base; discussions are continuing with

Chilwell school regarding replacement of the existing leisure facilities there; in Stapleford the Hickings Lane site will shortly be the subject of a planning application for a significant expansion and improvement of various leisure uses using Towns fund resources, and within the Eastwood levelling up bid it remains an aspiration to include a new GP facility and pharmacy allied to a swimming pool for use by the community.

LLeisure has developed relationships with local GP practices in the South of Broxtowe and resources are being provided to LLeisure to enable outreach to support exercise classes to support people who have health problems to have more active lifestyles.

Although the Eastwood levelling up bid was not successful in the latest funding round, funding was secured to support the Eastwood community hub at Durban House which is now a registered social enterprise using a Council owned building at a peppercorn rent and which is currently developing a credible business plan to provide much needed resources for people facing mental and general health challenges. This is fully supported by partners in the health community.

A number of food clubs continue to be supported in Broxtowe through which families are provided with good value produce and help and ideas on how to cook and use fresh fruit and vegetables, and the Council continues to provide grants to support a number of food banks throughout Broxtowe.

Other grants the Council gives support the CAB which provides much needed help and advice to people with financial and other challenges; the Voluntary sector in Eastwood; and £35,000 to run a mental health hub in Eastwood. The Council annually gives grants totalling over £100,000 to community organisations across the borough to support community life, reduce loneliness and help support the wellbeing of minority and disadvantaged groups.

The Revenues and Benefits section and the Housing teams have worked with the County Council to ensure that household support grant is targeted to people who need support to provide food, white goods and heating for themselves or their families. The discretionary housing fund was also used in 22/23 to support people in these situations as well as the preventing homelessness budget.

The Health partnership task group continues to deliver a programme of activities to address health inequalities in Broxtowe. Action plans include actions to reduce smoking; to encourage breastfeeding; reduce drug and alcohol misuse, reduce obesity and improve mental wellbeing, promoting healthy eating options for takeaway outlets; reduce child poverty; support members of the armed forces. This all helped to tackle some of the underlying reasons for health inequalities.

During 2022/23 the Council developed a wellbeing strategy for its employees.

Throughout the year, the Council worked with partners to deliver and supported a number of successful community and multi-cultural events across the borough including black history week, the season of lights event and holocaust Memorial Day.

The Council developed a new air quality action plan which is helping to improve air quality, which tends to be worse in poorer areas, reflecting busier roads and more polluted areas.

Our work on making Broxtowe a place where people can live well with dementia progressed, with the implementation of our dementia action plan

3.5 Community Safety

Crime disproportionately affects more deprived wards in Broxtowe. The Police and Crime Commissioner funded work which provided additional measures to tackle crime in Stapleford in 2022/23. The Council was successful in bidding for £200,000 through the Safer Streets initiative which has been invested in Eastwood to improve security through improved CCTV and environmental works and burglary reduction measures. A knife crime action plan continued to be implemented. Again knife crime tends to affect people and places where there are higher levels of crime and deprivation. A serious violence strategy and a strategy to tackle violence against women and girls was also approved in 22/23.

The community safety team worked in partnership with the police to support them in tackling drug misuse and a number of successful high profile interventions were achieved. At least one organised crime group was disrupted in 22/23.

The Council continued its status as a “White Ribbon” authority and a successful annual event was held to mark white ribbon week, supported by many of the Council’s partners, including Broxtowe women’s project, which the Council supports through a funding grant. The Council also invests resources in delivering the sanctuary scheme, which makes physical improvements to homes to enable people who have experienced domestic violence to feel safer.

A Hate Crime Strategy and action plan continued to be implemented. This sort of crime disproportionately affects people from minority groups and people with disabilities and other protected characteristics.

The local community came together in January 2023 to mark Holocaust Memorial Day, which the Council is proud to have marked for a number of years. Those attending the ceremony at the Walled Garden at Bramcote Hills Park included civic dignitaries, Members, Officers, and community leaders, members of the public and young people from across the Borough.

APPENDIX 2

BROXTOWE'S EQUALITY OBJECTIVES

Through these five broad headings and the targeted work identified under each one we propose to address our main priorities for improving our understanding of the inequalities in the borough, addressing identified needs and fostering good relations between our diverse communities.

