

APPENDIX 3

EQUALITY AND DIVERSITY ACTION PLAN 2022-24: Progress in 2022-3

| Action Code & Title | Assigned To | Progress |
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| <p>1.1 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</p> | <p>Chief Executive</p> | <p>The Equality Working Group considered reports on changes to the Borough profile as a result of international migration. This demonstrated a picture of growing diversity. It also considered a series of reports relating to latest census data. These highlighted reducing trends of home ownership; growing diversity; and changes to belief.</p> <p>The EWG considered the impact of cost of living pressures on individuals and families. Various measures to mitigate impacts received support from Cabinet including additional grants to voluntary organisations; support for food banks; and an additional financial inclusion employee.</p> |
| <p>1.2 Continue to improve and use the quality of data about disadvantaged and minority groups. In particular</p> <ul style="list-style-type: none"> • Increase the availability of housing in Broxtowe to house homeless people instead of having to house them outside the Borough • Jobs and Growth: implement Towns fund skills building, COVID-19 recovery and employment projects for Stapleford • Submit levelling up bids which address the needs of communities where there are inequalities which need to be addressed | <p>Head of Housing Head of Housing Head of Planning and Regeneration</p> | <ul style="list-style-type: none"> • The number of temporary units of accommodation within Broxtowe has been increased during 22/3, and during the year the number of people having to be temporarily housed outside Broxtowe has decreased. • The COVID-19 recovery grant project in Stapleford has been implemented and exceeded all its targeted outputs, including securing jobs and increasing employment • Levelling up bids were submitted for Kimberley (successful) and Eastwood (unsuccessful) |

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| 1.3 Continue to develop and improve the council's monitoring of performance information in achieving its equalities objectives | Communities (Equalities) Officer | <p>This has continued and included for example the submission to cabinet of the workforce profile which provided a detailed analysis of data including those related to employees with protected characteristics</p> <p>The submission of levelling up bids for Kimberley and Eastwood involved the analysis of data including data relating to health outcomes and skill levels of more deprived areas. The data will form useful baselines for monitoring the impact on communities as bids are implemented</p> |
| 1.4 Promote electoral registration and participation in democracy to under-represented groups to increase registration. | Elections Manager | As part of the implementation of photographic voter ID, a communications and engagement plan ensured that appropriate messages were distributed to underrepresented groups to increase participation in democracy and increase registration. |
| 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 | The Council achieved Disability Confident Leader status |
| 1.6. Introduce neurodiversity training for all managers | HR Manager | A suitable trainer was identified but the delivery of training will run into 2023/4 |

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| 1.7. Refresh mental health first aid training for all Managers | Health and Safety Manager | 25 managers have received mental health first aid training. A further 9 employees (mental health champions) received the training also |
| 2.1 Draw up an action plan for health (including mental health) and implement it to promote health and wellbeing and reduce health inequality | See action plan which allocates specific actions to individuals | Annual plan developed in partnership and being implemented |
| 2.2 Review and update the Child Poverty Action Plan, building on the achievements of introduction of the holiday activity fund and introduction of food clubs in Broxtowe. | See action plan which allocates specific actions to individuals | Implementation of the child poverty action plan is on track. |
| 2.3 Deliver the actions contained within the Eastwood Action Plan | Principal Communities Officer | £200,000 was invested in Eastwood to secure improvements to community safety. At the yearend ASB was down 19%; burglary down 63% and vehicle offences down 45% compared with previous 3 year averages |
| 2.4. Prepare and deliver a new Stapleford priority action plan | Principal Communities Officer | Actions to address community safety in Stapleford continued with funding acquired from the PCC and through the Council's own mainstream resources |
| 2.5.Update and implement the Council's Dementia action plan and encourage policy development of work to address loneliness in Broxtowe | Communities Officer (Health) | The Council continued to progress its dementia action plan. The Durban house project in Eastwood addresses community support for those who are lonely or who are living with mental health challenges |

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| 2.6 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 | The Council continues to support tenants with learning disabilities and continues to be an active member of the learning disabilities network. |
| 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 | The Council engaged with various studies to identify need and works with partners to ensure that travellers are suitably accommodated within the greater Nottingham area. |
| 3.2 Work to support refugees and asylum seekers in Broxtowe and help them to integrate into the community and find jobs | Chief Executive | The council actively supported refugees and asylum seekers. More details are given in appendix 1 |
| 3.3. Ensure the roll out of E-learning and face to face training for employees to improve awareness of equalities issues | Training Officer | ongoing |
| 4.1. Update the workforce profile for 21/22 and 22/23. Complete the gender pay gap annual return | Payroll and JE Manager | The workforce profile was reported to cabinet during 2022/3 |
| 4.2. Consider workforce profile; identify areas for improvement and work to address these | All/Equalities working group/HR Manager | Implications from the workforce profile were taken on board and addressed |
| 4.3 Implement the action plan to achieve the “Excellent” accreditation of the Equality Framework for local Government through the Equalities working group | Chief Executive | ongoing |
| 4.4 Review and Revise the Corporate Equality and Diversity Policy | Chief Executive | The annual report is before Cabinet for their consideration |

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| <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• Queens Platinum Jubilee | <p>Head of Communications</p> <p>Equalities Officer</p> <p>LLeisure</p> <p>LLeisure</p> <p>Head of Communications/LLeisure</p> | <p>All events were held as planned.</p> |