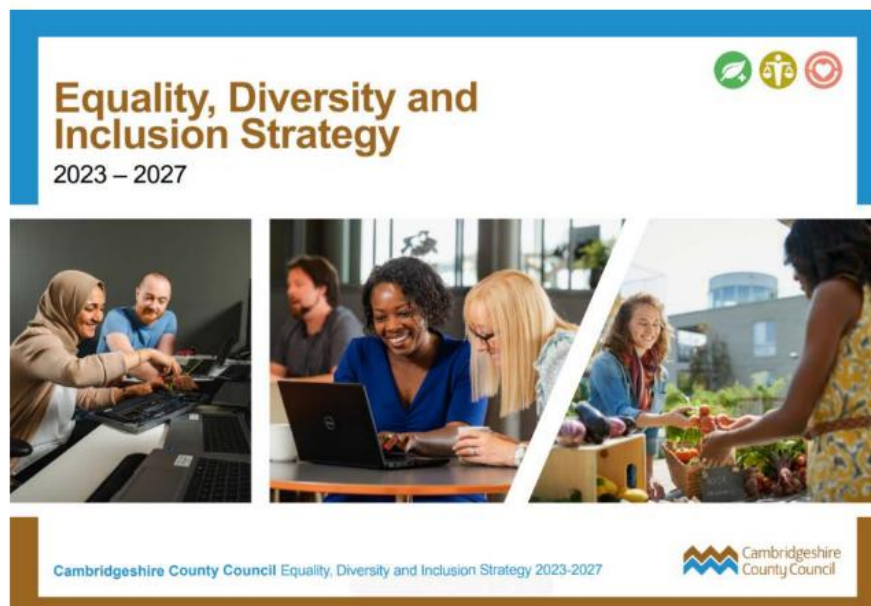


Equality, Diversity and Inclusion Strategy Update

Staffing and Appeals Committee 7th November 2024



Equality, Diversity and Inclusion Strategy



We know that an ambitious response is needed to deliver high quality, effective and inclusive services to our local community, retain a diverse and engaged workforce, and ensure that residents and employees can achieve their full potential. There are three themes to help define our equality objectives; a) Our workforce, b) our communities and c) our services.

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 our diverse communities across Cambridgeshire, developing local solutions which address the needs of our communities.

C: Our services:

Ensure people who use our services and residents have good quality public services that meet the diverse needs of our communities.

Underpinning these three themes are three guiding principles which underpin our approach to equality, diversity and inclusion:

1. Taking evidence-based action



What does this look like? Using quantitative and qualitative data to inform targeted action. We will address gaps in data collection holding us to account for the progress made in addressing discrimination and advancing equality. We will improve our collection and coordination of data to better understand our workforce and communities, particularly under-represented and marginalised groups.

2. Listening to the voices of everyone

What does this look like? Actively seeking the views of our diverse colleagues and communities, listening and hearing their voices through a variety of accessible mechanisms, and acting based on feedback.



