



Equality, Diversity & Inclusion Strategy 2020 - 2023



Contents

Foreword	3	Our priority areas for action	11
Equality, Diversity and Inclusion (EDI): our commitment	4	1. A workforce that reflects the city	11
Developing this strategy	5	Priorities:.....	11
Context and Legislation	5	Action:.....	11
Protected Characteristics	5	2. Sustained economic growth for all	12
Gender Pay Gap	5	Context:	12
Ethnicity & Disability Pay Gap	5	Priorities:.....	12
Modern Day Slavery Act 2015	6	Action:.....	13
Our Nottingham and its citizens: Some key facts	6	3. Inclusive and accessible services	13
Our Staff: Nottingham City Council: Some key facts ..	7	Context:	13
The City's challenges and their impact on equality, diversity and inclusion	8	Priorities:.....	13
Financial	8	Action:.....	13
Coronavirus Pandemic (Covid-19)	8	4. Tackling discrimination and promoting equality	14
Our Response	9	Context:	14
Workforce	9	Priorities:.....	14
Community	9	Action:.....	14
Black Lives Matter.....	9	Governance	15
Deprivation including welfare reform	9	Governance Structure Chart	16
Demographic change.....	10	Our achievements so far	17
Brexit	10	Benchmarking	17
		Equality Impact Assessment	17
		Equality Monitoring	17
		Engagement and Involvement	17
		Partnership Working	18

Foreword

This new strategy demonstrates our continued commitment to tackling inequality and promoting diversity and within this document, we outline our clear vision for an inclusive Council. This vision is built on our Council Plan and Strategic Equality Objectives, with robust Equality Action plans through which we will embrace diversity, attract and retain the best staff and provide the best and most accessible services to our citizens.

We are committed to achieving diversity and equality of opportunity both as a large employer of people and as a provider and commissioner of services. In practice this means both working to ensure that Nottingham is free from discrimination, but also doing what we can to positively promote equality and diversity across the delivery of services and within our workforce.

Legislation places a public duty on Nottingham City Council with which we must comply but we strive to go beyond our duty to ensure that our practice in diversity and equality is embedded in everything we do. In recent months, the country has been gripped by Coronavirus and this has brought about many new challenges for partners across the city. Nevertheless, we are committed to meeting these challenges and to delivering successful outcomes for our workforce and citizens in Nottingham.

But we must also acknowledge that there is more to do in tackling prejudice and inequalities and the recent Black Lives Matter protests shows that we can never be complacent and recognise that racism and hate crime are still an ugly part of our society. Against a background of tough economic times and a changing demography we need to be even more aware of the diverse needs of communities and how we can support them.

As a Council, we have also pledged our ongoing support to the Black, Asian and Minority Ethnic (BAME), Disabled and Lesbian, Gay, Bisexual and Transgender (LGBT+) community and will continue to demonstrate this in our employment policies and practices, across our senior leadership and the ways in which we will engage with communities in the future.

We recognise that all people are individual, and that their needs can be complex and varied. We are confident that this strategy sets out how we aspire to achieve real and lasting progress for diverse groups and individuals alongside everyone else in Nottingham over the next few years, but represents only a small portion of the work we will do day-to-day on this agenda.



A handwritten signature in black ink that reads "D. Mellen".

Cllr David Mellen
Leader of the Council



A handwritten signature in blue ink that reads "Eunice Campbell-Clark".

Cllr Eunice Campbell-Clark
Portfolio Holder for
Health, HR & Equalities



A handwritten signature in black ink that reads "Mel Barrett".

Mel Barrett
Chief Executive

Equality, Diversity and Inclusion (EDI): our commitment

We are a forward-thinking authority that puts our citizens and employees first. We are committed to improving the lives of people living and working in Nottingham and are working hard to ensure that everyone has fair and equitable access to both opportunities and services. This strategy is key to achieving this and our ambition of creating an inclusive Council.

