

## Equality, Diversity and Inclusion Strategy – Progress Review November 2022

| <b>Objective 1: INCLUDE – Listen and involve all voices</b>  |                    |   |   |   |  |
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| <b>1a We will promote inclusive opportunities for two-way conversations</b>  |                    |   |   |   |  |
| <b>Key Actions</b>   | <b>Target Date</b> | <b>Expected Outcome</b>   | <b>Data Source and Evaluation methodology</b>   | <b>Lead responsibility</b>  | <b>Update – November 22</b>  |
| 1. Develop our network of equality champions both internal and external to the council, as advocates and promoters of equality and inclusion | Ongoing            | Opportunities for inclusive two-way conversations grow<br>Policies and strategies are co-created<br>Staff Groups represented at the EDI Board | HR provide the number of equality champions (40 in 2020)<br>Stakeholder list of external equality champions to be developed | Policy and Change<br><br>Staff Network Chairs   | <p><b><u>Partially achieved</u></b></p> <p>The equality champions network has been refreshed and progressed in 2022. Plans are being developed to look at stabilising the current membership and refining the expected duties of the role.</p> <p>A training group has been created to support annual training for current members and to ensure that the knowledge of all champions is current.</p> <p>Alongside this, a terms of reference has been drafted and agreed by the current members of the group. The next step to ensure progression and growth is to appoint an EDI officer, which will ensure that the role and champions can compliment each other in driving the EDI agenda for the council.</p> <p>There are now 7 EDI Staff Network groups, and a regular meeting of Network Chairs. These groups have supported developments with regards to particular protected characteristics.</p> <p>There has been progress in engaging with external groups, for example with Body Positive based in Crewe. There is further work required to develop an EDI external stakeholder list.</p> |
| 2. Commit to sharing and presenting information in appropriate and accessible formats.   | Ongoing            | Documentation and other published material are suitable for the audiences which are accessing it.   |   | Web team & EDI officer to monitor publications online and check all documentation is accessibility checked. | <p><b><u>Achieved (and ongoing)</u></b></p> <p>One output which will support this action, is the development of a consultation and engagement toolkit. The toolkit will include guiding principles for staff to ensure engagement and consultation activity are inclusive and accessible. For example, one-page summaries, using plain English, short strategy documents and coproducing where possible.</p> <p>All documents are routinely checked by Digital Customer Services Team (Web Team) prior to publication to ensure accessibility</p> <p>“Silktide” software enables constant review of the website to check for accessibility Rating Q1 – 93%</p> <p>Microsoft Teams contains several accessibility features, and the EDI Board</p>   |

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|   |         |   |  |  | <p>received a demonstration of these from ICT.</p> <p>Ensuring document accessibility is a core requirement for all visual materials produced through the council's corporate framework contract for graphic design and communications projects.</p> <p>Corporate document templates are under development that have accessibility 'built-in' - to make it easier for officers to ensure that all documents produced for Cheshire East Council are accessible by default.</p> <p>In 2022, accessibility standards have been promoted through internal communications (Team Voice and Centranet) <a href="#">Why accessibility matters - an interview with Steve Bennett (cheshireeast.gov.uk)</a></p> <p>There is the functionality to add alt-tags to all images corporate social media output through our social media management system.</p> <p>Documentation has been produced in various languages and formats for several key targeted campaigns, including test and trace, COVID vaccination, Homes for Ukraine scheme, and to support promotion of domestic abuse support.</p> |
| 3. Work collaboratively with voluntary, community and faith organisations to share key messages and opportunities for engagement. | Ongoing | Collaborative activities and communications are developed and promoted where appropriate. | Agreed list of awareness days and events will be used. | Communities team.<br>Communications team.<br>Policy and Change department. | <p><b><u>Achieved (and ongoing)</u></b></p> <p>An asset-based approach is taken to developing services in the Voluntary, Community, Faith and Social Enterprise (VCFSE) sector. Experts by experience are sought and use a suite of resources to develop services with our communities to empower them to serve themselves.</p> <p>Cheshire Social Action Partnership have established a VCFSE Leaders Board and a Faith Leaders subgroup, which offer regular opportunities for the Council to share key messages and to engage with the sector.</p> <p>In 2022, the Homes for Ukraine scheme offered the opportunity to strengthen the relationship with the VCFSE sector as they played a vital role in understanding and supporting our communities needs.</p> <p>The Adult Safeguarding Board has arranged a bespoke event with our Faith Organisations on 24 November 2022, as part of Adult Safeguarding Week. This is aimed at raising awareness about Adult Safeguarding and to promote engagement.</p>   |