3. Having a transparent and robust approach that delivers meaningful change

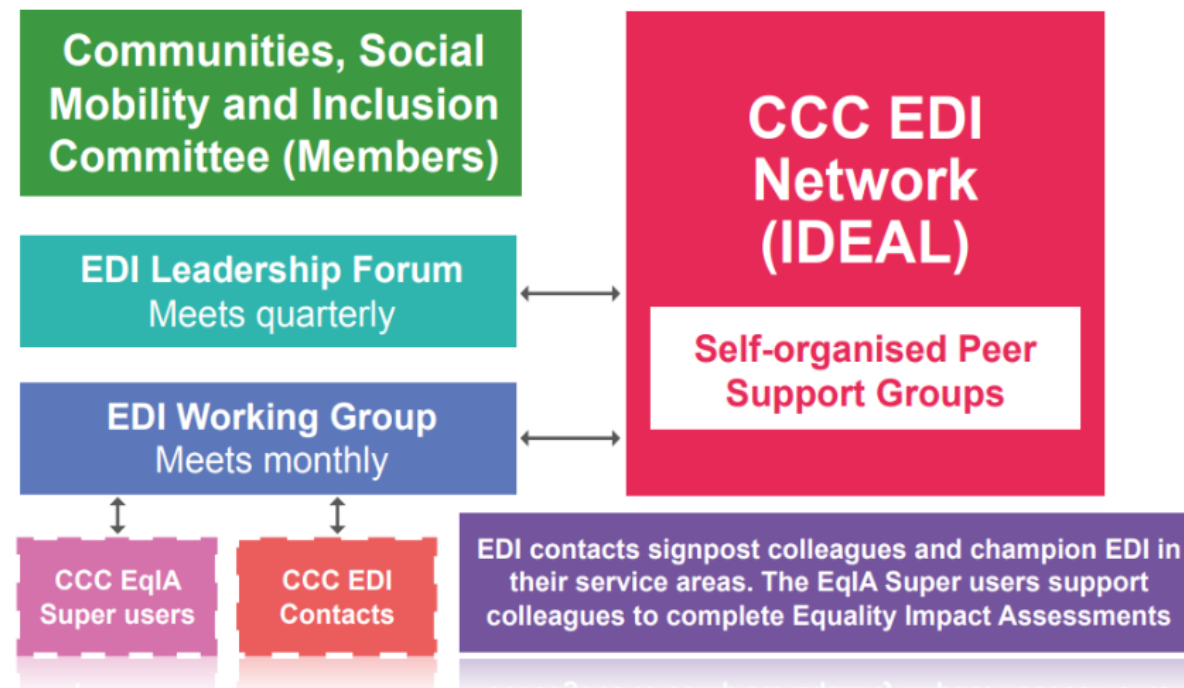


What does this look like? Being open-minded and honest throughout our EDI journey, including our actions and progress. Taking action, making fair decisions, and evidencing the impact of our work and delivering tangible change.

Equality, Diversity and Inclusion Strategy



- There are twelve equality objectives for our three themes (workforce, communities and services) and each objective has a series of actions aligned to it. The action plan spans between 2023-2027 and is a live document.
- The actions are delivered through our EDI governance structure (see figure 1). The action plan is monitored by the EDI Leadership Forum and reported to CLT quarterly.
- The EDI Team engage with the staff network (IDEAL), peer support groups and relevant working groups, for example the Anti-Racism Steering Group, to drive forward actions.



Action plan progress

(RAG rating)



Theme A: Workforce		
Colour Rating	Status	Number of actions
Red	Not started (late)	
Amber	In progress	25
Green	Completed	14
Blue	Planned, not started	17
Total		56

Theme B: Community		
Colour Rating	Status	Number of actions
Red	Not started (late)	1
Amber	In progress	11
Green	Completed	1
Blue	Planned, not started	0
Total		13

Theme 3: Services		
Colour Rating	Status	Number of actions
Red	Not started (late)	0
Amber	In progress	9
Green	Completed	3
Blue	Planned, not started	3
Total		15

Examples of some of our workforce actions (1)



Complete actions:

- Redeveloped our Equality Impact Assessment tool, launched online learning and new guidance documents.
- Launched a new Respect at Work disclosure tool for colleagues to report unacceptable behaviours (see slide 8).
- Launched a new EDI Hub on CamWeb which includes new guidance for colleagues.
- Launched an Anti-racism Steering Group.
- Revised our Reasonable Adjustments in the workplace eLearning.
- Hosted a women of colour in leadership training programme.
- Undertook an EDI learning gap analysis (see slide 9).
- Started to treat 'care experience' as a protected characteristic, published guidance for colleagues to consider care experience in their EqlAs.

Examples of some of our workforce actions (2)



In progress actions:

- Reviewing and relaunching our EDI Contacts as EDI Champions.
- Developing an Assistance Dogs at Work Guide.
- Ongoing work towards the Social Care Workforce Race Equality Standard.
- Ongoing work of the Anti-racism Steering Group including hosting listening sessions for minority ethnic colleagues (see slide 10).
- Continuing to host monthly EDI Conversations and publish blogs (see slide 11).

Examples of some of our workforce actions (3)



Upcoming actions:

- Develop Neurodiversity at work awareness training.
- Explore options for supported employment schemes to create opportunities to close the learning disability employment gap.
- Diversify our Respect at Work Contacts.
- Work towards Disability Confident Level 3.

