

Equality, Diversity & Inclusion Action Plan

Objective 4: Create Economic Growth for all

Lead Councillor:

Lead Director: Niki Jenkins

We will support the local economy, citizens and businesses to access good quality learning, progress, upskill and retrain to access employment. We want a thriving economy that supports local businesses to start-up, scale up and thrive whilst ensuring we use our spending power to procure goods and services locally wherever possible

*Link to the the Nottingham Economic Plan for Growth

Employment & Skills

	Action	Key targets and measures	Lead
1	Target our support to help people into work towards those most likely to experience barriers in accessing employment		
	Seek to reduce the over representation of certain groups within the unemployment figures in the city, such as BAME populations, over 50s and those with disabilities. SCP	1.1 Ensure that we increase representation in the Council through targeting different avenues for advertising, more exploration of the apprenticeship levy at multiple levels in the organisation and focusing on increasing employee referrals in underrepresented categories.	Kelly Cracknell

	<p>Deliver work and apprenticeship opportunities for residents SCP</p>	<p>1.2 Whilst the Nottingham Jobs Hub is no longer funded, NCC will continue to work with key stakeholders and partners to promote work and apprenticeship opportunities for residents and work with EMCCA on rolling out the new Government's Back to Work Plan.</p>	<p>Matthew Wheatley</p>
	<p>Promote decent, paid employment opportunities for people with disabilities and mental ill health. SCP</p>	<p>1.3 Review and refresh the Recruitment Policy, Managers Guidance, recruitment training and staff induction ensuring that information is included for how to support people with disabilities and ill health</p>	<p>Kelly Cracknell Kirsty Spencer Rebecca Dennis</p>

	<p>Dec 2024</p> <p>1.4 Review and refresh NCC Reasonable Adjustment Policy and Wellbeing Passport</p> <p>1.5 Continuation of our commitment to the Disability Confident Leadership Scheme – refresh due March 2025</p> <p><i>More information required</i></p>	
<p>Work with DWP to secure funding and deliver support under an extended IPS PC programme providing employment support for unemployed/employed people with disabilities</p>	<p>1.6 Continue to manage the delivery of Working Well East Midlands across Nottingham, Derby and Nottinghamshire and</p>	<p>Matthew Wheatley</p>

		<p>manage the transition to Universal Support to be managed by the East Midlands County Combined Authority. Ongoing</p>	
	<p>Use the UK Shared Prosperity Funding (SPF), to protect key Employment Support interventions for priority groups until March 2025. Ensuring that the UK SPF will improve the lives of people through jobs and skills support, including priority groups.</p>	<p>1.7 £2.5m of UKSPF allocated to deliver Employment & Skills support projects up to Mar 2025. Including grants to 9 Community Organisations, contributions to NCC Housing Employment Team salaries and Digital Skills Capital grants</p>	<p>Matthew Wheatley</p>

Business Growth

2	To improve access to business support for BAME and other underrepresented groups		
	Continue to support the BAME-led business sector, and support local SMEs to enhance their ability to tender and potentially win business. SCP	2.1 Aim to award more than 65% of contacts to local businesses and ensure quarterly reporting 2.2 Develop new Procurement Strategy and ensure that our commitments to the Race at work Charter in relation to procurement are embedded in the new strategy. By Jan 2025	Dawn Cafferty Claire Francis

		<p>2.3 Ensure that relevant criteria for our EDI charters and frameworks are embedded into the procurement process specifically in relation to RAWC and EFLG and how this is evidenced within supplier assessment By Q2 2025.</p> <p>2.4 Review and Improve diversity data collection for businesses who we award contracts to and adapt our contract register to record the required information. Ongoing</p>	
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		2.5 Work with the Business Chambers of Commerce to support organisations to apply for public sector procurement Including opening up opportunities and reaching out to underrepresented groups. Ongoing	
	Identify Investment funding available and opportunities to grow key economic sectors for the city and wider region through the establishment of the East Midlands Combined County Authority	2.6 Ensure ongoing engagement with EMCCA, initially through their review of business support and innovation.	Matthew Wheatley
	Holding and utilising the Adult Education Budget (AEB) from academic year 2025/26, and additional funding under Free Courses For Jobs.	2.7 Ensure ongoing engagement with EMCCA on their role out of AEB (transitioning to the Adult Skills Fund)	Matthew Wheatley
	Use procurement opportunities to actively support businesses from communities within each protected characteristic, and	2.8 Ensure continued engagement with	Claire Francis

	scrutinising equalities, diversity, and inclusion policies of potential suppliers to further promote shared values relating to equalities, diversity, and inclusion	procurement colleagues, subject to capacity, to enable application of the Procurement Charter	Matthew Wheatley
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