



Borough of Telford and Wrekin

Cabinet Report

Thursday 19 September 2024

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

Cabinet Member:	Cllr Rajash Mehta - Cabinet Member: Inclusion, Engagement, Equalities and Civic Pride	
Lead Director:	Katherine Kynaston - Director: Housing, Customer and Commercial Services	
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Wards Affected:	All wards	
Key Decision:	Not Key Decision	
Forward Plan:	Not applicable	
Report considered by:	SMT – 20/08/24	
	Business Briefing – 05/09/24	
	Cabinet – 19/09/24	

1.0 Recommendations for decision/noting:

It is recommended that Cabinet:

- 1.1 Notes the progress the Council has made over the last year with regards to its 4-year Equality, Diversity and Inclusion (EDI) Strategy and Action Plan;
- 1.2 Agrees publication of an updated action plan with suggested new EDI actions as set out in section 5.

2.0 Purpose of Report

2.1 To provide Cabinet with an update on the progress made on the EDI Strategy's supporting Action Plan and our Equality Objectives as per the Council's obligations under the Public Sector Equality Duty. The report also details how we will continue to deliver on this agenda moving forward and includes the proposed new actions that were identified as part of our progress monitoring.

3.0 Background

3.1 The Council's Equality, Diversity and Inclusion (EDI) Strategy declares its commitment to opposing unlawful discrimination and promoting equality of opportunity. It sets out its vision and a set of objectives to be met through the delivery of an accompanying cross-organisational Action Plan. It has previously been agreed that the Council will report and publish progress against this on an annual basis; this is the second update since its launch in July 2022.

3.2 The EDI Strategy Vision:

"An inclusive and open Council that works with local residents, organisations, partners and employees to build communities that are great places to live and work – where our leaders are committed to equality, and take positive action to ensure that everyone feels they belong. Diversity is celebrated and thrives at all levels of our organisation, and that every community can access the services and support they need."

3.3 EDI Strategy Objectives:

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

4.0 Key updates

4.1 A lot of progress has been achieved since last year to deliver a range of actions in the EDI Action Plan. This demonstrates the positive steps that staff and Members are taking across the organisation to meet our Equality Objectives and overall vision. A summary of some key achievements has been broken down against the 4 priority areas:

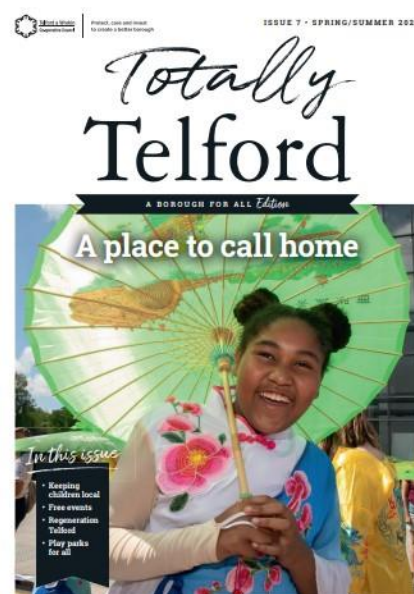
4.2 Priority Area 1 – Leading our organisation and communities

4.2.1 **Our employee-led groups continue to meet on a regular basis** with HR representatives and Senior Management Team sponsors supporting each of the them. These include the Race Equality Group, Neurodiversity Support Group, Disability Group, LGBTQ+ Group, Armed Forces Employee Group and most recently a new Menopause Support Group.

Collectively representatives from each group attended SMT and the wider Leadership Forum in June 2024, to give an overview of what they have been working on, raise awareness of how employees can get involved or get support from these groups and to discuss their future plans. To give you a flavour of what they have been doing over the last year:

- All groups hold regular meetings and provide safe spaces for people to discuss the challenges they face
- Where possible they link with external community organisations to develop relationships across the borough
- Worked with HR on a new Transgender/non-binary Policy and a Disability Policy
- Contributed to a new Safe Ageing No Discrimination (SAND) Covenant that supports older LGBTQ+ people entering Adult Social Care services
- Helped set up a number of calm cafes with community partners to provide social spaces for our armed forces veterans and their families
- Introduced 14 trained menopause champions across 6 service areas, delivered menopause awareness to the Leadership Forum and a number of drop in session for staff
- Some have volunteered to be part of the Inclusive Recruitment Champion scheme
- The groups have also been involved in organising a number of events which are explained in more detail in section 4.5.1

4.2.2 **Through our corporate communications strategy we have improved representation of our diverse communities in a variety of ways**, taking account of the images and language that we use and how we reach out to people. It is now integral in everything we do - from Council advertisements, staff communications, awareness raising campaigns and social media to selection and recruitment processes, the customer service experience and our public access points.



