



Broxtowe
Borough
COUNCIL

Appendix A



Report of the Overview and Scrutiny
Committee

Review of Equality, Diversity and Inclusion within the Council

2024



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Summary

1. Broxtowe Borough Council's Overview and Scrutiny Committee established a review of Equality, Diversity and Inclusion at the Council, to be carried out by the Overview and Scrutiny Working Group appointed at the meeting on 23 November 2023. The review was requested by Councillor S Dannheimer who suggested that a review should be considered to see if the Council met the needs of all service users, Members and employees. The review is in accordance with the Council's Always Improving, value providing continuous improvement and delivering value for money.
2. This review is part of the wider scrutiny that is still being reviewed. This report contains recommendations from meetings after collecting information from a range of sources and witnesses¹. Over the course of the review the Group met three times, on 15 January 2024, 1 March 2024 and 17 May 2024. The Chair of the Working Group also met with the Head of Housing on 24 May 2024.
3. The purpose of the review was to achieve the outcomes outlined in the scoping report². The review sought the following outcomes:
 - To develop recommendations to support improvements.
 - To improve the overall Equality, Diversity and Inclusion within the Council including service users, Members and employees.
4. This report sets out the review process that was adopted, options considered and the conclusions and recommendations.

¹ The list of appendices is attached at **Appendix 1**.

² The scoping report is attached at **Appendix 2**.

Members of the Overview and Scrutiny Committee Working Group

1. The Working Group was chaired by Councillor S Dannheimer, with Councillor S Webb as the Vice Chair.
2. Four other Councillors were part of the Working Group:
 - Councillor W Mee
 - Councillor E Winfield
 - Councillor C M Tideswell.
 - Councillor E Williamson

Councillor W Mee withdrew from the Working Group after 15 May 2024.

3. The Working Group was assisted by the Democratic Services Manager, Head of Housing, Head of Environment and Climate Change, Museum and Collections Manager, Head of Asset Management & Development, Human Resources Manager, Chief Communities Officer and the Equalities Officer.

Recommendations

It is proposed to the Overview and Scrutiny Committee to recommend to Cabinet to consider that:

- 1. The Human Resources Manager share the Neurodiversity Policy with all Members.**
- 2. To increase awareness of Neurodiversity and support available to employees and Members.**
- 3. To consider the provision of additional resources to the Communities team to ensure at least one event per quarter and a minimum of four in a year, be organised.**
- 4. To consider changing the counter space at the D.H. Lawrence Museum to be more accessible to customers and incorporate an area for a wheelchair user to access the digital tour.**
- 5. To consider the provision of ear defenders, to offer visitors who may have sensory processing differences and additional audio headsets to enhance the D.H. Lawrence experience to all.**
- 6. To increase signage within the museum to increase awareness of health and safety issues and accessibility and to provide signposting to the nearest accessible toilet.**
- 7. To increase advertising of the D.H. Lawrence digital experience to promote live tours to Groups.**
- 8. The Working Group notes that the current Council Offices required substantial works to resolve the current issues of disrepair and accessibility issues and at the earliest opportunity plans should be considered for the future of the Kimberley Depot Offices.**
- 9. To ensure all fire risk assessments are up to date in residential accommodation.**
- 10. To ensure independent living schemes have automated doors to support living independently.**

Background

1. The topic was suggested by Councillor S Dannheimer to consider Equality, Diversity and Inclusivity at the Council.
2. The review was scoped on at the meeting of Overview and Scrutiny Committee on 4 December 2023 where the Scrutiny Working Group was appointed. The Working Group sought to provide an update throughout the progression of the review.
3. The Equality, Diversity and Inclusivity topic is still being reviewed and site visits have been planned to scope the topic further. The Working Group have met on three occasions and scoped Neurodiversity, Equality events, visited the D.H. Lawrence Museum and Kimberley Depot, and visited an Independent Living Scheme and a void property within Housing.
4. The topic was considered to be a long-term scrutiny and this report is based on the last three meetings held with the Group. Further site visits have been requested to cover other areas of the Council as part of the scrutiny scoping form and site visits have been planned to scope the topic further. This report contains the reviews of:
 - Neurodiversity and the Policy from The Human Resources Manager
 - Equality Diversity and Inclusion events from the Communities Team
 - D.H. Lawrence Museum
 - Kimberley Depot
 - Independent Living Scheme Housing.

