

Equality, Diversity and Inclusion Strategy Action Plan

To: Communities, Social Mobility and Inclusion Committee

Meeting Date: 11 January 2024

From: Executive Director of Strategy and Partnerships

Electoral division(s): All

Key decision: No

Outcome: The Committee is asked to consider the content of the Equality, Diversity and Inclusion Strategy action plan, and to review and comment on the proposed plan in relation to its ability to deliver the Strategy.

Recommendation: The Committee is asked to:

Approve the Equality, Diversity and Inclusion Strategy action plan.

Officer contact:

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1. Background

- 1.1 The Equality, Diversity and Inclusion strategy (2023-2027) was approved by Full Council on 18 July 2023, following its recommendation from the Communities, Social Mobility and Inclusion Committee on 6 July 2023 and the Strategy and Resources Committee on 11 July 2023.
- 1.2 The Council's Strategic Framework outlines an ambitious agenda for the authority for the next 5 years. The Council's People Strategy sets out how it will align its workforce to achieve the 7 ambitions set in the Strategic Framework over the same period, and alongside the new People Strategy, the new Equality, Diversity and Inclusion (EDI) Strategy and associated action plan has been developed as an additional enabler.
- 1.3 The EDI Strategy is a key cross-cutting strategy which will enable the Council to achieve its vision and ambitions, so that Cambridgeshire can become greener, fairer, and more caring in the ways that are most suitable to the variety of people, and diverse communities it serves.
- 1.4 The Strategy sets out twelve equality objectives. Preparing and publishing the Council's equality objectives at least every four years is one of its specific duties under the Equality Act to comply with the public sector equality duty.
- 1.5 The comprehensive action plan details actions that underpin each of the twelve equality objectives and will enable the Council to measure progress against each objective.

2. Main Issues

- 2.1 The action plan, attached at Appendix 1, is split into three themes:-
 - a) Our workforce: Foster an inclusive, supportive and safe working environment that attracts and retains diverse people who feel valued, respected and empowered.
 - b) Our communities: Further understand and work with the diverse communities across Cambridgeshire, developing local solutions which address the needs of the communities.
 - c) Our services: Ensure people who use the Council's services and residents have good quality public services that meet the diverse needs of communities.
- 2.2 Underneath each theme are objectives, and the action plan identifies key actions for each objective, detailing the specific action, person/team responsible, start and end date, and success measure.
- 2.3 The content of the action plan has been informed by staff engagement exercises and feedback from employees through working groups and the employee EDI Network (IDEAL). Engagement exercises include a piece of work by an external consultancy (InDiverse), who conducted stakeholder engagement, background research and focus groups, and an EDI benchmarking survey by The Equal Group.

- 2.4 Engagement sessions have been held in the development of the action plan, including dedicated working groups for each theme, with colleagues from across the organisation and members of the IDEAL network, and input from the EDI Working Group and EDI Leadership Forum. Two dedicated workshops have also taken place, one with the Corporate Joint Panel (on 26 October 2023) and another with members of the Strategy, Resources and Performance Committee and the Communities, Social Mobility and Inclusion Committee (on 14 September 2023).
- 2.5 Action plan progress will be reviewed by the EDI Leadership Forum, which meets quarterly, reported to the Communities, Social Mobility and Inclusion Committee biannually and included in the annual workforce update to Staffing and Appeals Committee.

3. Alignment with ambitions

- 3.1 Net zero carbon emissions for Cambridgeshire by 2045, and our communities and natural environment are supported to adapt and thrive as the climate changes

There are no significant implications for this ambition.

- 3.2 Travel across the county is safer and more environmentally sustainable

There are no significant implications for this ambition.

- 3.3 Health inequalities are reduced

There are no significant implications for this ambition.

- 3.4 People enjoy healthy, safe, and independent lives through timely support that is most suited to their needs

There are no significant implications for this ambition.

- 3.5 Helping people out of poverty and income inequality

This strategy aligns with this ambition, ensuring that our services are inclusive and accessible to our community.

- 3.6 Places and communities prosper because they have a resilient and inclusive economy, access to good quality public services and social justice is prioritised

This strategy aligns with this ambition, ensuring that our services are inclusive and accessible to our community.

- 3.7 Children and young people have opportunities to thrive

This strategy aligns with this ambition, ensuring that our services are inclusive and accessible to our community.

4. Significant Implications

4.1 Resource Implications

There are no significant implications within this category. All work proposed will be managed within existing resources and approved budgets.

There are no significant implications within this category.

or

The following bullet points set out details of significant implications identified by officers:

or

The report above sets out details of significant implications in [ref paragraph]

4.2 Procurement/Contractual/Council Contract Procedure Rules Implications

There are no significant implications within this category.

4.3 Statutory, Legal and Risk Implications

There are no significant implications within this category, the strategy will align to existing HR and legislative requirements.

4.4 Equality and Diversity Implications

The action plan will consider and champion equality, diversity and inclusion within our existing workforce. No direct or adverse equality implications are expected. A full Equality Impact Assessment will be carried out for all projects and programmes of work proposed.

4.5 Engagement and Communications Implications

Whilst colleague feedback has been sought to develop the action plan, considerable colleague engagement and communication will take place once the action plan has been approved.

4.6 Localism and Local Member Involvement

There are no significant implications within this category.

4.7 Public Health Implications

The actions relating to reducing inequalities of access to CCC services are likely to support a reduction in health inequalities between different groups, particularly those actions relating to improving the quality of EqlAs, diversity monitoring in commissioned services, communications and engagement.

4.8 Climate Change and Environment Implications on Priority Areas:

There are no significant implications within this category.

4.8.1 Implication 1: Energy efficient, low carbon buildings.

Positive/neutral/negative Status: neutral

Explanation:

- 4.8.2 Implication 2: Low carbon transport.
Positive/neutral/negative Status: neutral
Explanation:
- 4.8.3 Implication 3: Green spaces, peatland, afforestation, habitats and land management.
Positive/neutral/negative Status: neutral
Explanation:
- 4.8.4 Implication 4: Waste Management and Tackling Plastic Pollution.
Positive/neutral/negative Status: neutral
Explanation:
- 4.8.5 Implication 5: Water use, availability and management:
Positive/neutral/negative Status: neutral
Explanation:
- 4.8.6 Implication 6: Air Pollution.
Positive/neutral/negative Status: neutral
Explanation:
- 4.8.7 Implication 7: Resilience of our services and infrastructure, and supporting vulnerable people to cope with climate change.
Positive/neutral/negative Status: neutral
Explanation:

Have the resource implications been cleared by Finance? Yes
Name of Financial Officer: Stephen Howarth

Have the procurement/contractual/ Council Contract Procedure Rules implications been cleared by the Head of Procurement and Commercial? Yes
Name of Officer: Clare Ellis

Has the impact on statutory, legal and risk implications been cleared by the Council's Monitoring Officer or Pathfinder Legal? Yes
Name of Legal Officer: Emma Duncan

Have the equality and diversity implications been cleared by your EqIA Super User?
Yes
Name of Officer: Faye McCarthy

Have any engagement and communication implications been cleared by Communications?
Yes
Name of Officer: Lorraine Rollo

Have any localism and Local Member involvement issues been cleared by your Service Contact? No
Name of Officer:

Have any Public Health implications been cleared by Public Health?

Yes

Name of Officer: Emily Smith

If a Key decision, have any Climate Change and Environment implications been cleared by the Climate Change Officer?

Yes

Name of Officer: Emily Bolton

5. Source Documents

5.1 None.