

APPENDIX 4

EQUALITY AND DIVERSITY ACTION PLAN 2023-25

Action Code & Title	Assigned To	Due Date
1. Keep Borough Profile Data under review to understand community changes and risks. In particular review profile in connection with influxes of refugees and asylum seekers and community pressures regarding financial security	Chief Executive	End March 24, end March 24
2 Continue to improve and use the quality of data about disadvantaged and minority groups. In particular <ul style="list-style-type: none"> • Increase the availability of housing in Broxtowe for diverse groups including people with disabilities; care leavers and veterans • Jobs and Growth: implement Towns fund projects in Stapleford • Implement the levelling up bid for Kimberley • Submit levelling up bid for Eastwood (subject to criteria permitting it) 	Head of Housing Head of Planning and Regeneration Head of Planning and Regeneration	Project timetable set out in House building delivery plan; towns fund project plans and timetable to be set by government on LUF round 3
3 Continue to develop and improve the council's monitoring of performance information in achieving its equalities objectives	Communities (Equalities) Officer	End March 24, end March 25
4 Promote electoral registration and participation in democracy to under-represented groups to increase registration.	Elections Manager	End March 24, end March 25. Measures included in Resources business plan
5. Offer work experience placements to people with disabilities and support employees with disabilities in the workplace and support the career progression of disabled employees.	HR Manager	End March 24,25. Report progress in annual workforce profile
6. Introduce neurodiversity training for all Managers	HR Manager	Hold training by end Dec 2024, Evaluate outcomes post training
7. Continue to roll out mental health first aid training for all Managers	Health and Safety Manager	during 24 and 25. Evaluate outcomes post training

Action Code & Title	Assigned To	Due Date
8. Implement and review an action plan for health (including mental health) to promote health and wellbeing and reduce health inequality	See action plan which allocates specific actions to individuals	Annual plan developed in partnership
9. Review update and implement the Child Poverty Action Plan,	See action plan which allocates specific actions to individuals	see dates within the plan
10. Deliver the actions contained within the borough crime prevention plan	Principal Communities Officer	End March 24
11. Update and implement the Council's Dementia action plan ;encourage policy development of work to address loneliness in Broxtowe ; review support available for care leavers; and support the work of the Durban house CIC	Communities officer (Health)	End march 24, End March 25
12. Continue the implementation of the community living network for people with learning disabilities and partnership relationships with developers to ensure the types of accommodation being built meets the needs of the population	Head of Housing	End March 24, End March 25
13, Work to support refugees and asylum seekers in Broxtowe and help them to integrate into the community and find jobs	Chief Executive	During 24 and 25
14. Ensure the roll out of E-learning and face to face training for employees to improve awareness of equalities issues	Training Officer	ongoing

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15. Conduct training on completion of Equality Impact assessments to improve their quality and integrate the impact on care leavers into the EIA process	Head of Legal	By March 24 and Mar 25
16. Update the workforce profile for22/23. Complete the gender pay gap annual return	Payroll and JE Manager	By Sept 24, Sept 25
17. Consider workforce profile; identify areas for improvement – address the gender pay gap by completing a re-evaluation of all posts in Broxtowe that have not been re-evaluated recently; and increasing workforce diversity by working to address under representation by protected characteristic groups	All/Equalities working group/HR Manager	End March 24, March 25.
18. Implement the action plan to achieve the “Excellent” accreditation of the Equality Framework for local Government through the Equalities working group	Chief Executive	Ongoing
19. Review and Revise the Corporate Equality and Diversity Policy	Chief Executive	June 24, June 25
20. Support and provide community events to promote equality and diversity including <ul style="list-style-type: none"> • Coronation events • Holocaust Memorial Day • Season of Lights event* • Hemlock Happening • Christmas lights switch on events 	Head of Communications Equalities Officer	All events to be held in accordance with programme agreed by Councillors