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| <b>1b We will seek to listen in order to understand</b>  |           |  |  |  |  |
| 1. Expand our opportunities and methods of engaging with residents, partners and stakeholders to ensure that we are proactive and inclusive. | Ongoing   | To ensure that all residents can engage with the council. To support digital inclusion. To understand barriers preventing effective engagement and working to remove them.   | Consultation and Engagement data will be used to evidence an increase in the involvement of underrepresented groups. | Communities Team<br>Policy and Change Department | <p><b><u>Partially achieved</u></b></p> <p>One output from this group is a consultation and engagement toolkit for implementation across the Council. This toolkit will provide staff with the tools, knowledge and skills to be able to carry out effective and meaningful engagement and consultation with residents and partners. It will promote more engagement for two-way conversations with residents.</p> <p>Another output of this group is scoping a digital engagement platform. The aim of the digital engagement platform is to add to our methods of engagement with residents and stakeholders, and to improve two-way conversations by providing an open feedback site.</p> <p>A workshop involving potential suppliers and members of the consultation and engagement group took place in September 2022, and the information gathered will inform an options appraisal.</p> <p>A refresh of the Cheshire East Partnership digital inclusion strategy 2023-2026 is underway, which is being coproduced with residents and stakeholders. It will be taken to the Health &amp; Wellbeing Board in March 2023.</p> <p>The Council piloted a participatory democracy approach, the Cheshire East People's Panel in October 2022. This offered an incentive scheme (of shopping vouchers) to attend, which encouraged people that do not traditionally engaged with the council. The Panel were selected to ensure that people had a range of protected characteristics and represented the Cheshire East population.</p> |
| 2. Know our audience and communities through robust and up to date stakeholder mapping and management  | July 2022 | The veteran community will have up to date information on where local support is available<br>-Support mental health<br>-Safe place for veterans<br>-Volunteering opportunities<br>-Bring the community together<br>-Create a charity network<br>-Public awareness | The Communities team will capture both quantitative and qualitative feedback directly from people attending events.  | Communities team                                 | <p><b><u>Partially achieved</u></b></p> <p>The draft Communications Strategy for Residents includes Aim 2 - Building engaged audiences from Cheshire East's diverse communities, and Priority 5 - Improve communication with under-served audiences. As part of this, we need to ensure that our communications and channels enable armed forces members and veterans' easy access to information and news about our work to specially support them and wider council services.</p> <p>Significant progress has been made in the engagement with the Armed Forces Community. In collaboration with several charity groups a number of breakfast clubs were opened in different parts of Cheshire East with the aim to tackle socioeconomic issues and mental health and isolation, that</p>  |

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|   |           | <p>around our veteran community</p> <ul style="list-style-type: none"> <li>-Services working together</li> <li>-Family fun days</li> <li>-Veterans into employment</li> <li>-Training opportunities</li> </ul>   |                   |                            | <p>the veterans are currently facing.</p> <p>New projects regarding digital inclusion, homelessness support for veterans into emergency accommodation are being developed with the aim to implement them by the end of the financial year.</p> <p>The Armed Forces Event that took place in Queen's Park in June 2022 had an unprecedented success with a 28,402 people attending over the 2-day period.</p> <p>The progress within this workstream culminated with the receipt of the Silver Award in May 2022 from the Covenant in recognition of all the support our services and employees are offering veterans within our communities.</p> <p>An output from the cross-council consultation and engagement group is a toolkit for implementation across the Council. This toolkit will provide staff with the tools and knowledge to be able to carry out effective and meaningful engagement and consultation with residents and partners, including stakeholder mapping and stakeholder engagement.</p> <p>In terms of the JSNA business as usual, we are making progress with the deep dive reviews, which support up to date stakeholder mapping and management. A draft Equality Impact Assessment has been developed in relation to the JSNA work.</p> |
| 3. Use and consider information including data and intelligence to inform our thinking and action | June 2022 | <p>Develop an EDI scorecard to monitor performance and diversity across services. The scorecard will ensure: -</p> <p>The organisation understands the effects of employment policy and practice on its workforce.</p> <p>The organisation has sufficient information about staff to inform robust equality analysis.</p> <p>The workforce profile is updated regularly.</p> | Unit 4 ERP system | Business Intelligence team | <p><b><u>Partially achieved</u></b></p> <p>An Analyst started in post in 2022 to support with the analysis of the data from the Unit 4 system. However, there are challenges with the capture and extraction of data from Unit 4 which are the key priorities for the council. A strategic risk has been established referencing the functionality of unit 4 specifically around this action point within the EDI strategy.</p> <p>Equalities data is being enhanced through the releases of Census 2021 data. Plans are being established to provide reports and analysis once the multi-variate tables are released by ONS for the Cheshire East area. These will ensure that the content and style of reports and analysis enable an improved understanding of how the population has changed over time. The Census 2021 data provides an updated picture of the profile of our residents.</p> <p>Working alongside the customer experience project will ensure that analysis and assessment of needs, dependent upon resident type and characteristics, can be undertaken. This will support more accurate analysis of need and priority identification for our local areas.</p>   |