Equality, diversity and inclusion is a top priority for us. It underpins the actions and aspirations of the organisation and everyone – our stakeholders, employees, leaders and councillors – recognise its value and how important it is in attracting the best people to work with us, retaining our staff and in providing the best and most accessible services to our citizens. Our Council Plan¹ contains key actions to make sure that real progress is made on this agenda and there are organisational objectives set to position the organisation as an exemplar of best equalities practice.

Our Council Plan states that we will:

- ◆ Make sure that at least half of our candidates, half the Council's executive and one of the Leader or Deputy Leader are women, and work to ensure the Executive Board reflects the Black, Asian and Minority Ethnic (BAME) diversity of the city as a whole
- ◆ Take steps to eradicate gender and Black, Asian and Minority Ethnic (BAME) pay gap and work with Council-owned companies to close theirs
- ◆ Take positive action to ensure the make-up of the Council's workforce at all levels better reflects Nottingham's diverse communities
- ◆ Continue to be a Stonewall Champion and complete index to be in the top 100
- ◆ Ensure that Council decisions, our services and developments take account of disability and that public spaces and buildings are easy to access

To serve Nottingham better we will also:

- ◆ Ensure that meaningful consultation with a diverse range of groups forms the basis of decisions made by the Council
- ◆ Shortlist a proportionate amount of Black, Asian and Minority Ethnic (BAME) candidates meeting the essential requirements for every City Council vacancy, relative to the number of applications received
- ◆ Help people on low incomes who would like support to budget and manage their finances better and promote Nottingham's Credit Union as an ethical alternative bank
- ◆ Host an annual "open doors" event where visitors are invited into public buildings across the city
- ◆ Ensure Nottingham City Council jobs pay at least the real living wage and wherever possible commission services from organisations that do the same
- ◆ Work in partnership to create and support a network for women in Nottingham
- ◆ Provide a "you said, we did" programme for neighbourhood working through area committees
- ◆ Provide digital access points and support to use them in Nottingham's libraries and Council offices

¹ Nottingham City Council Plan 2019-23

Developing this strategy

This strategy has been developed in line with our Council Plan and organisation values. We have consulted widely and invited a wide range of partners, staff and stakeholders to comment on our strategy. The findings of this consultation have shaped this strategy.

Context and Legislation

The Equality Act 2010 is the legal framework to protect the rights individuals and advance equality of opportunity for all. This Act provides the prime legislative basis under which this strategy operates.

Protected Characteristics

The Equality Act 2010 introduced the term “protected characteristics” to refer to groups that are protected under the Act.

- ◆ Age
- ◆ Race
- ◆ Sex
- ◆ Sexual Orientation
- ◆ Marriage/ Civil Partnership
- ◆ Disability
- ◆ Gender Reassignment
- ◆ Religion or Belief
- ◆ Pregnancy and Maternity

The Public Sector Equality Duty (created under the Equality Act 2010) came into force on 5 April 2011 requires public bodies and others carrying out public functions to have due regard to the need to eliminate discrimination, to advance equality of opportunities and foster good relations between different communities. Compliance with the equality duty enables us to provide services to meet the diverse needs of our users, and to carry our core business more efficiently and cost effectively.

Gender Pay Gap

Legislation came into effect in 2017 requiring employers to publish figures on gender pay gap. We use our data on a yearly basis to continually review all areas of the organisation to identify the barriers (and the drivers) for appointing women, particularly at senior levels. Our current gender pay gap analysis shows a mean pay gap of 3.3% (2019) drop from 4.2% in 2017, this is significantly below the national average of 17.3% (2019, Source Office for National Statistics)

Ethnicity & Disability Pay Gap

Following the 2017 McGregor-Smith² review, the government has not yet made it mandatory to report on ethnicity pay gap reporting (publishing pay differentials between people from different ethnic backgrounds). We are committed to improving the ethnic diversity of our workforce and as such we will mirror the gender pay gap formula to start ethnicity pay gap reporting to start to put measures in place of addressing any pay inequality in terms of ethnicity. We will be doing the same analysis on disability.