What does Equality, Diversity and Inclusion mean?

The Centre for Governance and Scrutiny explains that Equality, Diversity and Inclusion are three separate, but interlinked issues.

[Equality, Diversity and Inclusion - Centre for Governance and Scrutiny](#)

Equality is about ensuring that everyone is treated fairly, that they have equal or equity of opportunity and that everyone is treated with dignity and respect. Equality aims to challenge discrimination, remove barriers to opportunity and to eradicate prejudice so that individuals, or a Group of individuals are not treated less favourably because of their protected characteristics. Discrimination on the grounds of any of these characteristics below is illegal. Discrimination can take many forms including direct discrimination, indirect discrimination, bullying, harassment, and victimisation. Organisations have a statutory obligation to have due regard to the Equality Act 2010.

The nine protected characteristics as outlined in The Equality Act 2010 are:

- age
- disability
- gender reassignment (the process of transitioning from one sex to another)
- marriage and civil partnership
- pregnancy and maternity
- race, religion or belief. (*Religion* refers to any religion, including a lack of religion. *Belief* refers to any religious or philosophical belief and includes a lack of belief)
- sex
- sexual orientation.

No individual is defined by a protected characteristic. 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 effects.

Inclusion is about providing a space where everyone has equal access to opportunities and resources, and where everyone feels valued, welcomed and accepted. Inclusion refers to "the act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, or ability).

An accessibility requirement means making your content and design clear and simple enough so that most people can use it without needing to adapt it, while supporting those who do need to adapt things.

Diversity refers to the variety of differences among people, encompassing race, gender, age, experiences, talents, skills, and opinions.

An article was published in the Broxtowe Employee Briefing dated 22 March 2024 celebrating Neurodiversity Week and provided employees with information about Neurodiversity.



Neurodiversity describes the the idea that people experience and interact with the world around them in different ways; there is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits.

Most people are neuro typical, meaning that the brain functions and processes information in the way society expects.

However, it is estimated that around 1 in 7 people (more than 15% of people in the UK) are neuro divergent, meaning that the brain functions, learns and processes information differently.

Neurodiversity refers to the different ways in which a person's brain processes information. It is an umbrella term used to describe alternative thinking styles such as Dyslexia, DCD (Dyspraxia), Dyscalculia, Autism and Attention Deficit Hyperactivity Disorder (ADHD).

There are many strengths of neurodiverse people

These may include:

- Strong pattern recognition
- Analytical thinking
- Deep focus
- Enhance memory
- Heightened sensory awareness, creativity and visual processing skills are also common

Benefits of having workplace cultural diversity

In terms of a neurodiverse workforce, instead of organisations being concerned about difference, the difference should be seen as a positive and embrace the benefits, such as:

- Increased creativity
- Boosts productivity
- Various perspectives
- Improved innovation

- Faster problem solving
- Improve decision making
- Reduced employee turnover
- Helpful language skills

The Council has a [Neurodiversity Policy](#) which outlines its approach to supporting equality and diversity in the workplace for employees who are neurodiverse. Neurodiversity” is a word used to explain the unique ways people's brains work. While everyone's brain develops similarly, no two brains function just alike. Being neurodivergent means having a brain that works differently from the average or “neurotypical” person. In today’s workplace, neurodiversity is a fairly new, but often used word, which really, at its core means “different”.

Neuro Diversity and Policy

Councillors in attendance at the meeting held on 15 January 2024:

S Dannheimer, S Webb, E Winfield.