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|  |                               | <p>Data is looked at organisationally and service by service.</p> <p>It is possible to analyse data by all of the protected characteristics.</p> <p>The organisation has gathered and published information and data on the profile of its communities and the extent of inequality and disadvantage. Plans are in place to collect, share and use equality information with partners.</p> <p>A comprehensive set of information about local communities/protected characteristics needs and outcomes is regularly updated and published and used to identify priorities for the local area</p> |  |  |   |
| <b>Objective 2: INSPIRE – Celebrate and promote our diversity and the positive opportunity it brings</b>                                 |                               |   |  |  |   |
| <b>2a. We will promote local events and activities that seek to reduce isolation, raise awareness, and encourage participation</b>       |                               |   |  |  |   |
| 1. Develop a communication and engagement plan to identify key events and activities that the Council will promote and support each year | Annual calendar to be agreed. | Residents and staff receive communications around awareness days and associated activities. Improved understanding and awareness. Diversity and inclusivity promoted in the workplace.  | Approved version of the Awareness Days list.<br><br>Events plans co-created for agreed events. | Policy and Change Department. Equality Champions | <p><b>Achieved</b></p> <p>A key EDI events calendar was agreed for 2022. This will be refreshed at the EDI Board in January 2023.</p> <p>Awareness events and days have been marked by the Council, directorates and staff network groups throughout the year.</p> <p>The Council were a key partner in Crewe Pride in October 2022. This compliments a network of the 9 Pride events across Cheshire to be created, with a view to developing a series of themed events in 2023.</p> |

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|   |         |   |  |  | <p>When the 2023 events calendar is agreed, an associated communications plan will be developed.</p> <p>Work is already progressing for International Women's Day in March 2023, which is being led by the Women's Network.</p>   |
| 2. Support and promote community action and cooperation across our partnerships to improve cohesion | Ongoing | <p>There is an increase in the involvement of underrepresented groups.</p> <p>There are a range of innovative approaches to involving communities and arrangements are made to meet specific or individual needs.</p> <p>Vulnerable people/communities are participating including the hardest to reach in the community.</p> <p>There is evidence that mainstream engagement mechanisms are increasingly involving previously under-represented groups.</p> <p>Communities are encouraged or supported to influence or make decisions.</p> | Explore how the Census 2021 data can be used within the council to inform action and design – updated profiles and increased.            | Communities team<br>Business Intelligence team | <p><b><u>Partially achieved</u></b></p> <p>Equality data will be enhanced through the release of Census 2021 data. Plans are being established to provide reports and analysis once the multi-variate tables are released by ONS for the Cheshire East area and these will ensure that the content and style of reports and analysis enable an improved understanding of how the population has changed over time.</p> <p>In October 2022 the Council piloted a participatory democracy project, the People's Panel. Members of the Panel including vulnerable members of the community, people with a range of disabilities, people from different ethnic backgrounds and people of different ages and gender. This supported the aim of communities being encouraged to make decisions.</p> |
| 3. Support our staff through Peer Networks and events   | Ongoing | <p>Continued development of the Peer Networks and their role. Ensure that policies and strategies are co-created with the Peer Networks.</p>  | Evidence that publications reflect our commitment to equality, diversity and inclusion. To be audited within the annual equality report. | Policy and Change department.                  | <p><b><u>Achieved (and ongoing)</u></b></p> <p>In 2021 there were 3 staff peer networks, in 2022 this has increased to 7 peer networks, with over 100 members of staff regularly involved.</p> <p>Staff networks have been asked to support a range of initiatives, such as the development of the Heritage Centre in Crewe, the recruitment and retention group and the development of hybrid working models.</p>  |