4.2.3 **Working with partners** we sit on the Integrated Care System (ICS) EDI Steering Group, contributing to a system wide action plan that is designed to ensure systems and processes are fair and inclusive across all organisations. Meetings take place every 8 weeks and in addition to this there will be an away day in the coming months to support further strategic development.

We are also part of the West Midlands Local Authority Equality Network, which includes, for example, Shropshire, Wolverhampton, Walsall, Sandwell, Worcestershire and Birmingham. This group provides a good way for local authorities in the region to share experiences, benchmark and keep up to date with the latest legislation. Meetings take place every 6 – 8 weeks.

Most recently we have agreed to work with the Combined Authority on a new Inclusive Communities Strategy (funded through the Commonwealth Games Legacy Enhancement Fund). The Strategy will be completed by March 2025 and is aimed at significantly improving the quality of life and reducing inequalities for all residents in the region, focussing specifically on social inclusion, mobility, and infrastructure across diverse communities. As a member of the newly formed Inclusive Communities Strategy Local Authorities Advisory group we will meet monthly from August until March 2025 to help support and shape this piece of work.

4.3 Priority Area 2 – Supporting our workforce and elected members

4.3.1 We delivered **2 face to face training sessions on EDI to Members**. This covered legislative duties, details about the Council's strategy and importantly what it means for Councillors and their roles in the community. The training was well received and stimulated lots of discussion.

4.3.2 The Council's **Governance Committee approved EDI training becoming part of all Members required learning** in the future. They felt it plays an essential part in relationship building and supporting communities in the way that they need.

4.3.3 We have carried out **an extensive review of our recruitment and selection procedures** and consequently updated the Council's guidance around this. For example, an improved application process has been implemented that now accepts CVs as an alternative to the Council's standard application forms. This makes the process more flexible and attractive to a wider range of applicants. Guidance has also been updated for the development of job descriptions and interview processes to ensure they are more inclusive. To date over 270 members of staff have received the updated half day recruitment and selection training in line with this.

4.3.4 We have **launched our inclusive recruitment champion scheme**, the aim of which is to ensure equality, diversity and inclusivity are integral to our recruitment processes. This is currently a trial and involves 9 staff volunteers who are supporting recruiters through the whole recruitment process.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

This can include anything from developing the job description and advert to acting as a critical friend when developing the interview questions. Support can also be provided with the shortlisting process and some may be asked to sit on the interview panel. Each volunteer has a different specialism and the intention is to provide suitable input to ensure processes are as fair and inclusive as possible. To date they have provided support for the recruitment of the Adult Social Care Director, Finance & People Director, a Hr Advisor, Culture Group Manager, My Options staff and a volunteer co-ordinator role.

4.3.5 We continue to review our training needs and provide a suite of different courses relating to EDI via Ollie, the Council's online learning platform, some of which are part of the essential learning. This includes, for example, Cultural Awareness, Treating our Employees with Dignity and Respect, Equality Awareness, Armed Forces Covenant, Helping Disabled Customers, LGBTQ+ Inclusion in Practice, Neurodiversity, Trans and Non-Binary Inclusion and Unconscious Bias. In the last year we have had 2894 course completions, 827 of which have been completed since April.

We also provide face to face training on EDI as part of corporate induction which sets out an overview of our strategy and approach, a summary of our legal requirements and how it is everyone's responsibility, regardless of their role. 4 corporate induction training sessions have taken place over the last year with 122 employees attending these events. .

4.4 **Priority Area 3 – Serving our customers**

4.4.1 An updated corporate volunteer policy was approved by Cabinet last October where diversity features throughout the whole process of planning, recruiting and managing volunteers. This follows the same advice and guidance as we have in other HR policies.

