

Equalities and Diversity Framework 2021-25

What is the framework for?

- It describes what the Council aims to do over the next four years under the Equality Act – which is the law.

What is it aiming to achieve?

- The framework aims to improve the lives of people who are more likely to experience being treated differently or unfairly
- Based on what people told us was important to them, there are five different equality themes and for each theme a priority outcome
- Priority outcomes will be reviewed yearly
- As we work closer with communities and partners and we learn more about what matters to them the priorities may change
- The Council will do all it can to make equalities part of its day to day activities – this is known as *'mainstreaming'*.

What are the themes and priorities for year 1?

Theme 1	Aiming to achieve	Priority for year 1?
<p>Inclusive Communities</p>	<ul style="list-style-type: none"> • Help protect and support people most at risk from harm • Help stop violence to women, children and young people • Reduce people getting involved in crime 	<p><i>'museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area'</i></p> <p>This will help people to feel they are:</p> <ul style="list-style-type: none"> • treated more fairly • included and cared for • there is justice for all
<p>What does this theme cover?</p> <ul style="list-style-type: none"> • Making sure places where people live are safe, welcoming and everyone feels included and part of their community <p>Why is this important?</p> <ul style="list-style-type: none"> • It will benefit women, children and young people, people from diverse ethnic backgrounds, adults who are vulnerable and people experiencing poverty and disadvantage 		

What is planned to support the priority outcome?

- A team will look across the city at monuments and statues from the past that people feel aren't right anymore to see where improvements can be made
- Museums and Galleries Service will work hard against racism.

Theme 2	Aiming to achieve	Priority for year 1?
Access to Facilities & Support	<ul style="list-style-type: none"> • Help people to access the facilities and support they need 	<i>'Access to services is made easier for people through increased digital inclusion and alternative means'</i>

What does this theme cover?

- Making buildings easier to use and more local for everyone
- Making it easier for more people to get in touch using computers and mobile phones.

Why is this important?

- It will benefit disabled people, older people, and children and young people from poorer families or with additional support needs.

What is planned to support the priority outcome?

- Working closely with many disability groups
- Making sure money is set aside for the improvements needed
- Improve schools so more pupils with support needs can attend
- Set up community hubs closer to people
- The Council will make information easier to understand
- Libraries will give people more access to computers and help them to learn new skills.

Theme 3	Aiming to achieve	Priority for year 1?

Warm & Affordable Homes	<ul style="list-style-type: none"> • Increase number of homes • Make heating more affordable • Make applying for a home easier 	<ul style="list-style-type: none"> • People at risk of homelessness on leaving hospitals or prisons are fully supported to find suitable accommodation
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What does this theme cover?

- Increasing how many homes are affordable, making sure that they meet people's needs
- making the cost of running a home more affordable and making applying for a home easier

Why is this important?

- It will benefit people with disabilities, including mental health issues, older people, young men, and people from diverse ethnic groups

What is planned to support the priority outcome?

- When people leave hospital or prison, we will help make it easier for them to get help to find a home – *this is known as 'providing pathways.'*

Theme 4	Aiming to achieve	Priority for year 1?
Health, Wellbeing and Attainment of Children and Young People	<ul style="list-style-type: none"> • Increase <i>attainment</i> levels to give young people a better start in life 	<p><i>'Reducing number of bullying and prejudice-based incidents'</i></p> <p>Bullying is behaviour that can make people feel hurt, threatened, frightened and left out.</p> <p>Reducing this will help children and young people have improved health and wellbeing.</p>

What does this theme cover?

- To give young people a better start in life
- Reducing the difference between children who do well and those who do less well at school – this is what we call *'the attainment gap'*.

Why is this important?

- It will benefit children with disabilities, families living in poverty and people from a Black, Asian or minority ethnic background

What is planned to support the priority outcome?

- Making it easier to report when bullying or prejudice-based incidents happen
- Improve how we sort out reports of bullying or prejudice-based incidents
- Making sure we teach young people in schools about the importance of treating people fairly and equally.

Theme 5	Aiming to achieve	Priority for year 1?
Diverse & Inclusive Workplace	<ul style="list-style-type: none"> • People feel valued, included and able to be their best in their workplace 	<p>Both these priorities will cover all four years of the framework:</p> <ol style="list-style-type: none"> 1. <i>‘A more inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based behaviours’</i> 2. <i>‘Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing’</i>

What does this theme cover?

- Creating a place to work where everyone is valued and included
- People are accepted for their different values, beliefs, experience, and backgrounds
- People are fully supported so they can do their best
- People feel confident to challenge prejudice-based behaviours.

Why is this important?

- It will benefit all staff regardless of age, race, gender, sexual orientation, religion or belief, marital status, disability, gender reassignment, or whether pregnant or in maternity period.

What is planned to support the priority outcomes?

- Help spread awareness of how different people make up the Council
- Support group meetings where people from a variety of backgrounds can get involved
- Make it easy to report bad treatment of others
- Let citizens know we will not accept staff being treated badly
- Support staff who say they have been unfairly treated.