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| <b>2b. We will proactively take action to ensure our workforce is diverse and representative of the communities we serve</b> |   |   |  |   |   |
| 1. Apply fair recruitment and selection procedures   | Ongoing                                 | Ensure that applicants can see their lived experiences amongst others in the workforce  | Equality profiles of applicants and new starters | Workforce development<br>Organisational development   | <p><b><u>Partially achieved</u></b></p> <p>The Workforce Strategy is being implemented, which includes a key priority around "Inclusive Workforce" and actions to ensure that everyone has a voice.</p> <p>The Council is considering progressing Disability Confident accreditation and therefore an audit of recruitment and selection of candidates with disabilities is underway.</p>   |
| 2. Make reasonable adjustments to ensure the work environment and culture meets the needs of all our staff                   | To be in place for any return to office | <p>Register for the Sunflower lanyard recognition scheme:</p> <p>Staff with hidden disabilities will feel more comfortable at work</p> <p>All staff to be aware of what the scheme is and how to help</p> <p>Specialist training for customer facing staff</p> <p>Ensure that all staff have the correct equipment they need to enable them to do their jobs. Improvements have been made to the working environment. Reasonable Adjustments are provided in a timely fashion consistently across the organisation</p> <p>Differently abled network to review reasonable adjustments guidance to inform</p> |  | <p>HR<br/>Differently Abled Network<br/>Equality Officer<br/>Workforce development<br/>Organisational development</p> | <p><b><u>Partially achieved</u></b></p> <p>The Council has registered as a member of the Sunflower Lanyard recognition Scheme to support people with hidden disabilities. The package purchased comes with posters and training materials and is designed to support both staff and visitors in council premises. It will be in place initially in libraries and customer service centres, and a communications launch is planned for late 2022.</p> <p>The Differently Abled staff network group can advise and support staff who may need additional resources to work effectively. All staff are encouraged to speak with their managers.</p> <p>The Differently Abled Group are reviewing guidance for workplace adjustments.</p> |

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|   |   | policy development.  |                           |  |   |
| 3. Monitor and review employment practice and our policies and procedures that support them   | Disability confident application to be submitted by 30/06/21<br><br>Every PDR cycle | Achieve Disability Confident Employer (level 1) status by 2023 and Level 2 by 2025<br><br>Ensure EDI is built into the PDR process to encourage staff to take responsibility for their EDI knowledge and training. | Application via link.     | HR Differently Abled Network<br><br>Organisational development                                   | <b><u>Partially achieved</u></b><br><br>The Council is on track to achieve Disability Confident Level 1 status by 2023.<br><br>In 2022 an upgrade to learning lounge now provides managers with a dashboard, where they can see who in their teams have completed training. Managers can take ownership to encourage staff to complete the mandatory training and set this as an action on their Personal Development Review as required.<br><br>Managers and staff are to discuss and comment on their wellbeing during the PDR conversation to ensure support and action planning is embedded.<br><br>The mandatory courses are being reviewed and it is being considered to set these to annually completion, where staff will be sent reminders when they need to re-certify. |
| <b>Objective 3: INTEGRATE – Deliver and promote accessible services for all</b>   |   |  |                           |  |   |
| <b>3a. We will ensure that we consider, communicate, and consult with all people regardless of their protected characteristics when developing or changing our services</b> |   |  |                           |  |   |
| 1. Undertake Equality Impact Assessments across all development and change activities including services we buy and commission  | Ongoing   | Polices, strategies and decisions being shaped and informed by equality impact assessments.  | Increased number of EIAs. | All staff – with support from Policy and Change department                                       | <b><u>Partially achieved</u></b><br><br>Equality Impact Assessments (EIA) are a regular part of decision-making and are published on the Councils website.<br><br>A new template for EIA completion and associated EIA guidance are being developed to ensure that they are enabling a more comprehensive analysis of impact to be undertaken.  |
| 2. Provide training and guidance to ensure equality impact assessments are fully understood   | 2022/23   | Create support package for Members to provide advice and guidance on EDI matters to ensure that members have a greater understanding and can challenge inequality appropriately.                                   | Training outcomes.        | Member EDI Champion, supported by Democratic Services. Workforce Development. Policy and Change. | <b><u>Partially achieved</u></b><br><br>Member training will be progressed alongside officer training. This will occur following the review of EIAs.<br><br>Contact has been made with the Consultation Institute to see if there is an option with the current membership fee for a free review of the documentation to ensure that it is complete. Following this initial contact, the institute have responded with a fee for the assessment, so the way forward must be agreed.<br><br>EDI Member training may also be required post-election – this will be scheduled in along with other relevant induction training later in 2023.   |