1. The Council had introduced a Neurodiversity Policy in March 2021 to support employees, managers and new employees to the establishment. The Policy outlined the Council's commitment to promoting equality and fairness and to celebrate neurodiversity within the workplace. Since the introduction of the Policy, various training opportunities had taken place to employees of the Council. Members of the Group were pleased to recognise from a benchmarking exercise with other Local Authorities that Broxtowe was leading in its formal commitment to neurodiversity and that the Policy was the first of its kind within the local area. The Council won the Diversity and Inclusion Apprenticeship Award in 2023. The Policy can be located within the link below:

<https://intranet.broxtowe.gov.uk/media/4848/neurodiversity-Policy.pdf>

2. Members were reassured that when applicants apply for a job vacancy that they could make the Council aware on their application form when applying that they required support with the application form and at the interview. Appropriate reasonable adjustments could be offered at the interview stage. On success of the applicant, any reasonable adjustments would be followed up should the person be offered a role via a pre-employment medical questionnaire which was reviewed by the Occupational Health Team. Additional support could be provided through Access to Work including the purchasing of specialist equipment. In terms of supporting hidden disabilities during employment, it was done on a case by case basis and usually the Manager would liaise with HR about making reasonable adjustments to support the employee.
3. The HR department had arranged for some neurodiversity testing support for employees via 'Genius Within'. This included coaching and a detailed report for the Manager and HR team outlining support needs for employees with dyslexia testing and pre-screening tests for dyscalculia.
4. Training has been provided to managers in neurodiversity and this was organised via The Brain Charity during 2023. Work was being undertaken with the Training Officer to update Broxtowe Learning Zone. The Equalities Working Group was organised by the Chief Executive and a date for the next meeting would be 15 July 2024.
5. Members considered the Neurodiversity Policy and were pleased to see that Broxtowe was supporting applicants and employees and that they received newsletter bulletins and training. The Group would like to see this communicated to Members and employees of the Council for awareness and support, where necessary.

Conclusions

1. The Group concluded that they were encouraged with the support offered within the recruitment process and supporting employees throughout the lifespan of their employment. Members of the Group were pleased to recognise from a benchmarking exercise with other Local Authorities that Broxtowe was leading in its formal commitment to Neurodiversity and that the Policy was the first of its kind within the local area. The Group recognised that if an employee required extra support in relation to their employment, that the Council was committed to upholding its values on transparency, equality, innovation and valuing its employees.
2. Where reasonable adjustments, are necessary to support the employee they would be made on a case by case basis and would be agreed with line managers in relation to the employee's job role. Examples of reasonable adjustments would include specific work related equipment, differently presented documents or other recommended adjustments. Guidance was provided for both the manager and employee. Members were not aware that they could be supported where necessary, and would like to see this information along with the Policy, communicated to all Members so they can receive support as requested in line with the Policy. Members received a Cabinet report, 5 September 2023, Workforce Profile 2022/23, to support them with the review.

Recommendations

1. **The Human Resources Manager share the Neurodiversity Policy with all Members.**
2. **To increase awareness of Neurodiversity and support available to employees and Members.**

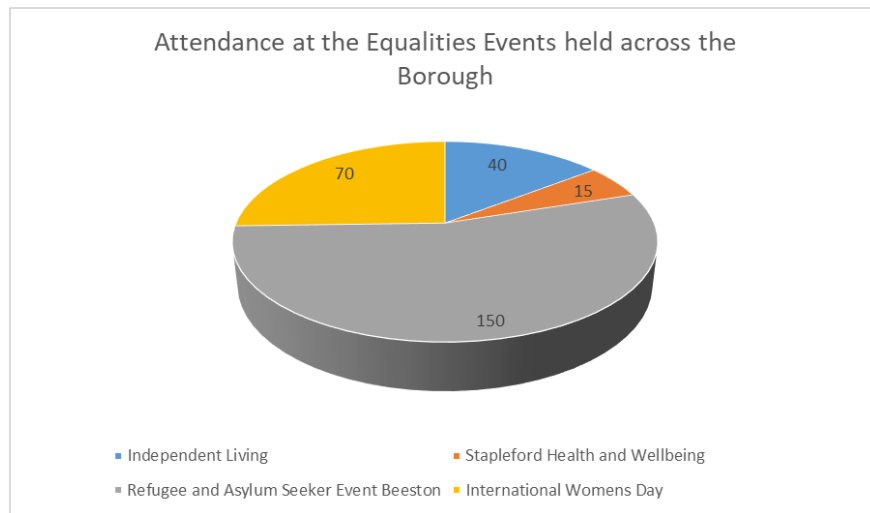
Equalities Events

Councillors in attendance at the meeting held on 15 January 2024:
S Dannheimer, S Webb, E Winfield.