Showcasing our work: Respect at Work Disclosure tool



The new Respect@Work disclosure tool (launched September 2024) provides an additional way for employees to disclose incidents of unacceptable behaviours that they have witnessed or experienced by other colleagues, including any form of bullying, harassment, discrimination, hate and/or micro-aggressions.

The tool allows an employee to disclose in the following ways:

- 1. To disclose something they have been subjected to, witnessed, or informed about anonymously.
- 2. To disclose something they have been subjected to, witnessed, or informed about with their contact details.

Respect At Work - Disclosure Tool Exit App Cambridgeshire County Council

Respect at Work Contacts Support Links Privacy Policy Guidance / Policies

This App is a tool to disclose unacceptable behaviours between employees, it is another route to our Respect at Work Contacts. Please note that starting a disclosure within this App will not automatically start any formal or informal process, it is a disclosure tool to receive support and signpost the options available to you.

You are able to report the incident(s) or behaviour(s) anonymously or by leaving your contact details by using the appropriate button.

If you report anonymously your/the victim's details will be kept anonymous. We will keep a record of the disclosure to identify broad trends or patterns of behaviour which can be addressed. Proceeding with a disclosure will mean you agree to these details being recorded on our system. If you have not left your/the victim's details, we will not be able to contact you further to offer advice and assistance or take any concerns forward.

The form won't take long to complete and is mostly comprised of multiple-choice questions. This information can help us to provide a better environment for all colleagues, provide support and prevent these behaviours happening in the future.

If you leave your contact details a Respect at Work contact will be in touch within 3 working days.

Disclose an issue here

Report anonymously or Report with details

Press to Email

If you have any questions prior to completing the tool or require it in an alternative format please email - RespectAtWork@cambridgeshire.gov.uk.