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| 3. Publish all equality impact assessments to provide transparency, assurance and information on our decision making                   | Ongoing   | <p>There is senior level commitment to using and understanding equality analysis/ impact assessment to inform planning and decision making.</p> <p>The organisation's assessments are accessible, robust, and meaningful. There is evidence that Members routinely take account of equality analysis/ impact assessment when making decisions.</p> <p>Decisions around budget cuts and savings have taken account of cumulative impact.</p> <p>The findings, recommendations and conclusions are shared effectively to inform decisions and planning.</p> <p>Mitigating actions are identified where appropriate</p> | Details to be included in Annual Equality Report. | Policy and Change department.  | <p><b><u>Achieved (and ongoing)</u></b></p> <p>Equality Impact Assessments are published on the council's website. In 2022 to date, 15 new EIAs have been published on the website.</p>  |
| <b>3b. We will ensure that all services we commission meet their obligations under the Equality Act</b>                                |           |  |   |                                |  |
| 1. Engage and work with our local communities to co-produce and co design our local service offer and the design and delivery of major | June 2023 | <p>The community and voluntary sector say that they are treated as equal partners by the Council.</p> <p>The organisation achieves considerable social value from its contracts</p>  |   | Commissioning Team<br>TOGETHER | <p><b><u>Partially achieved</u></b></p> <p>The TOGETHER principles will be published in the Consultation &amp; Engagement toolkit as the agreed approach to co-production. The Consultation and Engagement toolkit also guides staff on how to engage and work with our local communities to co-produce and co design our local service offer and the design and delivery of services.</p> |

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| projects such as town centre regeneration schemes and improvements to local neighbourhoods                                      |         |   |  |   |  |
| 2. Require our suppliers to provide adequate and timely equality monitoring information   | Ongoing | Local procurement is positively influencing the local economy<br><br>There is evidence of providers meeting the organisations equality objectives.<br><br>Providers understand and can articulate a commitment to equality. | Contract Management data   | Procurement                             | <b><u>Partially achieved</u></b><br><br>The Councils Social Value Policy and Framework have been updated. The Social Value Webpages provide a catalogue of resources, and evidence of impact: <a href="https://www.cheshireeast.gov.uk/social-value-resources">Social value resources (cheshireeast.gov.uk)</a><br>From a monitoring perspective our key Social Value measures which include ongoing measures previously used within our annual SV survey, are now in the process of being embedded within our new contract management system (Atamis).<br><br>The Council are piloting the development of our Social Value Unit which will coach and support officers to embed Social Value across the whole commissioning cycle and focus on our local community needs/assets. |
| 3. Ensure that any venue we use or event we promote does not discriminate based on an individual's protected characteristic     |         |   |  |   | <b><u>Achieved</u></b><br><br>The original issue was captured in the EDI Strategy as there had been experience of a Council team using a venue that was perceived to have discriminated against a person's protected characteristic. The Council ceased to use the venue and sought to prevent the issue from reoccurring.<br><br>In terms of the Connected Community Centres, which officers can book as venues, within the application form, organisations had to state that they had an Equality, Diversity and Inclusion Policy in place. The grant agreement then specifies that their policy must be submitted with their signed grant agreement. We will then review these prior to grant payments being made.  |
| <b>Objective 4: INFORM – Empower people to respectfully challenge discriminatory and poor behaviour</b>                         |         |   |  |   |  |
| <b>4a We will take a zero-tolerance approach to discrimination, taking positive and immediate action where possible</b>         |         |   |  |   |  |
| 1. Continue to reinforce and promote the Council's values and behaviours to promote a positive and inclusive workplace culture. |         | Improved quality and availability of EDI training for Learning Lounge.<br>Ensure all protected characteristics are adequately covered by training available.<br><br>All staff to take                                       | Reports on uptake to be produced and inform annual report.<br><br>Increase number of EDI related training opportunities. | Staff Networks<br>Workforce development | <b><u>Partially achieved</u></b><br><br>Staff can now upload their PDR objectives to learning lounge, including any agreed development needs.<br><br>An Equality, Diversity and Inclusion training plan has been drafted and is awaiting final approval.<br><br>Challenging conversations training has been commissioned for areas of the  |