1. A presentation was provided to the Group from the Equalities Officer on 15 January 2024. The Communities team works with members of the public and partnerships to host and deliver up to four events throughout the year across the Borough. The Group considered the events being spread across the Borough instead of the one event that was held in Beeston in the past. The events were limited due to resources. Members of the Group concluded that they would like to see more events, if possible, planned in the future.
2. The Aims and Objectives of the Hate Crime Action Plan for 2023/26 were as follows:
 - Hold a minimum of 3 events per year
 - To promote community cohesion, increase tolerance, educate and reduce community tensions and hate crimes
 - To celebrate and support our communities with protected characteristics
 - To signpost to support services and inform them on how to identify and report hate incidents and hate crimes.
 - To make safeguarding personal by allowing our diverse community to lead in practice and contribute to events, making them intentional and specific to the needs of the community and achieving the wider arching aim of tackling discrimination
3. Previous events held in 2023 included a Refugee and Asylum Seekers Celebration Event, Older Persons Wellbeing Event and a Health and Wellbeing Event for Physical Disabilities. The Refugee and Asylum Seekers event was held in partnership with Heya Nottingham and Broxtowe Women's Project. The event brought the community together to celebrate the diversity of Broxtowe and to share information from shared services, activities and shared cultural food. The older persons wellbeing event was held in partnership with the Broxtowe Independent Living team and raised awareness of the needs of the older community in Broxtowe. The event provided awareness of support provisions available within the community and was held in Beeston, Stapleford and Eastwood, The Health and Wellbeing Event was a multi-agency arrangement to signpost and raise awareness of services and opportunities for the disabled community. This event was held in Stapleford.

4. The events planned for 2024 included: Mental Health, Young People and Black History. Events proposed for 2025 were Learning and Disability, LGBTQ and Community, and Multi Faith.





Conclusions

1. The Group welcomed the variety of events and the spread across the Borough and understood the issues with resources and the events limited throughout the year. The events allowed for multiple agencies to participate and engage with the community to support and signpost and provide awareness within the Borough. Data of attendance was requested and was provided to the Group after the meeting.
2. It was proposed that further support and resources be allocated to the Communities team to ensure at least one event per quarter, minimum of four in a year, be accommodated.

Recommendation

3. **To consider the provision of additional resources to the Communities team to ensure at least one event per quarter and a minimum of four in a year, be organised.**

D.H. Lawrence Museum

Members in attendance at the site visit held on 1 March 2024:

Councillors S Dannheimer, S Webb, E Williamson, C Tideswell

Councillor H Skinner was also in attendance.

1. Members of the Group visited the D.H. Lawrence Museum to consider accessibility within the building. They were joined by the Head of Asset Management, and the Museum and Collections Manager.
2. The Group was provided with an accessibility checklist to support them with the site visit. See **Appendix 3**.
3. The Group was pleased to see handrails had recently been fitted on all the stairways. It was noted that all exit routes would require the need of a temporary ramp for wheelchair users including the entrance into the shop. The main entrance door did not have a window or an automatic opening. This could restrict a customer with mobility issues from accessing the building without additional support. However, it was noted that there were restrictions due to the character of the building.
4. Members appreciated that the character of the building prevented some changes to be made such as lifts and an accessible toilet. The nearest accessible toilet was at the nearby Morrison's Supermarket, they considered that unless the customer asked, this information was not visible to see. The Group considered it would be useful to provide this information before attending the museum, either on the website or provide a leaflet informing the customer prior to attending the museum. Signage informing customers where the nearest accessible toilets was located would also be useful.
5. Members appreciated the thought behind providing chairs within each room to allow visitors to sit on them if required and that they were not just part of the exhibition.
6. The shop area did not allow for a wheelchair user to access the digital tour in a zoned quiet area and the counter was too high to communicate effectively. Members considered that the space in the shop should be adapted for these purposes.
7. The digital experience of viewing rooms within the house by camera and a walk and talk demonstration of each room offered to Groups was noted as a good idea. It was thought that this could be promoted more widely to schools, community groups, to provide a digital experience that could provide additional income and could also allow access to users who were unable to access the

building with a wheelchair or reduced mobility. An option of You tube 'vlogs' was suggested and digital tours on the website.