² https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

Modern Day Slavery Act 2015

Legislation requires us to prepare a slavery and human trafficking statement each financial year and to publish on our website and to tackle slavery wherever we find it. We recognise the responsibility to understand any potential modern slavery risks related to our services, and to explore what steps we can take to ensure there is no slavery or human trafficking in our business or supply chains.

Our Nottingham and its citizens³: Some key facts

- ◆ 332,900 people live in the city (ONS, Mid-year Population Estimates, 2019)
- ◆ International migration (recently from Eastern Europe) and natural change (the excess of births over deaths) are the main reasons for the population growth
- ◆ 231,600 people are of working age (16-64) (ONS, Mid-year Population Estimates, 2019)
- ◆ 50% of residents are aged under 30 years
- ◆ 1 in 8 are full-time students
- ◆ 34.6% of the population as being from BAME groups (Census 2011); an increase from 19% in 2001
- ◆ 18% have a long-term illness or disability
- ◆ 1 in 3 do not take part in any form of exercise
- ◆ The census did not ask questions in relation to sexual orientation but it is estimated that 5%⁴ of the population are LGBT
- ◆ 52.8% of residents rent their homes (from either the Council, social or private landlords)
- ◆ Life expectancy is lower than the England average; men live to 77 years compared to 82 years in England and women live to 81 years compared to 83 years in England
- ◆ Nottingham ranks the eleventh most deprived district in the country, which means we have high levels of poverty within the city boundary (Index of Multiple Deprivation (IMD), 2019⁵)
- ◆ There are many languages spoken including English (73.7%) Urdu (5.8%) Polish (4.6%) Punjabi (3.9%) Arabic (2%) and Romanian (0.9%).
- ◆ There is a high turnover of population – 21% of people changed address in the year before the 2011 Census.

Nottingham's diverse communities is a huge asset that is valued and seen as one of the City's great strengths. We understand the challenges that are facing the wider communities that live and work in our City. We use data and information from a range of sources to influence our thinking and inform our decision-making. Our priority is to always address issues of discrimination, disadvantage, and remove barriers to access and opportunities.

³ Census 2011

⁴ Department of Trade and Industry (DTI) officially estimate population of LGB people constitutes 5-7% of the total adult population

⁵ <https://www.nottinghaminsight.org.uk/themes/deprivation-and-poverty/indices-of-deprivation-2019/>

Our Staff⁶: Nottingham City Council: Some key facts

- ◆ 24.6% of our workforce are from a Black, Asian or other ethnic minority background, compared to 34.6% of the city population
- ◆ 60% of our workforce are women
- ◆ 6% of our workforce are disabled against 9.1% of the population of Nottingham
- ◆ 4.1% are LGB

Our employees are our most valuable asset. We are committed to leading the City by example and recruiting for diversity. We want to build a workforce that is fully representative of the communities we serve so that we can realise the business benefits that this will bring in terms of increased innovation, improved team dynamics and a better understanding of issues that affect all citizens.

⁶Data taken from HR System, Oracle

The City's challenges and their impact on equality, diversity and inclusion

We have and continue to face many challenges which have influenced our equality, diversity and inclusion objectives. The main ones have been due to responding to financial constraints, effects of deprivation, demographic change and the impact of Brexit. Most recently, since March 2020 we have been in unprecedented times responding to the Coronavirus pandemic. In May 2020, following the killing of George Floyd many Black Lives Matter protests were held across the world, including UK.

Financial

We are continuing to make budget cuts to our service provision because of continuing reductions in Government funding for local government services. We are enduring the most severe period of spending cuts ever experienced. Despite this, spending on social care is demand led, and numbers of older people requiring care and looked after children have increased over this period. We know from reports of the Institute of Fiscal Studies and our own analysis that government cuts have disproportionately hit the most deprived authorities (such as Nottingham).

