

Equality, Diversity & Inclusion Action Plan 2024

Objective 3: Progressive and equitable city

Lead Councillor:

Lead Director: Andrew Errington / Colin Wilderspin?

Nottingham's diverse communities are a huge asset and valued as one of the City's key strengths. The people who live, work, study in or visit Nottingham, have diverse backgrounds and circumstances and play a vital role in the City's economy and civic society. We recognise that many people and communities face inequality so in our leadership role for the City we are also striving to tackle discrimination in all its forms.

	Action	Key targets and measures	Lead
1	Collaborative working with our citizens and key stakeholders		
	Connect residents to opportunities within their neighbourhood and the city for learning, education, employment, and wellbeing activities	1.1 Ensure that New Neighbourhood Engagement Officers (NEOs) signpost and assist residents to opportunities.	Tom Lynk

		<i>Awaiting list of specific initiatives and activities which have been identified.</i>	
	<p>Work with partners across the Integrated Care system to improve equity and reduce health inequalities through an increased focus on prevention and support for our most vulnerable populations</p>	<p>1.2 Continue to work towards the joint Health and Wellbeing Strategy for Nottingham 2022-2025 with a key focus on the four identified priorities:</p> <ul style="list-style-type: none"> ○ Smoking and tobacco control ○ Eating and moving for good health ○ Severe multiple disadvantage ○ Financial wellbeing <p>1.3 Review and establish new priorities to further address health inequalities - to be agreed as part of an updated Joint Health and Wellbeing Strategy for Nottingham in February 2025.</p> <p>1.4 Continue to provide regular progress reports to the Nottingham City</p>	Nancy Cordy

		<p>Place-Based Partnership Health and Wellbeing Board. Ongoing</p> <p>1.5 Implement the newly commissioned integrated wellbeing service for Nottingham known as Thriving Nottingham, incorporating weight loss, stop smoking and exercise programmes. Ongoing</p> <p>1.6 Work with colleagues across the ICS to further develop a shared understanding of equity and how this principle can be embedded to address health inequalities within different communities to support the Nottingham and Nottinghamshire Integrated Care Strategy 2023-27 Ongoing</p>	
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	<p>Review citizen services with input from residents and community groups through new and improved communication methods</p>	<p>1.7 Ensure that NEOs have contact with community groups and provide support with focus groups. Review list of groups which we have contact with. Ongoing</p> <p>1.8 Review and improve the representation and accessibility of Nottingham Disability Inclusion Group (DIG) Ensure admin support is provided by NCC. Ongoing</p> <p>1.9 Develop a new Housing Assurance Board (HAB) consisting of Nottingham City Council Housing services tenants and leaseholders to facilitate better communication and decision-making between NCC tenants, leaseholders and management. Ongoing</p>	<p>Tom Lynk</p> <p>Rebecca Dennis</p> <p>Cherrelle Daniel</p>
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	Support and engage with groups from the voluntary and community sector	1.10 Ensure that NEOs continue to do this as a key part of their roles. <i>More info required for which groups this includes and the type of support given.</i>	Tom Lynk
2	Tackling discrimination and fostering good community relations		
	Work with community groups to promote and hold cultural events in our communities, including Black History Month, South Asian Heritage Month, Pride, Carnival, Mela, Disability Awareness Month, International Women’s Day and more SCP	2.1 Ensure that NEOs attend certain events subject to capacity and will continue to work jointly on events with key partners. <i>More Info required on which events will be attended.</i>	Tom Lynk
	Work with faith communities to help support the city’s priorities and promote multi-faith events SCP	2.2 Ensure that NEOs communicate and signpost citizens to activities and events.	Tom Lynk