4.4.2 The Highways and Transport team continually seek opportunities to improve accessibility in highway improvement projects across the borough. The council has an annual budget for providing measures to improve access and independence that can see the delivery of dropped kerbs and adopts best practice in accordance with national design standards for including measures to improve accessibility in scheme delivery. This includes provision of tactile paving at crossing points and rotating 'cones' on the underside of push button control boxes at signalised crossings.

A recent example included the revitalisation of Market Street in Wellington where there was a primary focus on improving pedestrian safety and accessibility. As well as implementing safer pedestrian crossings and enhanced street lighting they also introduced wider footpaths and dropped kerbs, all of which created a secure and welcoming environment for all users.

Before and after pictures:



4.4.3 We have reviewed and renewed our translation and interpretation contracts including VISS (the Visual Interpreting and Communication Service in Shropshire - for British Sign Language), Word360 (for interpretation services) and Supreme Linguistic Services (for translation services). We are confident these services are meeting our customers' needs whilst also achieving best value for up to the next 5 years.

During 2023/24 we delivered 147 written translations in 20 different languages, either face to face, on the telephone or via video.

4.4.4 We have delivered another healthy lifestyles session specifically for members of the local deaf community. This has been achieved through the work of the Health Champions scheme in conjunction with the Healthy Lifestyles team and VISS. It supports the work Public Health are doing to tackle health inequalities. The session was held at Belmont Hall in Wellington where a guest speaker talked about diabetes. Attendees also had their blood pressure checked whilst they were there and were signposted to a range of health related services.

4.4.5 Gained valuable feedback from members of the disabled community to help inform our plans for the new Theatre. This took place in March where a number of themes were discussed to specifically ensure their needs were considered. As a result:

- They identified the need for more comfortable seating with leg room and seating arrangements to improve the view and access for wheelchair users.
- The new layout will ensure intimacy and good views within the venue so no audience member is more than 25 meters from the front of the stage.
- Access into the theatre building will be improved by providing a second entrance and there will be a passenger lift serving all levels of the building, powered assisted entrance doors, multiple wheelchair accessible toilets on each level and lowered serveries and seating areas.
- Multiple wheelchair accessible toilets will be available throughout the building, as well as some larger cubicles in the ladies' and men's' toilets, gender neutral toilets, a family toilet and a changing places unit.
- The additional facilities such as a studio theatre will also provide the opportunity for a more diverse programme.

4.4.6 The council has invested in a new fleet of adaptive bikes to make cycling more accessible across the borough. The 13 adaptive bikes have been funded by the council and Sport England and are now available as part of disability sessions, for hire and will also be used within local schools at events as part of Bikeability training and also enabling more children to complete their 10 by 10 challenge as one of the objectives is to ride a bike.



The new fleet includes a variety of trikes, tandems and a wheelchair loader. They each have varying levels of assistance ranging from hand bikes to carer-controlled functions tailored to accommodate young people and adults who may find traditional bicycles challenging. For more information and prices visit www.telford.gov.uk/adaptivebikes

4.4.7 The Inclusive Leisure Strategy was developed in partnership with people from Leisure Services, Social Care and Parent Carer forums to support and improve the inclusivity and accessibility of a leisure offer for local people with learning, physical, mental disabilities and Autism. Since its launch a number of positive actions have been carried out including:

- Delivering disability awareness training to 172 Leisure Staff, plus an additional Level 3 Disability Ski-Instructor training session
- Making all Leisure marketing more inclusive by including more diverse images, pictorials and reference to disability and ethnicity
- Completing disability sign audits across all leisure sites
- Introducing upgraded adaptable equipment in Wellington Leisure Centre and Abraham Darby
- Installing new automatic doors at Horsehay Village Golf and Fitness Centre
- Developing IFI accredited Aspirations Gym facility at Stirchley Leisure Centre.
- Providing more SEND skating sessions and dedicated soft play SEND sessions at Telford Ice Rink
- Taking on the Disability family swimming sessions from My Options

4.4.8 The Culture Team have been working with the Make it Real Board on accessibility for events. The purpose of this has been to gain customer experience feedback and advice on how to make Council events more accessible.