All of our budget proposals have been assessed for their impact on equality, and decision-makers have taken this into account to ensure that we are doing all that we can, in the circumstances, to protect the most vulnerable and those most in need.

Coronavirus Pandemic (Covid-19)

National emerging data has found that Covid-19 does not affect all population groups equally. Public Health England (PHE) report 'Disparities in the risk and outcomes of Covid-19' (published in June 2020) found that the largest disparity was age, people who were 80 or over were seventy times more likely to die than those under 40. Risk of dying among those diagnosed with Covid-19 was higher in males than females; higher in those living in the more deprived areas than those living in the least affluent and higher in those in Black, Asian and Minority Ethnic (BAME) groups than in White ethnic groups. People of BAME communities are more likely to be at increased risk of acquiring the infection.

The pandemic has exposed and exacerbated longstanding inequalities affecting BAME groups in the UK. BAME groups tend to have poorer socioeconomic circumstances which lead to poorer health outcomes. Data from the Office of National Statistics (ONS) and the Public Health England (PHE) analysis confirmed the strong association between economic disadvantage and COVID-19 diagnoses, incidence and severe disease. Economic disadvantage is also strongly associated with the prevalence of smoking, obesity, diabetes, hypertension and their cardio-metabolic complications, which all increase the risk of disease severity. Moreover, BAME communities are more likely to live in urban areas, overcrowded households and have jobs that expose them to higher risk.

Our Response

Workforce

We adopted an inclusive individual approach to supporting colleagues across the workforce. Staff health, safety and wellbeing has been a top priority for us. Managers have supported their teams to adapt to different ways of working taking into consideration the individual circumstances (e.g. underlying health conditions, caring responsibilities) signposting colleagues to a wealth of resources offered by HR (e.g. general wellbeing and mental health, PAM Assist, working from home).

Community

Equality of access in our communication has been a priority to ensure key messages (accessing our golden number for help, social distancing and safeguarding information) on Covid-19 reached all of our diverse communities. We engaged with key partners through Nottingham Together Board (established to check, challenge and progress activity on our Mobilising Civil society workstream) across the city to assist with this.

Our Public Health team are working on a holistic framework for Nottingham City Council to formulate action plan(s) to address the Inequalities in BAME communities.

Black Lives Matter

The killing of George Floyd on 25 May 2020 in the United States brought to stark focus the persistent presence and impact of racism in our global society. We recognise the distressing impact of these events on black communities. We also recognise that racism affects many groups within society, and within the BAME communities, in different ways.

We are very proud of the diversity within our workforce and the communities we serve. We will continue to embrace and celebrate diversity. We will continue to work to understand the different ways that our diverse population experiences life as a member of society, and recognise that world events will inevitably impact people differently.

Deprivation including welfare reform

The UK is one of the most unequal industrialised countries. Research by the think-tank Institute for Public Policy Research (IPPR) North found that the UK is more unequal than comparable countries on measures such as health, jobs, disposable income and productivity.

Figures show that there is an increasing reliance on food banks and rising homelessness in Nottingham; foodbank charity the Trussell Trust – the largest in the UK – distributed 10,723 food parcels to children and 15,955 adults in the city in 2018.

Many Nottingham residents continue to experience significant levels of deprivation. Nottingham ranks the eleventh most deprived district in the country (IMD 2019), which means we have high levels of poverty within the city boundary.

Demographic change

In 2017 there were between 900 and 1,000 asylum seekers living in Nottingham who received financial and/or housing support from United Kingdom Visa and Immigration (UKVI). The number of failed asylum seekers is unknown and many continue to live in destitution rather than return to their country of origin.

Using national estimates applied to Nottingham, it is estimated that there are around 500 destitute asylum seekers and around 7,000 refugees living in the City.

Asylum seekers in Nottingham are predominantly young, with 75% of principal applicants being aged 18-39 (Nottingham City Joint Strategic Needs Assessment (JSNA) Evidence Summary 2019).