		<i>New structure to be launched in September 2024 and then more clarity can be given</i>	
	Continue to support a range of activities that Nottingham's older people and those with disabilities can access in their communities SCP	2.3 Ensure that NEOs communicate and signpost citizens to activities and events. <i>Need more information in terms of available support and activities – new structure to be launched in September 2024 and then more clarity can be given</i>	Tom Lynk
	Provide a range of resettlement and asylum schemes to meet the needs of individuals who are seeking refuge in the city, including work with partners to deliver support to enable integration, employment and health programmes. SCP	2.4 Continue to deliver 3 Refugee Resettlement Schemes, externally funded by the Government, to welcome individuals and families seeking refuge in Nottingham City to rebuild their lives. This includes working with statutory and voluntary sector partners to enable integration	Mandy Pride Beth Hannah

		<p>and independence around accessing services, English language, education, employment and health. Ongoing</p> <p>2.5 Continue to be an Asylum Dispersal area welcoming Asylum Seekers to the city - Provide outreach and drop in support for SERCO contingency hotels and accommodation to address issues and minimise escalation to other services especially Children and Families. Ongoing</p> <p>2.6 Ensure that meetings and forums are established and coordinated to address all matters and concerns relating to migration:</p> <ul style="list-style-type: none">○ MAF (Multi-Agency Forum) - Quarterly	
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		<ul style="list-style-type: none"> ○ SERCO Temporary Site meetings - Monthly ○ Safeguarding Reference Meeting – bi-weekly ○ Countering Asylum Hate and Vulnerabilities ○ RASLAG: (Refugee and Asylum Seeker Liaison and Advisory Group) ○ East Midlands Regional Asylum Meeting/East Midlands Resettlement Engagement Meeting ○ Drop-Ins and Support – for new arrivals ○ Homelessness meeting – bi-weekly 	
	<p>Work with the Police to implement our Hate Crime Strategy, increasing reporting and reducing repeat incidences of hate crime.</p>	<p>2.7 Develop a more unified communications approach with key partners including the distribution of</p>	<p>Philp Broxholme</p>

	SCP	<p>information and resources at key events across the city.</p> <p>2.8 Review and update digital communications and encourage these to be shared by partners across a range of digital platforms.</p> <p>2.9 Hate Crime training to be delivered to a range of partners across the public sector <i>More info requested</i></p> <p>2.10 Ensure that the partnership support team continues to coordinate activity and support partners in the delivery of the Nottingham Community Safety Partnership Strategy 2023/26 <i>More info requested</i></p>	
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		<p>2.11 Ensure that the annual strategic needs assessment for 2024 is completed by December 2024 and that this is used to inform the revised strategy, which will be agreed at the May 2025 meeting of the Nottingham Community Safety Partnership Board.</p> <p><i>Further updates to be given after the Community Safety Partnership Board meeting on 19th July</i></p>	
	<p>Work with the Police and community groups to make Nottingham’s streets safer for women. SCP</p>	<p>2.12 Ensure that NCC Community Safety Team work to support the Notts VAWG Strategy 2023-2028 with a key focus on misogyny as a hate crime, on street harassment and stalking. Ongoing</p>	<p>Philp Broxholme</p>

		<p>2.13 Ensure that NCC continues to lead on Consent Coalition and works collaboratively with partner agencies working to end sexual violence and abuse to women and girls, the activities include developing resources, promoting positive messages such as the A-Z of consent on the trams and bus network, social media positive messages around consent, outreach in the community, including consent in the Rape and Serious Sexual Offences Police training and the promotion of Consent workshops for all NTU freshers. Ongoing</p> <p>2.14 Ensure NCC continue to lead on Safe Place Pledge - Best Bar None (SVA in the Night Time Economy) including training bar and door staff on how to</p>	
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		<p>intervene, providing a safe place and sign posting to services. Support for NTU also included. Ongoing</p> <p>2.15 Ensure that campaigns and programmes continue to run including:</p> <ul style="list-style-type: none">• VAWG in Purple Flag• Help a Friend Campaign (domestic violence and abuse / community safety)• Healthy Relationships programmes for children and young people in Schools and other settings (domestic and sexual violence and abuse)• Safe Places for survivors of domestic violence and abuse (domestic violence and abuse / community safety)	
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		<ul style="list-style-type: none"> Promotions of DVA and SVA helplines and services for adults and children <p><i>Further update be given after the Community Safety Partnership Board meeting on 19th July</i></p>	
	<p>Support our community safety partners to deliver the Nottingham Community Safety Partnership Strategy ensuring protection of the most vulnerable people in our communities. SCP</p>	<p>2.16 Ensure that the partnership support team continues to coordinate activity and support partners in the delivery of Nottingham Community Safety Partnership Strategy 2023/26</p> <p>2.17 Ensure that the annual strategic needs assessment for 2024 is completed in December and that this is used to inform the revised strategy,</p>	<p>Philp Broxholme</p>