The team have set up a separate budget for accessibility measures – and this has been used to purchase grass matting trackway to make it easier for wheelchair users to access our events. This year the team have also secured better disabled toilet provision and in the future will be looking to secure the provision of a mobile changing space.

- 4.4.9 **The Housing Strategy Team have worked with partners and directly delivered 195 units of specialist and supported units of accommodation over the last 12 months.** This is for a range of vulnerable individuals including those suffering homelessness/rough sleeping, older people, children in care, people with learning disabilities and autism, along with 2 bespoke units for people with high needs/health issues. .



Sandstone Court Extra Care Scheme is one example – situated in Arleston it offers residents fully accessible facilities that support independent living with spacious communal facilities and access to on site care when needed.

One resident – ‘Jakub’ is 56 years old and was previously in residential care following a stroke. He wanted to live in the community and be more independent. Jakub is thriving in his new environment and has been supported to build friendships. Jakub is now only receiving 3 calls a week and through utilising technology his intention is to further increase his independence.

- 4.4.10 **The Multicultural Development Team have worked with 26 schools over the last year,** on a number of different EDI projects. This includes a focus on increasing attainment in writing, supporting schools with their knowledge of identifying and dealing with racist incidents, delivering bespoke workshops to support pupils with racism, giving help and advice on equality and diversity policies and advising how to embed EDI within the curriculum more widely, plus giving advice on some more specific issues on request.

- 4.4.11 **Adult Social Care have increased the number of experts by experience** (people with lived experience of using adult social care or unpaid family carers). They co-chair and chair 4 board meetings, working together on an equal basis with council leaders and service managers to provide insight into the day to day realities for service users and their carers. This ensures people are placed at the heart of decisions around the future of Adult Social Care in the borough.

Not only do they work with Adult Social Care but they also take part in consultations and make suggestions/recommendations for how services might be able to improve – for example, wheelchair users offering to completely run through council run events to maximise accessibility and inclusivity.

- 4.5 **Priority Area 4 – Celebrating and promoting the diversity of the borough**

Throughout the year a range of events, organised and/or funded by the Council, have taken place across the borough highlighting the range of cultural diversity across our communities.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

Many of these have been organised via the staff led groups. Promotion has included press releases, social media coverage, lighting up Southwater One, flag raising and working with partners. Some examples of what has been done over the last 12 months include:

- 4.5.1 October is **Black History Month** in the UK - an event that recognises the contributions that black people have made over many generations.



Last year, the Race Equality Group organised an event in partnership with Wrekin Housing Group. This included a display of books and reading material about black culture. A local Caribbean chef teamed up with a kitchen chef from Wrekin Housing Group to put on a range of traditional foods for people to try and visitors could also view and try on some traditional Nigerian fashion. African drummers also provided some entertainment and lots of fun was had by all that attended.

- 4.5.2 A ceremony for **Holocaust Memorial Day** was held on Friday 26 January 2024 at Telford Theatre. Organised by the Community Services Team, the theme this year was 'Fragility of Freedom'. The event included opening remarks from the Mayor, a talk about this year's theme by Cllr Raj Mehta and 2 guest speakers.



- 4.5.3 **LGBTQ+ History Month** takes place in February and is an annual observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements.

This year the LGBTQ staff led group organised a flag raising and event in the Council chamber focusing on health and wellbeing.

They also used it as an opportunity to increase the diversity pool for blood pressure checks with two people from the Trans community identified as being at high risk which resulted in further interventions.



They also organised a poetry event and competition with and cake bake sale that raised over £200 for a local Trans support group.

4.5.4 **Windrush Day is commemorated on 22 June each year** to mark the anniversary of the arrival of HMT Empire Windrush on 22 June 1948. This year an event was organised by the Council in conjunction with the Ironbridge Gorge Museum Trust and other partners to celebrate and commemorate the contributions of the Windrush generation locally.



The event was hosted in Ironbridge. Guests were invited to come together to reflect and talk about their lived experiences.

On site there was a display provided by the University of Birmingham showing pictures and communications from the Caribbean to the UK between the 1940's and 1980's.