All of these factors mean that it is important that we are flexible in our approach to delivering services and are able to respond to the fluctuating diversity of the population of Nottingham.

Brexit

Leaving the European Union (EU) does not affect people's rights under the European Convention of Human Rights, as this comes from the Council of Europe, not the EU.

The UK will still be bound by the European Convention of Human Rights and will still be integrated into UK law under the Human Rights Act 1998. However, leaving the European Union might make it easier for the UK to withdraw from the European Convention of Human Rights.

Many protections in EU law have already been written into UK law by legislation. This will stay the same unless the legislation is withdrawn by Parliament. For instance, non-discrimination in employment on grounds of sex, race and disability and non-discrimination in the provision of goods and services already existed in UK law and the Public Sector Equality Duty comes from domestic law.

In terms of equalities related employment rights, e.g. maternity, parental leave rights, the UK already gives employees greater rights than the minimum required by EU law. Therefore, the consequences for UK employment law of Brexit are unlikely to be significant in the short term, given the complexities involved and the uncertainty it would bring. Any changes to employment law are likely to be slow and incremental.

There are broader equalities issues arising from Brexit, for example there may be impacts arising from changes to immigration and the principle of free movement of people and there may be impacts in relation to the withdrawal of European funding from third sector organisations. There was also an increase in reported hate crime following the EU referendum (reports of hate crime in Nottinghamshire rose by 75% in the weeks following the referendum). It may be the case that there are further fluctuations in the levels of hate crime in future months and years.

To tackle hate crime, we take an integrated, 360 degrees approach to preventing and tackling all forms of intolerance and hate, bringing together policing, the justice system, voluntary sector, communities and other statutory services. We aim to engage all stakeholders who may come

into contact with 'prejudice' including young people, offenders, communities, bystanders, organisations and agencies, equipping them to be active agents against hate crime. Our approach is centred on reinforcing and celebrating the city's values of 'Nottingham Together' and 'More in Common' while at the same time taking a zero-tolerance approach to hate crime when it does happen.

Our priority areas for action

As part of the Public Sector Equality Duty Nottingham City Council must publish its equality objectives setting out our priorities for the next three years.

1. A workforce that reflects the city

The population of Nottingham City is becoming more diverse. The Census 2011 indicates that 34.6% of the population are Black, Asian or from another ethnic minority (includes White Irish and White European) background and this number is expected to have significantly increased by the next Census in 2021. In spite of our financial challenges imposed by austerity, since 2015 we have increased BAME representation within our workforce by 4.4%. While we are positive about this, we are not complacent and recognise that we still have work to do to address disproportionality particularly at more senior levels.

Priorities:

- 1) Ensuring our recruitment practices are designed to attract and recruit for increased representation
- 2) Building an inclusive workforce and creating a working environment that respects, values and motivates people
- 3) Support the business to embed objective and effective succession planning to help retain and progress talented individuals

Action:

Our actions include:

- 1) Having 100% diverse recruitment panels
- 2) Unconscious Bias training for all managers, to include training which explicitly covers discrimination and bias in the recruitment process, and best practice to overcome it, in relation to each protected characteristic
- 3) Provision of information at both application and induction stage about the Council's inclusion commitments within each equalities strand and about staff networks and other support available
- 4) Ensuring that policies and training relating to discrimination, harassment and bullying include specific examples of incidents of unacceptable behaviour

- 5) Increasing engagement with monitoring of staff equalities characteristics, including in relation to gender and trans identity, and of employee needs related to protected characteristics
- 6) Including engagement with equalities, diversity and inclusion activities (for example, involvement in staff equalities network and appraisal conversations)
- 7) Provide tailored guidance for colleagues in specific teams on key issues they may encounter, such as guidance for HR colleagues on supporting colleagues transitioning at work, or Procurement team guidance on assessing equalities, diversity and inclusion policies of potential suppliers
- 8) Developing leadership, mentoring including reverse-mentoring and shadowing opportunities for all colleagues, supplemented by allies and role models initiatives
- 9) Review exit interviews to include specific question around discrimination
- 10) Ensuring service reviews don't disproportionately affect under-represented protected groups
- 11) Creating a workforce plan for every service area.