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|   |                                     | responsibility for their own learning to develop awareness and understanding of different peoples' lived experiences.   |                                       |    | <p>council that requested it.</p> <p>The following data is available in relation to EDI training courses completed (those highlight in yellow are face to face delivered training sessions):</p> <p>Completions within the last 3 years are shown below:</p> <table><tr><td>Dignity at work</td><td>2621 completions</td></tr><tr><td>Equality in the workplace</td><td>2660 completions</td></tr><tr><td>Equality Act 2010</td><td>361 completions</td></tr><tr><td>Acceptable Behaviour and Language Including Unconscious Bias</td><td>12 seminars, 136 officers attended.</td></tr><tr><td>Helping Disabled Customers</td><td>203 completions</td></tr><tr><td>Supporting Carers in the Workplace Introduction</td><td>71 completions</td></tr><tr><td>Supporting Carers in the Workplace Line managers</td><td>9 completions</td></tr><tr><td>Transgender Training</td><td>71 completions</td></tr><tr><td>Unconscious bias</td><td>123 completions</td></tr><tr><td>Mental Health Awareness</td><td>13 seminars, 120 officers attended</td></tr><tr><td>Mental Health Awareness for managers</td><td>10 seminars, 74 attended.</td></tr><tr><td>Mental Health Awareness</td><td>393 completions</td></tr><tr><td>HIV Awareness</td><td>35 completions</td></tr><tr><td>Introduction to Bipolar</td><td>8 completions</td></tr><tr><td>Pre-retirement training</td><td>4 seminars, 63 officers attended</td></tr></table> <p>Also in 2022, a new training package has been developed around neuro-diversity for the Learning Lounge.</p> | Dignity at work | 2621 completions | Equality in the workplace | 2660 completions | Equality Act 2010 | 361 completions | Acceptable Behaviour and Language Including Unconscious Bias | 12 seminars, 136 officers attended. | Helping Disabled Customers | 203 completions | Supporting Carers in the Workplace Introduction | 71 completions | Supporting Carers in the Workplace Line managers | 9 completions | Transgender Training | 71 completions | Unconscious bias | 123 completions | Mental Health Awareness | 13 seminars, 120 officers attended | Mental Health Awareness for managers | 10 seminars, 74 attended. | Mental Health Awareness | 393 completions | HIV Awareness | 35 completions | Introduction to Bipolar | 8 completions | Pre-retirement training | 4 seminars, 63 officers attended |
| Dignity at work   | 2621 completions                    |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Equality in the workplace   | 2660 completions                    |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Equality Act 2010   | 361 completions                     |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Acceptable Behaviour and Language Including Unconscious Bias  | 12 seminars, 136 officers attended. |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Helping Disabled Customers  | 203 completions                     |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Supporting Carers in the Workplace Introduction   | 71 completions                      |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Supporting Carers in the Workplace Line managers  | 9 completions                       |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Transgender Training  | 71 completions                      |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Unconscious bias  | 123 completions                     |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Mental Health Awareness   | 13 seminars, 120 officers attended  |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Mental Health Awareness for managers  | 10 seminars, 74 attended.           |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Mental Health Awareness   | 393 completions                     |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| HIV Awareness   | 35 completions                      |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Introduction to Bipolar   | 8 completions                       |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| Pre-retirement training   | 4 seminars, 63 officers attended    |   |                                       |    |   |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |
| 2. Provide access to clear and robust HR policies and procedures to support officers and managers when challenging poor or unacceptable behaviour | Ongoing                             | <p>Policies to be reviewed regularly to ensure that they are up to date. Reviews to be conducted in collaboration with staff networks where relevant.</p> <p>Senior leaders in the organisation have stated their commitment to a diverse workforce and</p> | Training provided via Learning Lounge | HR | <p><b><u>Achieved (and ongoing)</u></b></p> <p>The following policies and procedures are currently under review, and will be launched in late 2022:</p> <ul style="list-style-type: none"><li>• Dignity at Work Policy and Procedure</li><li>• Disciplinary Policy and Procedure</li><li>• Grievance Policy and Procedure</li></ul> <p>In addition, the Code of Conduct (Officers) is also currently under review and the Equality in Employment Policy is scheduled for review in early 2023.</p>  |                 |                  |                           |                  |                   |                 |  |                                     |                            |                 |   |                |  |               |                      |                |                  |                 |                         |                                    |                                      |                           |                         |                 |               |                |                         |               |                         |                                  |