8. Further investment in ear defenders to offer visitors with neurodegenerative conditions and audio headsets would be welcomed. There was an induction loop available.
9. Members were concerned with some of the landing areas around the stairs and the potential risk of someone falling. There was limited lighting within these areas. There should be increased signage to customers to make them aware of any health and safety issues to be mindful of.
10. After the meeting the group was presented with an Action Plan that was part of an Access Audit. This was conducted externally by a company called Direct Access Consultancy Ltd, and this was organised and paid by Museum Development at **Appendix 4**. The results of this Audit provided Members with a further understanding of what could be considered to make the Museum more accessible. Some of the recommendations had already been considered. Members also received the Collections Access Policy to review at **Appendix 5**.



Conclusion

1. Members welcomed the recommendations from the Access Audit that was undertaken externally. This information was provided to Members after the site visit and it hoped some of the recommendations from this would be implemented. The Working Group was pleased some of the recommendations had already been completed. The Group would like to see some further improvements made, especially with the counter space, the shop front entrance if possible, increased signage, advertising opportunities, and enhancements to the experience of visiting the D.H. Lawrence Museum with sensory packs including ear defenders and additional audio headsets to aid visitors who may have sensory processing differences.

Further information provided to the Members to conclude this area included:

[Designing for Accessibility \(bathnes.gov.uk\)](http://bathnes.gov.uk)

[A councillor's workbook on equality, diversity and inclusion | Local Government Association](#)

[Building inclusive workplaces | CIPD](#)

Recommendations

- 4. To consider changing the counter space to be more accessible to customers and incorporate an area for a wheelchair user to access the digital tour.**
- 5. To consider the provision of ear defenders to offer visitors who may have sensory processing differences, and additional audio headsets to enhance the D.H Lawrence experience to all.**
- 6. To increase signage within the museum to increase awareness of health and safety issues and accessibility and to provide signposting to the nearest accessible toilet.**
- 7. To increase advertising of the D.H. Lawrence digital experience to promote live tours to Groups.**

Kimberley Depot

Members in attendance at the site visit on 1 March 2024:

Councillors S Dannheimer, C Tideswell, E Winfield, E Williamson, and S Webb. Councillor H Skinner was also present as Portfolio for Environment and Climate Change.

1. The Group visited Kimberley Depot on the site visit 1 March 2024 to check accessibility of the building and site. Members had a tour of the offices and some of the outbuildings in line with Health and Safety. Members had been informed that changes to Environmental Waste collections in 2026 meant that the current Kimberley Depot would have to be redesigned to accommodate new vehicles, working practices and employees.
2. It was considered that the current design of the offices was poor and was in significant disrepair. The design of the building did not allow for major changes without substantial costs incurred to accommodate the changes required to meet accessibility needs.
3. It was reiterated to the Group that if there were any reasonable adjustments required to accommodate an employee then these would be carried out. The employee could also work from the Beeston Offices or from home. This would be in discussions with Human Resources, Occupational Health and the Manager.
4. Members noted most of the building in its current state did not comply with accessibility. The Group decided that because of the significant issues then plans should be considered for the future of the Kimberley Depot Offices.

Conclusion

1. Members considered that the Council office building at Kimberley Depot did not meet accessibility requirements and was in significant disrepair. They would like to see some plans considered for the future of Kimberley Depot Offices and ensure any future development incorporated accessibility requirements as standard.

Recommendation

- 8. The Working Group notes that the current Council offices required substantial works to resolve the current issues of disrepair and**

accessibility issues and at the earliest opportunity plans should be considered for the future of the Kimberley Depot Offices.

