

Equality, Diversity and Inclusion Strategy Action Plan Update

To: Communities, Social Mobility and Inclusion Committee

Meeting Date: 16 January 2025

From: Executive Director of Strategy and Partnerships

Electoral division(s): All

Key decision: No

Executive Summary: The report provides an update on the progress of the Equality, Diversity and Inclusion Strategy Action Plan.

Recommendation: The Committee is recommended to:

Note the status of the actions in the Equality, Diversity and Inclusion Strategy Action Plan.

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1. Creating a greener, fairer and more caring Cambridgeshire

- 1.1 The Council's Equality, Diversity and Inclusion (EDI) Strategy is a key enabling strategy which will help the Council to achieve its vision and ambitions for Cambridgeshire to become greener, fairer, and more caring in the ways that are most suitable to the variety of people, and diverse communities it serves.

2. Background

- 2.1 The EDI Strategy (2023-2027) was approved by Full Council on 18 July 2023, following a recommendation from the Communities, Social Mobility and Inclusion Committee on 6 July 2023 and the Strategy and Resources Committee (now Strategy, Resources and Performance Committee) on 11 July 2023. The supporting EDI Strategy action plan was approved on 11 January 2024 by the Communities, Social Mobility and Inclusion Committee.
- 2.2 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 requirements under the Equality Act 2010 to comply with the public sector equality duty. The comprehensive plan details actions that underpin each of the twelve equality objectives, which will enable the Council to measure progress against each one.
- 2.3 Action plan progress is monitored by the EDI Leadership Forum, chaired by the Executive Director of Strategy and Partnerships. The forum meets quarterly and reports to the Communities, Social Mobility and Inclusion Committee biannually. Action plan progress will also be included in the annual workforce update to the Staffing and Appeals Committee.

3. Main Issues

- 3.1 The strategy and action plan are 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 diverse communities across Cambridgeshire, developing local solutions which address the needs of 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.
- 3.2 Every action has a responsible person or team, start and end dates, and a success measure. Each action has been RAG-rated to provide an update on progress. The action plan spans four years. As a result, there are some actions that are not due to start until 2025 or 2026, and these have been identified in blue (planned, not started).
- 3.3 The progress of each action has been rated using the keys set out in Table 1.

Colour rating	Definition of colour rating
Red	Not started or behind schedule
Blue	Planned, not started
Amber	In progress
Green	Completed

Table 1 – RAG rating colour key

3.4 Table 2 (Workforce), Table 3 (Communities) and Table 4 (Services) show progress on each theme. The full action plan and progress is attached at Appendix 1. It is recognized that the action plan is focused primarily on Theme A (Workforce), which reflects the need to improve the Council's processes and information for staff as a foundation for refreshing EDI in its service work.

Colour rating	Definition of colour rating	Number of actions	Change from last update
Red	Not started or behind schedule	0	0
Blue	Planned, not started	15	-9
Amber	In progress	27	+5
Green	Completed	14	+4
Total		56	

Table 2 – Workforce actions

Colour rating	Definition of colour rating	Number of actions	Change from last update
Red	Not started or behind schedule	0	-1
Blue	Planned, not started	0	0
Amber	In progress	11	0
Green	Completed	2	+1
Total		13	

Table 3 – Communities actions

Colour rating	Definition of colour rating	Number of actions	Change from last update
Red	Not started or behind schedule	0	-1
Blue	Planned, not started	3	0
Amber	In progress	9	-1
Green	Completed	3	+2
Total		15	

Table 4 – Services actions

3.5 The current status of each action is included in the full action plan attached at Appendix 1.

4. Alternative Options Considered

4.1 As detailed in Paragraph 1.3 of the report, preparing and publishing the Council's equality objectives at least every four years is one of its specific requirements under the Equality Act 2010.

5. Conclusion and reasons for recommendations

5.1 The EDI Strategy demonstrates the Council's commitment to equality, diversity and inclusion as an employer and service provider, as well as its compliance with the Public sector equality duty. The role of the committee is to regularly review the progress of the EDI strategy action plan.

6. Significant Implications

6.1 Finance Implications

There are no foreseeable implications in this category.

6.2 Legal Implications

There are no significant implications within this category. The action plan aligns to existing HR and legislative requirements, including the Equality Act 2010 and associated public sector equality duty

6.3 Risk Implications

There are no foreseeable implications in this category.

6.4 Equality and Diversity Implications

The action plan champions equality, diversity and inclusion within the Council's existing workforce. No direct or adverse equality implications are expected. Equality Impact Assessments are being carried out for all projects and programmes of work.

7. Source Documents

7.1 None