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|  |  | have made clear what is expected from staff when delivering services to the community. |  |   | <p>The following mandatory e-Learning modules are available on the Learning Lounge to support the HR policies and procedures, and are updated in line with the policies:</p> <ul style="list-style-type: none"> <li>• Dignity at Work (all staff)</li> <li>• Disciplinary Procedure (managers)</li> <li>• Equality in the Workplace (all staff)</li> <li>• Grievance Policy and Procedure (managers)</li> </ul> <p>There are HR workshops for manager in respect of the Discipline, Grievance and Dignity at Work procedures.</p> <p>In addition, there are modules on Learning Lounge for</p> <ul style="list-style-type: none"> <li>• Acceptable Behaviour and Language (including unconscious bias)</li> <li>• Challenging Conversations/Conflict</li> </ul> <p>The EDI staff network groups have been invited to attend manager share and support sessions before the end of the year to help the managers understand more about the groups and promote them to their teams. There has also been a session on Neurodiversity (April 2022) which was produced by members of the Differently Abled group and is currently being made into an e-Learning course.</p> |
| <b>4b. We will work in partnership to keep people safe and connected</b>   |  |  |  |   |   |
| 1. Contribute and collaborate with partners and stakeholders to tackle hate crime and promote hate crime reporting |  |  |  | <p>CEC / Cheshire Constabulary</p> <p>SCEP – Strategic Group for Community Safety</p> <p>ANSA</p> | <p><b><u>Achieved (and ongoing)</u></b></p> <p>Cheshire Constabulary launched a website for victims of hate crime which includes an <a href="#">online reporting form to enable victims to report hate crime online</a>.</p> <p>Work has been undertaken to raise awareness of Hate Crime to minority communities across Cheshire East. This includes welcome packs provided at the hotel for Afghans, and staff on site to address any concerns and literature displayed at the location for advice and support.</p> <p>Advice and Information leaflets have also been produced for schools across Cheshire East.</p> <p>A multi-agency Gypsy and Traveller Operational Group has been established to support members of this community. In June 2022 a Pride of Romani Event was launched, raising awareness of Hate Crime, including talks at the event and information on how to report.</p> <p>Officers and staff have attended events and festivals to provide information and raise awareness on reporting of Hate Crime.</p>  |