2. Sustained economic growth for all

Context:

While unemployment levels in Nottingham, along with the rest of the country, are at an all-time low at 3% of the working population, there are 6,000 citizens still in receipt of unemployment benefits and an additional 21,890 are in receipt of other out of work benefits (e.g. Employment Support Allowance, Lone Parent Benefit). Over the last two years, the numbers of white residents claiming Jobseekers Allowance (JSA) have declined by 22%, while the number of ethnic minority residents has only declined by 9%. Other groups experiencing higher levels of worklessness are 18-24s, over 50s, and disabled people/health related conditions and while BAME businesses are significant contributors to growth and well-being, 21% of the working age population are from BAME groups but only 7% of SMEs (small and medium sized enterprises) are owned by someone from a BAME group.

Priorities:

- 1) We will ensure all of our communities benefit from the job opportunities created through economic growth, by supporting those who face most disadvantage in the labour market into work (including Apprenticeships)
- 2) We will work to reduce the number of Nottingham residents with no or low qualifications, particularly those from disadvantaged groups
- 3) We will improve access to business support for BAME business, for example with more apprenticeship posts.

Action:

Our actions include:

- 1) Working with partners to deliver an employment programme aimed at supporting young people aged 16-18 with Special Educational Needs
- 2) Ensuring that Growth Hub services are targeted at businesses run by minority groups
- 3) Working with local employers to create 500 new apprenticeships roles targeted at people from disadvantaged backgrounds
- 4) Using procurement opportunities to actively support businesses from communities within each protected characteristic, and scrutinising equalities, diversity and inclusion policies of potential suppliers to further promote shared values relating to equalities, diversity and inclusion
- 5) Providing training to business people from communities with a protected characteristic (e.g. BAME, LGBT, Disability) on how to win business with NCC.

3. Inclusive and accessible services

Context:

There still remain too many physical, emotional and structural barriers for some of our most vulnerable citizens. Raising ambition and attainment in the city is one of the most important challenges we face and one of our top priorities. We passionately believe that a good education is the best route to improving the lives of our citizens. However, there remains significant differences in educational attainment between specific groups of children. This objective seeks to improve access to services, improve educational outcomes and supports our strategy for Better Lives Better Outcomes.

Priorities:

- 1) **Prevention:** promoting healthy lifestyles and intervening early when people's wellbeing is at risk to avoid crisis and loss of independence
- 2) **Community Connections:** ensuring citizens can connect to the resources and support in their local neighbourhoods ensuring no-one is socially isolated and lonely
- 3) **Independent Lives:** supporting personal and community resilience, strengths and resources, reducing dependence on council funded support where possible
- 4) **Choice and Control:** seeing the citizen in the driving seat, shaping solutions around the outcomes that matter for individuals.

Action:

Our actions include:

- 1) Ensuring a focus on improving the take up of early year's education in areas with the highest poverty levels/levels of deprivation
- 2) Working to achieve access awards for our leisure and culture buildings
- 3) Working with 120 older people each month referred from community or hospital to enable people to live more independent lives

- 4) Ensuring that care leavers can access education, employment and training
- 5) Monitoring protected characteristics of citizens using Council services to identify gaps in provision or barriers to accessing services
- 6) Comprehensive training for frontline staff on reducing bias and discrimination towards citizens and maximising access for all, with specific examples from each protected characteristic

4. Tackling discrimination and promoting equality

Context:

The City Council has a lead role in leading the city to tackle discrimination and promote equality, diversity and inclusion. Activity to tackle discrimination and promote inclusion is the responsibility of everyone in the Council and activity is widespread. We are focussed on a number of key priorities; the Council's leadership role, around the Council's own decision making, work we do to engage with communities to promote inclusion and finally some of the practical actions we are taking to support our citizens facing financial hardship.