Housing:

Members in attendance at the site visit on 17 May 2024:

Councillors S Dannheimer, C Tideswell, E Winfield, E Williamson, and S Webb.

1. Members visited an Independent Living Scheme and a void property to look at accessible adaptations that had been installed at the sites. Further information was required to complete the scoping topic for Housing and would be considered further as part of the scoping topic. The Independent Living Scheme has been completed within this review.
2. Members visited an Independent Living Scheme. They noted the wide doors, large secure keypad on entry, glass in the doors, well lit rooms and signage. The corridors had handrails to support the tenants whilst walking. The internal and external fire doors raised some concern. Two internal doors in a passageway, used by residents had no automatic buttons and were heavy to operate. The doors made it difficult for the tenant with mobility issues to access and they required assistance to access the corridor. Another concern was the fire exists within the communal rooms. Both fire doors in this room and the access doors to the patio did not meet the ground level to outside and would need a temporary ramp or assistance to access. The fire door from the kitchen also had a shutter to navigate on a timer if tenants could only use this exit. The fire door in the communal area opened into a bin storage area and in addition, opened up into the pathway of another fire door from a corridor. Chairs and a table had also been placed in front of the fire door. The fire doors had a handle to operate the door, this was considered awkward if the tenant had mobility issues. Tenants are informed to stay in their own room in the event of the fire alarm being sounded. In the event of a fire, the communal area fire exit was not so clear especially with reduced mobility. The Chair of the Working Group met with the Head of Housing on 24 May 2024 as there was concern with the risks identified. A fire report was requested to the Head of Housing and Head of Asset Management and would be provided to the Group once the assessment became available.
3. The Group was invited to view a void property within the independent scheme. They noted the accessible window openings, plug sockets and radiator valves were at waist height. The bathroom had been adapted to a wet room with shower. The bedroom was adequate for a single bed but small to accommodate a double bed with access. It was unknown if there was more than one tenant renting the room. Members considered the property had been made more accessible for a tenant.

Further information that assisted the Group included:

Current building regulations

There are currently three levels of accessible housing, defined in regulations under 'Part M':

Category 1 or M4(1)

Visitable dwellings:

The lowest level and current baseline standard for building new homes. The basic criteria are level access to the main entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level.

But Category 1 is more lenient on allowing exceptions meaning that homes often don't end up with step-free access or amenities that can be easily used. This standard also doesn't future-proof homes, as they aren't easily adaptable.

Category 2 or M4(2)

Accessible and adaptable dwellings:

Also known as 'age-friendly' or 'lifetime' housing. These standards are slightly stricter than Category 1 and ensure no steps between the pavement and the main entrance, more space to move around in all areas of the home, and that features are easily adaptable to improve accessibility in the future as needed. These standards make life comfortable for millions of us who find it hard to move around our homes or use a wheelchair some of the time.

For example: the walls are strong enough to install grab rails, there's a hidden floor gulley to allow a walk-in shower to be easily installed, the staircase is wide enough to allow a stairlift - simple things built into the structure and space of the home that allow us to remain independent for longer.

Category 3 or M4(3)

Wheelchair user housing:

This is the only category intended to provide a home suitable for those of us who use a wheelchair all of the time.



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Conclusions

1. Members concluded that the maintenance on void properties was very patchy and was probably due to the resource and time restraints to turn the properties around and not all void properties required accessibility needs. They recognised that some of the issues were outside the remit of the scrutiny for the accessibility topic, but felt the property visited at the site visit had some issues relating to maintenance and the effects this would have on the mental health of the tenant.
2. The topic for Housing would be considered further by the group for accessibility and to allow for further information to be made available such as evidence of a maintenance programme and existing budgets. Members were informed that the current building regulations of three levels of accessible housing, defined in regulations under Part M applied to new build properties only.

3. The fire doors at the Independent Living Scheme concerned the Members with the lack of automated buttons, the weight of some of the internal doors to open if the tenant had mobility issues and that the fire doors did not meet the level of the floor to outside within the Communal areas. Members would like to see the latest fire risk assessment when available.
4. Members were pleased with the large key pad on entry to help the tenant with access, bannisters to assist with mobility, and the openings of the windows within the homes at waist height.
5. Members of the Working group received the fire risk assessment as requested for the Independent Living Scheme. This has been attached at **Appendix 6**.

