

Equality, Diversity and Inclusion Strategy 2024-28



Leader's Foreword

I am delighted to introduce our Equality, Diversity and Inclusion Strategy, a testament to our ongoing commitment to making Charnwood a place where equality is not merely a concept but a lived reality for everyone in our diverse community.

Informed by consultations with community members, staff, lessons learned from past strategies, and insights gained from actions plans, this Strategy is a robust framework that reflects our collective dedication to fostering an inclusive environment.

We have listened to the voices of our residents, learning from their experiences and aspirations, ensuring that our approach is grounded in the realities of those we serve.

Our journey toward equality is not just about policies and procedures; it is about creating meaningful opportunities and experiences for every individual. Our commitment goes beyond rhetoric; it is a pledge to deliver tangible, lasting improvements that touch the lives of local people.

The steps outlined in this Strategy are purposeful actions that the council intends to take to promote equality and inclusion in every area of our operations. From service delivery to employment practices, we are committed to embedding equality into the fabric of the organisation.

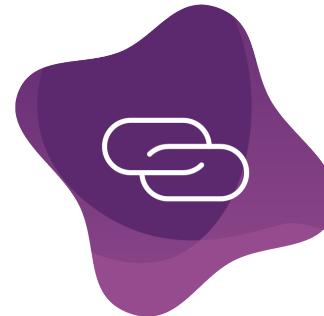
Thank you for your partnership and commitment to a more equitable future.

Cllr Jewel Miah
Leader of Charnwood Borough Council



Pride in Charnwood

We take pride in our work and our borough and are ambitious for the future.



Working Together

We work together with pace and positivity as one council and in partnership with others.



Customer Focused

We listen to our customers and are focused on delivering excellent services.



Executive Summary

Welcome to Charnwood Borough Council's Equality Strategy 2024-28.

This strategy has been designed to guide our authority towards a more inclusive and equitable community. The Strategy reflects our commitment to fostering diversity, promoting fairness, and addressing the unique needs of all individuals within our borough.

The Equality Framework for Local Government (EFLG) developed by the Local Government Association was updated in 2021 to reflect the latest legislation. This framework has been used to influence development of this Strategy.

The four equality objectives we have outlined follow the Local Government Association's priorities for Equality, Diversity, and Inclusion, which are cross cutting themes that underpin our work and provide clear oversight.

The key pillars our of Strategy influenced by the EFLG are:

Understanding and working with our communities: We aim to embed diversity in decision-making processes ensuring representation from all sections of our community. This Strategy outlines steps to enhance inclusivity in our local government structures.

Responsive services and customer care: We are dedicated to ensuring equitable access to public services for everyone. The Strategy details initiatives to identify and eliminate barriers, making our services accessible to everyone.

Diverse and engaged workforce: We recognise the importance of a diverse and inclusive workforce. The Strategy outlines measures to promote equality within our organisation, fostering an environment that values and respects every employee.

Leadership, partnership, and organisational commitment: We are committed to delivering effective leadership and developing partnerships which prioritise equality, diversity, and inclusion. Setting the tone for a positive workplace culture and contributing to long-term success and sustainability.

Equality Statement

Charnwood Borough Council is committed to treating people fairly. We embrace the Equality Act and the Public Sector Equality Duty, ensuring that our policies and practices actively contribute to the elimination of discrimination and the advancement of equal opportunities.

Our commitment extends to promoting diversity within our workforce, providing fair and accessible services to the community, and engaging in continuous dialogue with stakeholders to understand and address specific needs.

Charnwood Borough Council stands firm in its mission to create a place where diversity is celebrated, and where everyone has the opportunity to thrive. Together, we strive to build a more inclusive and equitable future for all.

Legislative Context

Charnwood Borough Council is subject to equalities legislation and Local Authorities have a legal duty to comply with equality legislation.

The Equality Act 2010, with its Public Sector Equality Duty, places a legal obligation on local authorities to actively promote equality, eliminate discrimination, and consider the impact of their actions on individuals. The Act covers nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).

Every person has one or more protected characteristic, so the Equality Act 2010 protects everyone against unfair treatment.

The Public Sector Equality Duty includes a general duty, the general duty requires public organisations, including Councils to think about how they can make things better for people from different groups. This includes having 'due regard' to the following:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

For marriage and civil partnerships this protection applies only to the first duty.