Priorities:

- 1) Leading the City in tackling issues of discrimination and disadvantage. Ensuring our decision-making promotes equality, diversity and inclusion
- 2) Celebrating our communities – Nottingham is a diverse and multicultural city
- 3) Supporting people in poverty and the financially vulnerable
- 4) Tackling longstanding inequalities that significantly and disproportionately impact BAME communities

Action:

Our actions include:

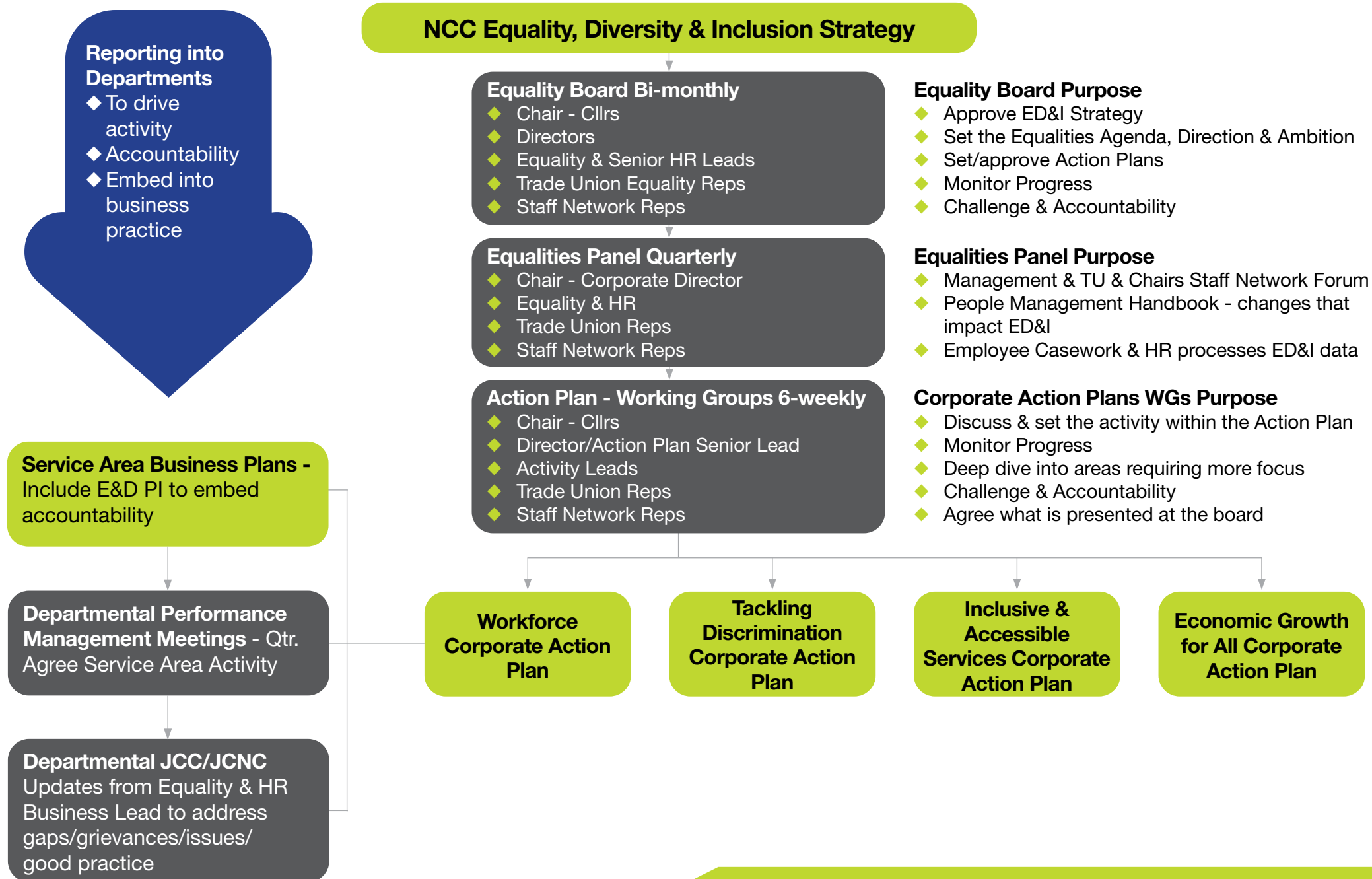
- 1) Developing a strategy with partners to address hate crime and reduce hate crime by 10%
- 2) Taking steps to eradicate the gender and BAME pay gap and work with Council owned companies to close theirs
- 3) Undertaking work to explore other potential pay gaps relating to other protected characteristics, as well as the effect of intersecting identities on overall pay gaps
- 4) Ensuring that meaningful consultation with a diverse range of groups forms the basis of decisions made by the Council
- 5) Enabling BAME communities to have access to the Council's procurement strategy, and encourage our partners to align their support to the work of those communities, following the Covid-19 pandemic
- 6) Taking a systematic and strategic approach to planning, facilitating, delivering and evaluating an extensive programme of community events and activities to bring people together in every neighbourhood, reflecting and celebrating our diversity
- 7) Supporting and empowering community groups and collaborating with partners to widen and deepen work to tackle discrimination and to promote equality, diversity and inclusion in the city