Recommendations

9. **To ensure all fire risk assessments are up to date in residential accommodation.**
10. **To ensure independent living schemes have automated doors to support living independently.**

Independent Living Scheme visited

Photos taken at the Independent Living Scheme. The communal area shows the large area with chairs and tables and the fire door with a push handrail to open with no automated button.



Handrails in the corridors



Communal area



Fire door exit with push handrail.



Accessible window openings



Radiator valve at waist height.



Wet Room within an Independent Living Scheme.



Enlarged key pad on entry to the scheme.

Appendix 1

The following is a list of witnesses who gave evidence to the Working Group:

| Date | Witness |
|-----------------|--|
| 15 January 2024 | Human Resources Manager, Head of Communities and Crime, Equalities Officer |
| 1 March 2024 | Museum and Collections Officer, Head of Environment |
| 17 May 2024 | Independent Living Scheme Officer and Housing Officer |
| 24 May 2024 | Head of Housing |

Scoping Report

| | |
|--|---|
| Title of review | Equality, Diversity and Inclusion within the Council |
| Expected outcomes | <ul style="list-style-type: none"> • To develop recommendations to support improvements • To Improve the overall Equality, Diversity and Inclusion within the Council including service users, Members and employees |
| Terms of reference/Key lines of enquiry | <p>Who is the Diversity and Inclusion Officer (Check Equalities Officer and HR Officer look at the Policies and EIA form. Equality Impact Assessments Check relevant and assessments are carried out to meet the needs of the user. Apprenticeship Award. To question if recruitment and accessibility needs are met.</p> <p>Accessibility of all buildings/sites and rooms. Car park access. Accessibility to Council Offices (travel and transport) Accessibility to the Councils Websites/forms. Is the same shared across the Authority?</p> <p>Training awareness for all Members and employee's accessibility of Training for Members</p> <p>Accessibility to services the Council provides and inclusivity of leaflets, how residents/businesses pay etc..</p> <p>To consider if there is a North/South divide within the Borough including access to services and travel.</p> <p>Accessibility for leisure provided across the Borough including parks and play equipment. Benchmark across other Authorities</p> <p>Councillor inclusion</p> <p>Town Centres including signage for all and assets across the Authority Head of Asset Management.</p> |
| Possible sources of information | <p>Equality, Diversity and Inclusion - Centre for Governance and Scrutiny (cfgs.org.uk) https://www.local.gov.uk/publications/equality-framework-local-government-eflg-2021</p> <p>HR statistics and reports from Head of HR re recruitment (Hidden disabilities) Diversity and Inclusion report.</p> |

| | | | |
|---------------------------------------|--|------------------------------|------------------------------|
| | <p>Copy of the Equality, Diversity and Inclusion report. Do employees feel that there are barriers within the organisation? Employee Survey questions. Websites for accessibilities and other Scrutiny conducted on the topic. Previous reports to Cabinet including Equality, Play Strategy, Recruitment policies.</p> <p>What works well how can this be replicated across the Authority.</p> | | |
| How review could be publicised | Website, Members Matters, Report to Cabinet, email me briefings. | | |
| Specify site visits | <p>Kimberley Depot, Main Offices, Housing Complex, Accessible toilets. Check Housing properties for accessibilities including the non-visual disabilities any relets the Group could visit or willing tenants. Equalities Working Group attend next meeting</p> | | |
| Possible witnesses | <p>Benchmark other Authorities Head of HR Equalities Officer Employees of Broxtowe Borough Council Residents (Senior Private Sector Housing Officer Accessibility) Head of Housing Head of Asset Management Head of Environment</p> | | |
| Resource requirements | <p>Transport off site Background papers such as exiting reports and policies</p> | | |
| Projected start date | 04.12.2023 | Draft report deadline | December 2024 Cabinet tbc |
| Projected completion date | 04.11.2024 | | |