

Revised Equality, Diversity and Inclusion Objectives

Include

Listen and involve all voices

We will: ensure that all staff are treated equitably to allow them to undertake their roles to the best of their abilities.

- Develop our network of staff Equality Champions as advocates and promoters of equality and inclusion.
- Develop our staff peer networks to allow them to influence change for staff who identify with protected characteristics
- Ensure that all staff have the correct equipment they need to enable them to do their jobs.
- Make reasonable adjustments to ensure the work environment and culture meets the needs of all our staff.

We will: listen to, learn from and respond to our communities, promoting opportunities for a two-way conversation.

- Each take responsibility for our own learning to ensure that we acknowledge and understand our communities lived experiences.
- Know our communities through robust and up to date stakeholder mapping and management.
- Expand our opportunities and methods of engaging with stakeholders to ensure we are proactive and inclusive.
- Consider and use data and intelligence to inform our thinking and actions.
- Develop a collaborative way of working with partners to support communities to achieve their full potential

Inspire

Celebrate and promote the diversity in our borough and surrounding areas and make the most of the positive opportunities this brings

We will: promote events and activities across the borough that seek to reduce isolation, raise awareness of diversity and encourage the participation of our local communities.

- Develop a communications and engagement plan, to identify key events and activities that the Council will promote and support each year.
- Empower our communities and signpost them to resources to promote and help themselves.
- Support the education of our staff through peer networks and awareness events.

We will: take positive action to ensure that our diverse communities see Cheshire East council as an attractive place to work where anyone can thrive.

- Ensure that applicants can see their lived experiences amongst others in the workforce
- Empower the staff network groups to monitor and review employment practices, and the policies and procedures that support them to ensure that they are equitable for all.
- Empower the staff networks to have continued dialogue with the Senior Leadership team to ensure continued engagement with staff with protected characteristics.

Integrate

Deliver and promote accessible and equitable services for all

We will: ensure that we consider, communicate and consult with all residents and stakeholders when developing or changing our services.

- Undertake Equality Impact Assessments across relevant development and change activities including services we buy and commission.
- Provide training and guidance to ensure equality impacts are fully understood.
- Publish equality impact assessments to provide transparency, assurance and information on our decision making.
- Keep the EIA process under review to make sure it remains relevant.

We will: ensure that the services we commission meet their obligations under the Equality Act.

- Engage and work with our local communities to co-produce and co-design our local service offer and the design and delivery of major projects such as town centre regeneration schemes and improvements to local neighbourhoods.
- Require our suppliers to provide appropriate and timely equality monitoring information.
- Ensure that any supplier does not discriminate based on individuals protected characteristics.
- Ensure that our staff receive the training needed for them to work collaboratively with the diverse communities in the borough.

Inform

Be a council which empowers and cares about people

We will: use education to positively tackle discrimination

- Continue to reinforce and promote the Council's values and behaviours to promote a positive and inclusive workplace culture.
- Provide access to diversity training across all protected characteristics for all staff.
- Ensure that all staff are empowered through their Personal Development Programmes to take control of their learning about Equality, Diversity and Inclusion and Discrimination.
- Provide access to clear and robust HR policies and procedures to support officers and managers when challenging poor or unacceptable behaviour.

We will: work in partnership to keep people safe and connected

- Contribute and collaborate with communities and public sector partners to tackle discrimination through education.
- Take targeted action to inform and educate about the stereotypes faced by our marginalised communities (e.g. migrants, Gypsy, Roma and Travellers).
- Promote and signpost to networks that provide advice and support to anyone impacted or experiencing discriminatory behaviour or action.
- Encourage positive relationships between communities.

Impact

Support and deliver meaningful change

We will: be open and transparent in publishing the progress of our Equality, Diversity and Inclusion Objectives

- Publish an annual report on Equality, Diversity and Inclusion at Cheshire East Council
- Publish the Gender Pay Gap report.
- Ensure that evaluations for each EDI event are available for publication.
- Commit to sharing and presenting information in appropriate and accessible formats.
- Ensure that there is transparency in all aspects of council decision- making

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