		<p>which will be agreed at the May 2025 meeting of the NCSP Board.</p> <p><i>Further update be given after the Community Safety Partnership Board meeting on 19th July</i></p>	
3	Information gathering and sharing to inform decision making		
	<p>Ensure consideration of the findings from public consultations, including annual budget proposals, surveys of residents and community engagement exercises, and evidence how these have been used in decision making.</p>	<p>3.1 Process is under review as part of improvement plan actions to improve visibility and access to consultation findings internally and externally-completion by Q4</p> <p>3.2 Ensure that consultation responses are included in the Council processes for reporting in the public domain.</p>	Jon Rea

		<i>More info requested in relation to the collection of protected characteristics</i>	
	Build relationships with community reference groups for protected characteristics to better understand lived experiences, intersectionality and deprivation	<p>3.3 Ensure that NEOs continue to build relationships and share information through more face to face engagement going forward.</p> <p>3.4 Ensure that different areas of the city are broken down to identify key issues and work with focus groups</p>	Tom Lynk
	Continuation of Equality Impact Assessment (EIA) improvement project	<p>3.5 All policy design and reviews must have an EIA completed by the project lead/manager which will then be quality checked by an EDI consultant for the relevant service area. Ongoing</p> <p>3.6 Ensure that EIA training is available on the learning zone and monthly EIA</p>	Rebecca Dennis

		<p>training workshops are held via teams or in person. Ongoing</p> <p>3.7 Ensure that EIA guidance/process, template and training is regularly reviewed and updated. Sept 2024</p> <p>3.8 Ensure publication of relevant equality impact assessments on Nottingham Insight website</p>	
	<p>Gather and publish information and data on the profile of communities and workforce including the extent of inequality and disadvantage</p>	<p>3.9 Ensure that Information is gathered and utilised to understand deprivation and cultural make ups across the city</p> <p>3.10 Ensure that the Youth Outreach Division focuses bespoke resources on particular issues</p> <p><i>More info required</i></p>	<p>Tom Lynk</p>

	<p>Review and compare information and data against other City Councils and local authorities</p>	<p>3.11 Ensure that Pay gaps are compared with core city councils in relation to gender, disability, race and sexual orientation</p> <p>3.12 Ensure that Workforce data is compared against core city Councils</p> <p>3.13 Ensure regular input from NCC in to the new EDI task group which has been established for the core city councils to compare data, information and share best practice on EDI initiatives</p> <p><i>More info required</i></p>	<p>Rebecca Dennis</p>

	<p>Lead the city by example, adopting policies which support women's health at work, addressing issues including menopause. SCP</p>	<p>3.14 NCC to lead on Annual international Women's Day conference in collaboration with key partners</p> <p>3.15 Continue to expand existing offerings and seek new initiatives to support women:</p> <ul style="list-style-type: none">- Strengthen the Women's employee network- Review and refresh the Menopause Policy, awareness training and Menopause connect group- Review and refresh the Workplace wellbeing passport- Review and refresh training and support for neurodiversity for women	<p>Jacqueline Armand</p>
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