Guests were able to look at these whilst socialising and sharing their stories. There were guest speakers, music and a range of Caribbean food provided for everyone to enjoy.



4.5.5 This year's **Disability Pride** was organised by the Disability staff led group. A number of messages were promoted throughout July, and they organised a flag raising followed by a Panel event in the Council Chamber. This included local Paralympians Sinclair Thomas and Felicity Gregory along with Sarah Roberts who is the Chair of the Making it Real Board. They also organised a staff drop in session and cake sale and donated the monies raised to Parents Opening Doors (PODs).



Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

4.5.6 **Armed Forces Day** takes place on the last Saturday each June. It is a chance to show our support for the men and women who make up the Armed Forces community, from currently serving personnel to Service families, veterans and cadets.

It also marks the culmination of a week of celebrations, when the public can show their support and appreciation for the Armed Forces community.

This year the Armed Forces employee group supported the Culture Team to organise a flag raising event in Southwater and host an Armed Forces family fun day which was held at Broadoaks Playing Field in Donnington.



4.5.7 **South Asian Heritage Month** runs from 18 July to 17 August each year. It is a month-long celebration to highlight the heritage of people with roots in the South Asian countries of India, Pakistan, Bangladesh, Sri Lanka, Afghanistan, Nepal, Bhutan, and the Maldives.

This year the Orbit Cinema in Wellington put on a screening of "Kalki 2898 AD" and the Race Equality Group hosted a Chai Café in Darby House. This provided the opportunity for staff to try authentic chai tea, view a traditional fashion display and try some traditional food. The Telford & Wrekin Interfaith Council also provided video messages on behalf of their members to support the event.



4.5.8 **This year's Balloon Fiesta** took place from 23 to 25 August 2024. In the build up to this, the Culture Team supported Telford and Wrekin Interfaith Council with bid writing for the Commonwealth Games Legacy's Inclusive Communities Fund which secured £50,000 towards this event along with a multi-cultural light event to take place in early November.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

The funds cover participatory workshops for all in dance, music, art and carnival making.

Faith, culture and interest groups from across the borough took part in the Balloon Fiesta including members from the Hindu, Nigerian, Sikh, Punjabi, African, Chinese and LGBTQ+ communities as well as representatives from dance schools from the borough. The event celebrated the best of Telford's unity in the community and what makes our communities unique.

- 4.5.9 We have also launched a **new Diversity Calendar** for staff and Members. This calendar highlights a range of different events and campaigns throughout the year that services can support. It also gives the opportunity for staff and members to submit new requests for future Inclusion.

Phase 2 will be a public version accessible from the Council's website – due to launch the end of October 2024.

5.0 New Actions

- 5.1 Whilst a lot has been achieved already, we continually review this programme of work and look at best practice elsewhere. This means that as part of our annual review process we have the opportunity to put forward suggestions for new actions which Cabinet are asked to approve. These are the new actions we are proposing for inclusion from September 2024:

Priority 1 – Leading our organisation and communities

- 5.1.1 Providing clear information on the Council's website about **what people need to do to report hate crimes to the Police.**
- 5.1.2 **Work with the Corporate Communications team to create a communications dashboard** that supports services to communicate effectively and inclusively with the whole community.
- 5.1.3 **Focus on improving the diversity of the Community Panel** so membership and feedback to inform decision making is more reflective of the local population.
- 5.1.4 **Become a Menopause Friendly organisation in 2024** – this is an accreditation system demonstrating our support for menopausal and per menopausal staff.

Priority 2 – Supporting our workforce

- 5.1.5 **Develop a space on the Councillors Portal for EDI** linking to available resources and learning – to help expand on the knowledge available to support them in their community leadership roles.
- 5.1.6 **Develop training for the whole organisation on EDI within procurement** as part of the new Procurement Act 2024.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

- 5.1.7 **Raise organisational awareness of data tools available from the Insight Team** to support them with easily accessing information about our communities - this includes for example the Joint Strategic Needs Assessment (JSNA) and Census information that can be drilled down on through Power BI dashboards.
- 5.1.8 **Participate in the Social Care Workforce Race Equality Standard** - measurement and quality improvement system modelled on the NHS Workforce Race Equality standard.

