

# 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?
Inclusive Communities	<ul style="list-style-type: none"> <li>• Help protect and support people most at risk from harm</li> <li>• Help stop violence to women, children and young people</li> <li>• Reduce people getting involved in crime</li> </ul>	<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"> <li>• treated more fairly</li> <li>• included and cared for</li> <li>• there is justice for all</li> </ul>
<p><b>What does this theme cover?</b></p> <ul style="list-style-type: none"> <li>• Making sure places where people live are safe, welcoming and everyone feels included and part of their community</li> </ul> <p><b>Why is this important?</b></p> <ul style="list-style-type: none"> <li>• It will benefit women, children and young people, people from diverse ethnic backgrounds, adults who are vulnerable and people experiencing poverty and disadvantage</li> </ul>		

**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"> <li>• Help people to access the facilities and support they need</li> </ul>	<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"> <li>• Increase number of homes</li> <li>• Make heating more affordable</li> <li>• Make applying for a home easier</li> </ul>	<ul style="list-style-type: none"> <li>• People at risk of homelessness on leaving hospitals or prisons are fully supported to find suitable accommodation</li> </ul>
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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"> <li>• Increase <i>attainment</i> levels to give young people a better start in life</li> </ul>	<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"> <li>• People feel valued, included and able to be their best in their workplace</li> </ul>	<p>Both these priorities will cover all four years of the framework:</p> <ol style="list-style-type: none"> <li>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></li> <li>2. <i>‘Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing’</i></li> </ol>

**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.