Governance

Each of the four objectives are supported by a detailed action plan with key performance indicators. Each action plan is led by a director and a lead councillor provides corporate and political oversight.

Objective	Lead Director	Lead Councillor
A workforce that reflects the city	Dave Halstead	Cllr Toby Neal
Economic growth for all	Nicki Jenkins	Cllr Neghat Khan
Inclusive and accessible services	Helen Blackman	Cllr Eunice Campbell-Clark
Tackling discrimination and promoting equality	Richard Henderson	Cllr Rebecca Langton

Governance Structure Chart



Our achievements so far

Benchmarking

We are a **Disability Confident Employer** and are working to achieve the 'Leader' status.

We are a **Stonewall Diversity Champion** and submit to the Workplace Equality Index every year. We will use this tool to make improvements and learn from our submitting partners.

We have signed up to the **Business in the Community 'Race at Work' Charter** and awards.

Equality Impact Assessment (EIA)

We use EIAs as a policy and service improvement tool – they help us to identify what we need to do to better meet people's needs. We use them to help us to think clearly about how what we do may impact on all members of our community and provides us with an opportunity to consider how we can further promote equality, diversity, inclusion in everything that we do.

The Council's approach to Equality Impact Assessments (EIAs) has been integrated into the organisation's decision-making process with all proposals requiring one.

Equality Monitoring

We recognise that equality monitoring is central to its principle of operating fairly and equitably in terms of both employment practices and service design and delivery. We need information about the characteristics of our community, staff and service users, if we are to understand people's needs and to monitor whether or not we are meeting them.

Quarterly reports are considered by our Equalities Board that show where we are in relation to workforce representation, recruitment, selection and progression. We undertake analysis to check for disproportionality in the application of HR policies and processes and this is reported to Board.

Engagement and Involvement

We deliver a range of external events to promote LGBT+, BAME and Disability relations.

We have worked with partners to deliver Nottinghamshire Pride, events celebrating Black History Month, South Asian Heritage festival and UK Disability Month.

Partnership Working

We have established a local Nottingham board – Nottingham Together consisting of community, third sector and political leaders to collectively offer constructive, check and challenge of our activity.

The work and key learning from this Board is fed into Strategic Boards, ensuring transparency on how our resources are spent and distributed. The board also ensures diverse groups have a voice and we can focus on high priority areas with our partners.

For more information:

Equality and Employability Team
Loxley House
Station Street
Nottingham
NG2 3NG

Tel: 0115 87 62747

Email: equalities@nottinghamcity.gov.uk