Priority 3 – Serving our customers.

- 5.1.9 **Adopt Web Accessibility Initiative (WAI) 'AAA' standard across our websites** providing excellent accessibility for all users regardless of their needs.
- 5.1.10 **Focus on improving the diversity of Council volunteers** through revised recruitment and selection processes, adaptations and risk assessments.
- 5.1.11 **Review accessibility in public meetings** with a view to widening participation and involvement from the whole community.
- 5.1.12 **Continue conversations with the Muslim community** about the burial space in Wellington Cemetery – in particular around additional space moving forward.
- 5.1.13 **Deliver a diverse and accessible 'Telford Theatre on the road' programme** attracting participation from across Telford and Wrekin.
- 5.1.14 **Introduce an additional 350 units of specialist and supported accommodation** across older people, people with learning difficulties and autism, mental health and care leavers.

Priority 4 – Celebrating and promoting the diversity of the borough

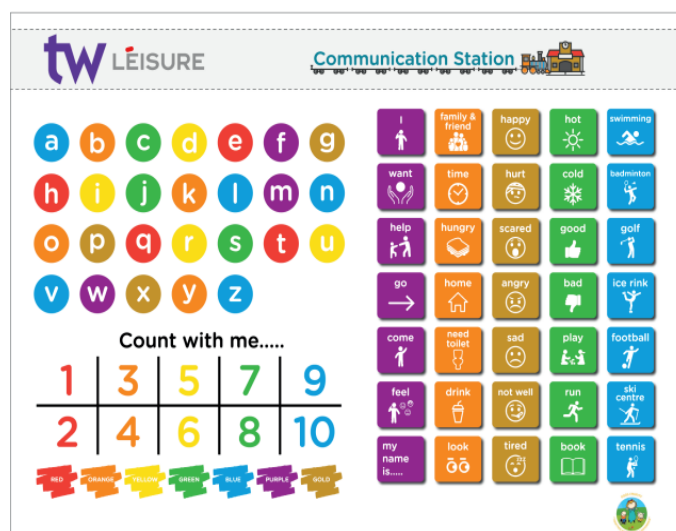
- 5.1.15 Provide support and **develop relationships with the reformed Telford LGBTQIA+ peer support group** - and work in partnership where we can on future awareness raising campaigns and events.

6.0 Next Steps

- 6.1 Some of the key actions to follow in the coming months include:
- Telford Carnival/Balloon Fiesta - 23 to 25 August 2024.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

- Installing communication boards that have been specifically made for our 10 leisure sites. These have been designed to break down communication barriers with users. They will enable customers to point to letters to help with conversations, depict how they are feeling or indicate what activity they wish to attend for example. The launch is planned for September 2024:



- Launching phase 2 of the Council's Diversity Calendar – making it accessible to members of the public via the Council's website.
- Doing an EDI training session for the Leadership Development Programme in the Autumn (as part of phase 2 of this year's programme).
- Launching a new Ollie module on EDI for all Councillors as part of their required learning.
- Running a session with the Volunteer Managers Forum to look at how we can address the barriers to better support young people, people with disabilities and faith groups with volunteering for Council services.
- Introduce a new volunteer scheme to help support our Armed Forces veterans and their families.
- Holding a number of menopause drop in sessions for staff (focussing on hair and skin problems, anxiety and weight gain).
- Holding awareness raising events to mark Black History Month (October), Disability History Month/Remembrance Day (November) and Holocaust Memorial Day (January).
- Host a multi-cultural light event in November in conjunction with Telford and Wrekin Interfaith Council.

7.0 Alternative Options

- 7.1 Consideration has been given to the option of doing nothing. In doing so it would have a detrimental impact on our customers, partners and our workforce. We need to ensure we have adequate and meaningful practices in place to make sure the services we provide are fair and accessible to everyone. It will also ensure that people are treated equitably, get the dignity and respect they deserve and that their differences are celebrated.
- 7.2 The Council is also required by law to pay due regard to the need to achieve the objectives set out in the Public Sector Equality Duty in the Equality Act 2010.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

It must strive to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act. Therefore the option of doing nothing would conflict with our legal duties.