Develop our knowledge and understanding of the communities we serve

- Keep the borough profile under review and do “deep dives” of ward and community profiles to spot changes which might require adjustments to patterns of service delivery.
- Improve the quality of data about the issues affecting disadvantaged and minority groups including those protected under the Equality Act, especially as they relate to Council service delivery.
- Improve the Council's understanding of the subjective experience of people with protected characteristics who live in Broxtowe and those who experience poorer life chances.

Identify and deliver actions which aim to narrow the gap in outcomes between disadvantaged groups and the wider community

- Work with partner agencies to identify health inequalities within disadvantaged groups and sections of the community and deliver targeted work to reduce inequality through partnership work through Broxtowe partnership, the Health and wellbeing board; place based partnership arrangements and direct action by the Council
- Work with partners on the South Nottinghamshire Community Safety Partnership to deliver targeted work to tackle crime and anti-social behaviour and improve outcomes for vulnerable people.
- Deliver the pledges we have undertaken to tackle and alleviate child poverty in Broxtowe; deliver the hate crime pledge; support people to live well with dementia; and support members of the armed forces.
- Continue to deliver actions to address the needs of minority and vulnerable groups including work to support those with mental health problems and learning disabilities.

Improve service design and delivery through improved communication and engagement with our communities

- Promote the use of customer engagement and feedback to inform the way services are designed and delivered.
- Review, improve and strengthen existing community engagement mechanisms through implementation of the communications and engagement strategy, the tenant engagement strategy, the disability forum and dialogue with local community groups and ensure consultation and engagement outcomes are fed back into the policy making arena.

- Learn from case study “customer journey” studies in order to progress understanding of the experience of customers with protected characteristics of the Council’s services.

Embed equalities throughout the Council

- Develop our workforce planning and profile data to improve the quality of protected characteristic information and support for employees with protected characteristics and ensure our workforce demographics reflect the community we serve.
- Make progress to achieve the ‘Excellent’ accreditation of the Equality Framework for Local Government.
- Continue to deliver equality awareness training as part of the corporate induction process for employees and members and equality and diversity training to all employees and members on relevant subjects.
- Improve the quality and quantity of information on the Council’s website and improved monitoring of targeted outcomes.
- Improve the diversity and inclusiveness of our governance structures.

Foster good relations between our communities

- Continue to support and promote events and activities that bring people together, celebrating the diversity of the borough and contributing to community cohesion.
- Improve the way in which refugees and asylum seekers are supported within the community with the assistance of voluntary effort within the community.

Definitions

Language and definitions are important. For the purposes of clarification, the Council adopts the following approaches to definitions.

Antisemitism

The government in 2016 adopted the International Holocaust Remembrance Alliance’s definition of antisemitism, and this definition is also used by the Council:

“Anti-Semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of anti-Semitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Islamophobia

The Council adopts the working definition of Islamophobia developed by the all-party parliamentary group on British Muslims alongside the guidelines from the Coalition against Islamophobia. The definition outlines that “Islamophobia is rooted in racism and is a type of racism which targets expressions of “Muslimness or perceived Muslimness”.

By conceptualising Islamophobia as a type of racism the definition recognises that Muslims are subject to more than just overt expressions of religious hatred and abuse but a system of discrimination, control and exclusion that is manifested in economic political and social spheres of life.

Misogyny

Misogyny is defined as the dislike of, contempt for, or ingrained prejudice against women or girls. It is not specifically recognised as a hate crime under the law. However, this Council recognises that misogynistic attitudes and cultures lead to women and girls experiencing violence of various sorts – domestic violence, verbal aggression and to feelings of being unsafe in public places and distrustful of certain organisations. The Council also recognises that, less frequently, men can and do experience violence through women’s behaviour towards them.

Intersectionality

The concept of intersectionality describes the ways in which systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination “intersect” to create unique dynamics and reinforcing effects. This is why multiple forms of inequality have to be tackled simultaneously to prevent one form of inequality from reinforcing another. For example, tackling the gender pay gap alone – without including other dimensions such as race, socio-economic status and immigration status – may be likely to reinforce inequalities among women.

Protected characteristics

People with care experience

This Council recognises that care-experienced people face significant barriers that impact them throughout their lives, often facing discrimination and stigma across housing, health, education, relationships, employment and in the criminal justice system. As such this Council will ensure that people who are in care or have experience of care will have the same legal protection from discrimination as other characteristics under the Equality Act including age, sex, race, sexual orientation and religion. It has amended its equality impact assessment process to ensure that implications for those with care experience is specifically examined before significant decisions or changes to policy are introduced to ensure there are no discriminatory impacts.