We aim to meet our Public Sector Equality Duty by:

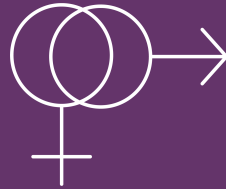
- Ensuring that staff, service users and residents receive fair and respectful treatment and are not subject to discrimination or harassment. This includes removing or minimising any disadvantage that people may experience due to their protected characteristics.
- Acting where the needs of people with certain protected characteristics are different from other people's needs and encouraging them to take greater part in public life and activities where this is disproportionately low.
- Publishing relevant and proportionate equalities information, and set ourselves specific, measurable equality objectives at least every four years. Our broad goals for 2024-28 are set out in this Strategy which, together with associated action plans are published on the council's website.
- Paying 'due regard' and consider equality impacts before we make decisions affecting residents, service users or employees. This may be demonstrated through an Equality Impact Assessment or other activities/assessments.
- Publishing our gender pay gap reports by each reporting period.
- Monitoring and assessing the impact of our decisions and actions, and whether they are actually reducing levels of inequality.
- Working with communities, partners, and agencies across the Borough to promote good relations, and where there is discrimination, challenge it.

Charnwood Borough Council: Key Facts

Information from:
Office of National Statistics - 2021 Census

April 2021, Age population estimates.

18.9% - Ages 0-17
61.9% - Ages 18-64
19.2% - Ages 65+



Female **92,054 (49.8%)**
Male **92,694 (50.1%)**

Population estimates -
184,748
Population increases of
10.9% by April 2021

37.0% Married to opposite sex

0.2% Married to same sex

0.2% Registered Civil Partnership



There have been
28,786 live births from 2011 to 2021

According to the ONS Survey,
3% of residents identify as **LGBT+** or other.



4,480

59.3%
of residents have a religion

Christian 41.5%	Buddhist 0.3%
Hindu 6.7%	Jewish 0.1%
Muslim 3.1%	Other 0.5%
Sikh 1.1%	No religion 40.7%

Ethnicity

White - **82.3%**
Asian, Asian British or Asian Welsh - **12.4%**
Mixed or Multiple ethnic groups - **2.5%**
Black, Black British, Black Welsh, Caribbean or African - **1.5%**

Age

Over 65 **18.7%**
16-65 **64.4%**
15 & under **16.8%**



16.4%
(30,149)

of residents have a disability

0.3% of residents identify as Transsexual, non-binary or other.



554

Our staff: Key Facts

Workforce figures as of December 2023



520

Total CBC employees

5.79%
have declared a disability

Workforce age statistics

38% aged 44 years and below

62% aged 45 years and above

Charnwood's employees have a higher female to male ratio.



Male **40.1%**

Female **59.8%**

3.28%
identify as LGBT+ or other



59%

of the workforce
have declared having a religion

Equality Objectives

The Equality objectives help us to meet our obligations under the Equality Act and Public Sector Equality Duty. The Equality Action Plan has been developed from these four objectives (Appendix A). To ensure these actions are achieved they will be monitored by the Equality Working Group and regular reports will be shared on progress with our Senior Leadership Team. These equality objectives pay equal regard to each of the protected characteristics.



Objective 1: Promoting Inclusive and Responsive Service Delivery

Ensuring that all public services provided by the local authority are accessible and tailored to meet the diverse needs of the community, eliminating any discriminatory practices.

Actions will include:

- Regular assessment of service accessibility
- Monitor and review compliments, complaints and other forms of public correspondence where protected characteristics are referenced
- Training provided to staff and Members on cultural competency and inclusivity.



Objective 2: Workforce Diversity, Engagement, and Inclusion

Foster a diverse and inclusive workforce with Member involvement that reflects the community it services, promoting equality of opportunity and fair treatment for all employees.

Actions will include:

- Inclusive recruitment practices
- Setting targets for underrepresented groups
- Regular review of pay structures and addressing any gender or ethnicity pay gaps.



Objective 3: Collaborating and Connecting with Communities

Actively engage with the community to understand and address the specific needs and concerns of different groups, ensuring their voices are heard in the decision-making process.

Actions will include:

- Establishing mechanisms for ongoing consultation with diverse community groups
- Conducting equality impact assessments for policies and initiatives
- Seeking input from stakeholders to identify potential disproportionate effects on protected characteristics.



Objective 4: Leadership, Partnership and Organisational Commitment

Lead from the front and work with partners to create a zero-tolerance approach to discrimination, ensuring effective mechanisms are in place to prevent, identify, and address any incidents.

Actions will include:

- Challenging discrimination and using our voice to challenge prejudice and discrimination
- Tackling hate incidents, working in partnership with the Police and other partners to support victims and tackle perpetrators
- Elected Members and organisation leaders monitoring performance and scrutinising policy in relation to equality, diversity and inclusion
- These objectives not only meet the requirements of the Equality Act and the Public Sector Equality Duty but also reflect a proactive commitment to building an inclusive and equitable community.
- Regular monitoring, evaluation, and adjustments based on feedback and data will be crucial in achieving these objectives effectively.

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Website: www.charnwood.gov.uk

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