8.0 Key Risks

8.1 The recommendations mitigate against the risks of:

- People not getting the service they need, when they need it
- Complaints/damage to reputation
- Legal challenge – including County Court Judgements and Judicial Review
- Cost (direct costs for damages and/or indirect costs for maintaining a service)

9.0 Council Priorities

The report and its recommendations actively support the following Council objectives:

- Every child, young person and adult lives well in their community;
- Everyone benefits from a thriving economy;
- All neighbourhoods are a great place to live
- A community-focussed, innovative council providing efficient, effective and quality services.

10.0 Financial Implications

10.1 Costs associated with the actions identified in the Action Plan will be met from within existing budgets and one-off reserves. As the Action Plan is implemented, costs will be monitored and reported as required through the regular Financial Monitoring process.

11.0 Legal and HR Implications

11.1 The Council is required, when carrying out its duties, to have due regard to the need to achieve the objectives set out in the Public Sector Equality Duty and in the Equality Act 2010 ('the Act').

11.2 It must strive to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act. The Council must advance equality of opportunity between those who do and do not share a protected characteristic under the Act. The Council must also foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

11.3 The update on the work which has been undertaken in furtherance of the EDI strategy over the 12 months allows the Council to demonstrate it is complying with its legal duties and ensure progress is measurable against objectives.

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

- 11.4 In addition, the Council has the power to undertake the recommendations included in this report which will further strengthen the Council's ability to evidence its compliance.

12.0 Ward Implications

- 12.1 This report has a borough-wide impact.

13.0 Health, Social and Economic Implications

- 13.1 The EDI Strategy includes a range of demographic data including health and deprivation, to help us better understand the needs of our borough, Council workforce and any inequalities that exist. This will support us with ensuring fairer practices and true inclusion.

There are strong links between the Equality, Diversity and Inclusion Strategy, and the Health & Wellbeing Strategy closing the gap on health inequalities. It is well recognised that people with who share specific protected characteristics face particular health inequalities. Collaborative work across the Council and with Integrated Care System partners on the health inequalities agenda continues to develop including shared inclusive practices.

14.0 Equality and Diversity Implications

- 14.1 As a local authority serving a mixed rural and urban geographical area with an increasingly diverse population as the latest Census 2021 data shows, we recognise the importance of equity of service and fostering inclusion, as well as celebrating and promoting diversity.
- 14.2 It is essential our data is up to date and representative of all our communities to ensure our residents are able to easily access services and support, are treated fairly and given the opportunity to have their say to help shape the future of our borough and inform our decision making processes.
- 14.3 As an organisation subject to the Public Sector Equality Duty, this report demonstrates how we are taking additional steps to advance the aims of this duty for people within the borough.
- 14.4 The proposals in this report will benefit everybody in the borough who share a protected characteristic (as defined by the Equality Act 2010), and those who do not.

We have also agreed to recognise and give due regard to those with Care Experience and for Armed Forces personnel (including veterans, reservists and their families) as well.

15.0 Climate Change and Environmental Implications

- 15.1 This report has no direct climate change or environmental impact.

16.0 Background Papers

- 16.1 Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan – July 2023 (presented to Cabinet on 13 July 2023)
- 16.2 Equality, Diversity and Inclusion Strategy Report July 2022 (presented to Cabinet on 14 July 2022)
- 16.3 Draft Equality, Diversity and Inclusion Strategy Report (presented to Cabinet on December 2021)
- 16.4 Equality and Diversity Progress Update Report (presented to Cabinet on 7 October 2021)
- 16.5 [Race Equality Group Work Plan 2023/24](#)
- 16.6 [The Council's Equality Information internet page](#)
- 16.7 [Recruitment and selection intranet page](#)
- 16.8 [The Council's Recruitment internet page](#)
- 16.9 [Workforce Information – Telford & Wrekin Council](#)
- 16.10 [National Gender Pay Gap Data](#)
- 16.11 [Telford and Wrekin Insight page](#)

17.0 Appendices

None.

18.0 Report Sign Off

Signed off by	Date sent	Date signed off	Initials
HR	14/08/24	15/08/24	DB
Legal	14/08/24	15/08/24	SH
Finance	14/08/24	15/08/24	PT