



Telford & Wrekin  
Co-operative Council

Protect, care and invest  
to create a better borough

# Communities Scrutiny Committee

## Equality, Diversity & Inclusion

Presented by: Louise Stanway – Interim SDM for Community Services

# What do we mean by Equality, Diversity and Inclusion?

**Equality** - Outcomes and fairness, NOT treating everybody the same

**Diversity** - Valuing difference and uniqueness

**Inclusion** - Ensuring a sense of belonging

It is about recognising, understanding and respecting the range of skills, talents, needs and experiences that different people have and enabling them to participate in everything that we do so they are truly included.

# EDI - who are we talking about?

**Everybody – residents, visitors, customers, volunteers and staff**

## **9 Protected Characteristics - Equality Act 2010:**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including nationality and ethnicity)
- Religion or belief
- Sex
- Sexual Orientation

**We are also now recognising and giving due regard to Care Experience and Armed Forces Personnel**

**We ALL share these characteristics – but in different ways**

# EDI Strategy

## Objectives:

- Leadership, partnership and organisational commitment
- Diverse workforce
- Accessible and responsive services
- Celebrating diversity

## Action Plan

## Glossary of terms

[www.telford.gov.uk/equality](http://www.telford.gov.uk/equality)

# Progress over the last 12 months

- Strategically, EDI is being taken into consideration as part of the decision making process
- Our employee led groups continue to meet on a regular basis
- An EDI focused review of the recruitment and selection policy and all EDI training and development for staff and members has taken place
- A tailored health engagement event was delivered for the deaf community
- Our Safeguarding Adults and Children Boards have had input from those with lived experiences
- A range of diversity events across the borough
- The Multicultural Development Team have delivered a number of free workshops

# The longer term action plan

- A new Armed Forces Outreach Worker has recently been appointed
- A new Diversity Calendar will be launched
- An Inclusive Recruitment Champion Scheme will be delivered
- Build on our Disability Confident status to become a Disability Confident Leader
- EDI training workshop for Members in November

# What can Communities Scrutiny do to help?

- Pick out a particular element of the Strategy for further investigation?
- What are Members at other Councils doing around EDI?
- Councillors roles in the community

Any questions???