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|  |  |  |   |  | <p>Information and guidance for Hate Crime provided to those receiving support as part of the CE Ukrainian Support Scheme</p> <p>A Graffiti policy is in place to remove offensive remarks from Council property.</p>  |
| 2. Take targeted action to educate, inform and challenge the stereotypes faced by our marginalised communities (e.g., migrants, Gypsy, Roma, and Travellers) | By 2024<br>GRT Group to be launched in March 2022. | <p>The wider community will benefit from the knowledge from this group and the positive relationship with the council.</p> <p>To provide sustainable jobs and enhance skills within individuals whilst supporting our hard-to-reach communities.</p> | Evaluation of actions to be considered.             | Communities team                         | <p><b><u>Partially achieved</u></b></p> <p>The Pride of Romany constituted group was launched on 24 June 2022, when a celebratory event was held in Nantwich. Cheshire East Council has also refreshed its Webpages to welcome and include members of the GR&amp;T Communities. A Pan Cheshire Framework to support GR&amp;T work is still in development.</p> <p>The work at the Afghan hotel has been nationally recognised as an example of good practice. This outcome was possible due to cross-departmental collaboration and working closely with the VCFSE sector. Targeted employment and life skills training gave more than 60 families temporarily housed in the hotel the best start towards their integration in the community. The learnings from this work will help shape future projects targeting hard to reach communities in Cheshire East.</p> |
| 3. Promote and signpost to networks that provide advice and support to anyone impacted or experiencing discriminatory behaviour or action                    | Ongoing  | Services are co-produced with service users wherever possible and service users can influence changes  | Promotion through digital and non-digital channels. | <p>Communities team</p> <p>EDI Board</p> | <p><b><u>Achieved (and ongoing)</u></b></p> <p>We have a network of Connected Community Centres across the borough which provide a place for local people to connect and gather information. Surrounding the Connected Community Centres is an infrastructure of partnership agencies who convene on a regular basis and use local intelligence to identify gaps in service and work in collaboration to meet need identified. The Neighbourhood Partnerships are an essential communications channel to disseminate information to the heart of the community.</p>  |
| <b>Objective 5: IMPACT – Support and deliver meaningful change</b>   |  |  |   |  |  |
| <b>5a. We will be open and transparent in publishing the progress of our Equality, Diversity and Inclusion objectives</b>                                    |  |  |   |  |  |
| 1. Publish an annual report on Equality, Diversity and Inclusion at Cheshire East in the public domain   | Annually   | To have an oversight of Council performance in relation to equality, diversity and inclusion.  | All EDI data  | Policy and Change Service                | <p><b><u>Achieved (and ongoing)</u></b></p> <p>An annual progress report in relation to Equality, Diversity and Inclusion is scheduled on the work programme for Corporate Policy Committee each year.</p>   |
| 2. Publish the Gender Pay  | Annually   | There is evidence that the organisation is   |   | HR                                       | <b><u>Achieved (and ongoing)</u></b>   |

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| Gap report in the public domain  |          | actively working on reducing its Gender Pay Gap.   |   |                                 | <p>The Gender Pay Gap report was published in line with the regulations: <a href="#">Gender Pay Gap Report (2021/2022)   Insight Cheshire East (arcgis.com)</a></p> <p>The Gender Pay Gap action plan is a regular agenda item at the Council EDI Board.</p>                     |
| 3. Ensure that evaluations for each event are available for publication.   |          |  |   | Research and Consultation       | <p><b>Partially achieved</b></p> <p>Crewe Pride took place on 22 October 2022 and a survey has been drafted to be completed by those attending the event. The survey has captured direct feedback from the event and an evaluation of the event will be completed.</p>           |
| <b>Objective 6 – Continuously improving equality, diversity, and inclusion (additional actions identified to embed the objectives of the EDI strategy)</b> |          |  |   |                                 |  |
| 1. Review and refresh EDI board  | Dec 2021 | <p>EDI board has a clear role in delivering the EDI Strategy.</p> <p>EDI Board representation to reflect its delivery role.</p> <p>EDI strategy implemented with proper buy in and commitment at all levels.</p> | <p>Demonstrated progress on delivering work plan priorities</p> <p>Increased attendance and participation at EDI board meetings</p> | EDI Officer and EDI Board chair | <p><b>Partially achieved</b></p> <p>The EDI Board meets quarterly and is chaired by the ED Corporate Services for 2 years.</p> <p>The EDI Board will be refreshed, and a new Chair will be in place from December 2023. The Terms of Reference for the Board require review.</p> |
| 2. Review and refresh Directorate level EDI Boards   | Dec 2021 | Clear links achieved between directorates and EDI board.   | Meetings happen quarterly and feeding back to EDI board   | EDI Officer and EDI Board chair | <p><b>Achieved</b></p> <p>The EDI Board receives regular updates from directorates and EDI Board members attend directorate meetings.</p> <p>A new Corporate EDI Board was established in 2022.</p>  |
| 3. Ensure appropriate access to CLT for staff network group as required.   | Ongoing  | Members of the network groups can request to meet with CLT to discuss their experiences and ideas for improvement.   | Attendance at meetings is representative of staff network membership  | Staff network members           | <p><b>Partially achieved</b></p> <p>A dedicated session for staff network groups and the Chief Executive is scheduled to take place in 2022/23.</p> <p>CLT members have attended Directorate and Council EDI Boards.</p>   |