Showcasing our work: EDI learning proposal

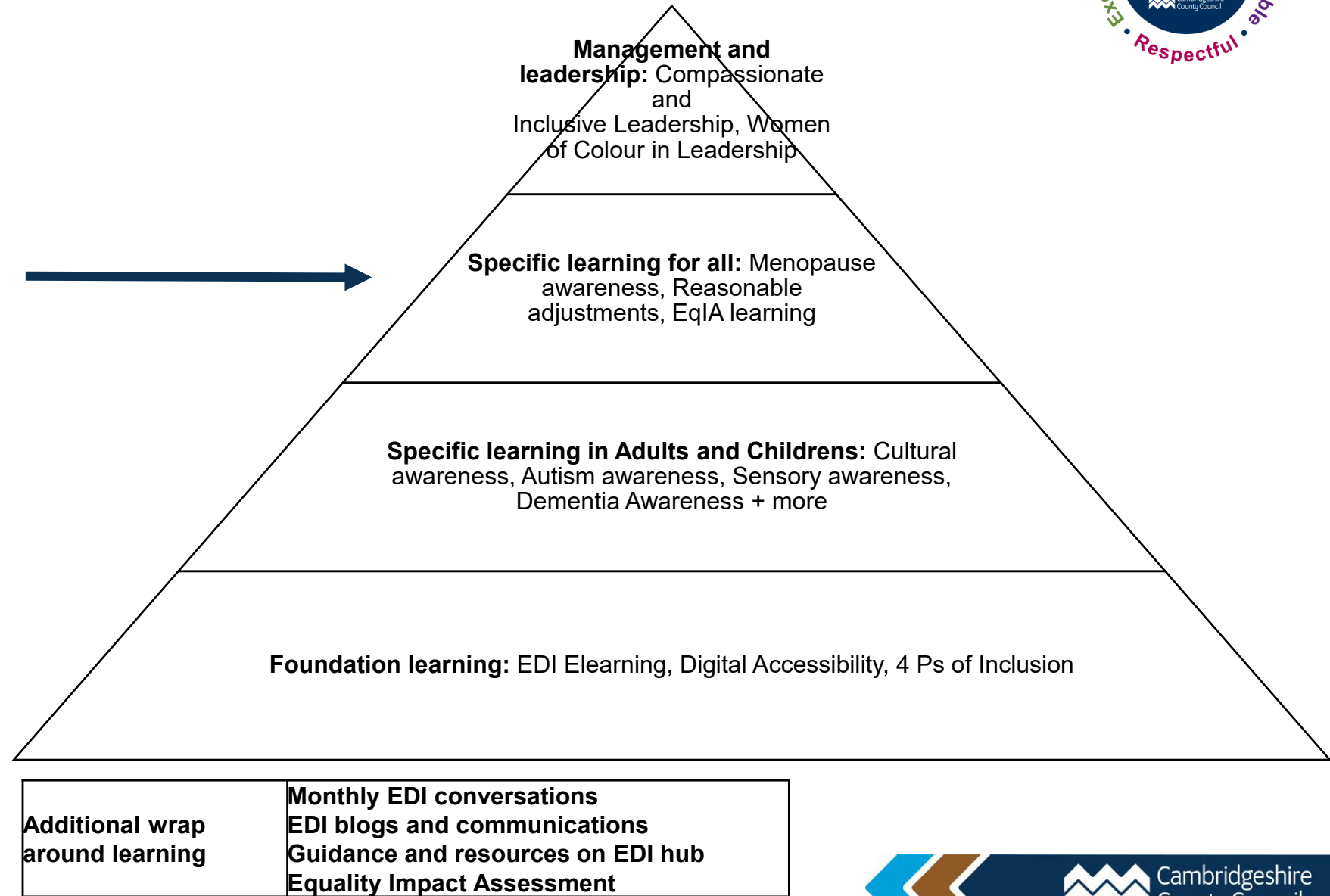


The current EDI learning offer is shown in the pyramid. It is broken down into a) foundation learning b) specific learning and c) management and leadership.

The EDI Leadership Forum approved a proposal to develop the following additional specific learning modules for all colleagues:

- Anti-racism
- Neurodiversity
- Disability awareness

The next step is for the EDI Team and Learning and Development colleagues to work with the various EDI groups, IDEAL Network and Peer support groups to identify the objectives of each learning module and the best method for delivery.



Showcasing our work: Anti-racism



An Anti-racism Steering Group formed February 2024

Purpose of the group: The Anti-racism steering group is an overarching organisation wide group. The group oversees our organisational approach to addressing racial inequities and implementing a strategic and targeted approach to advancing race equity.

Actions so far:

- Communications: released communications to the organisation to raise awareness of the new Steering Group and outline our commitment as an organisation.
- Held an event for Black History Month (October 2024) and an EDI Conversation exploring the term 'Global Majority'.
- Committed to the Social Care Workforce Race Equality Standard.

Upcoming plans:

- Host listening Sessions/focus groups for colleagues who identify as Black, Asian, or from a minority ethnic background to understand experiences in the workplace and inform our actions.
- Develop and launch Race Awareness training for the organisation.
- Launch the Global Majority Peer Support Group in collaboration with IDEAL Network.

Showcasing our work: EDI Communications



EDI Conversations

August, September and October had a total of 517 colleagues attend and watch the recording, this is slightly lower than when we last reported on this. All directorates are encouraged to remind colleagues to attend and take part (or watch the recordings) The topics included:

- East and South East Asian Heritage Month
- Stammering awareness with STAMMA presenting
- Black History Month

Plan for the remainder of 2024

November will be the last EDI conversation for 2024.

- Disability History Month – Unlearning ableism

Articles

In addition to the EDI conversations, 10 articles were published, including:

- Raising awareness about stammering: understanding and inclusion
- Catch up on the September EDI conversation – raising awareness about stammering
- Launching the NEW Equality Impact Assessment (EqIA) tool and guidance
- October EDI conversation: celebrating Black History Month 2024
- Celebrating Black History Month with our festival event in October
- Hate Crime Awareness Week and the impact of hate crime
- Coping with pregnancy and baby loss
- Miss the Black History Month EDI conversation? Catch up today!
- November EDI conversation – unlearning ableism this Disability History Month
- PoTs Awareness Day: highlighting this hidden condition