Equalities, Diversity and Inclusion Strategy 2020

Presentation at Learning Disability Partnership Board

Faizal Hakim
Equality and Diversity Manager
Our commitment to Equality and Diversity

• As a deliverer of services, we will promote diversity and equality in everything we do to improve the quality of life of everyone living in, working in and visiting Hertfordshire - to create a county of opportunity for all

• As a provider of services, we recognise, respect and celebrate the fact that our staff and the people we serve are all very different, whether this is in our ethnic background, family setting, gender, religion and belief or other factors. We believe that diversity can drive innovation, a culture of fairness and respect and equality of opportunity for all
What is the Strategy about

Equality Action 2010- eliminating discrimination, advancing equality of opportunity and fostering good relations

We report our public sector equality duty through:

- our workforce report
- annual equalities report and
- monitoring of adverse impacts through Equality Impact Assessments

www.hertfordshire.gov.uk
Where are we now

The Local Government Association’s Equality Framework for Local Government themes are:

- Knowing our communities
- Leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- Skilled and committed workforce
Why are we meeting today

- Discuss draft activities under each theme
Knowing and involving our communities include:

**Why the need?**
- A need to engage with Equality groups/individuals in decisions making

**What we could develop?**
- Developing a centralised database of equality groups that is maintained and updated on a regular basis
- A profile of equality groups that identifies local needs (ward community profile)
- Developing an external engagement structure that enables officers to talk to equality groups and individuals when making decisions
- Maintaining regular meaningful contact with groups
Leadership, partnership and organisational commitment

**Why the need?**

- Increase awareness of E,D&I issues with Senior Officers and Members
- Mainstreaming and scrutiny of equality objectives

**What we could develop?**

- Training sessions for all members
- Develop a Divisional profile of E,D&I facts for members
- Annual equalities awareness session at Leadership forum
- Embedding equality objectives in the councils strategic plans
- Regular updates to Diversity Board on Hate Crime

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Responsive services and customer care

Why the need?

- To show evidence of how an Equality Impact Assessments (EqIAs) has influenced a decision.
- Objective setting of E&D principles within business planning process

What we could develop?

- Carry out 2 dip samples each year of EqIAs and continue to advice and quality assurance of EqIAs
- Work with EAG Chairs to embed E&D priorities for the department
- Bring sample EqIAs to Diversity Board and EAGs and review actions
A Skilled and Committed workforce

**Why the need?**
- To ensure anyone who applies to the organisation or who works for it feels confident that they are treated fairly
- To respond to staff feedback such as from staff survey, employee support groups
- To show evidence of how EIA on workforce initiatives has impact
- To be a best practice employer

**What we could develop?**
- Undertake actions from staff survey responses e.g. access audit for disability/promotion of support available
- Undertake an analysis of Equal Pay, PRI, workforce data, staff survey, soft feedback from support groups to report and agree action with Diversity Board.
- Work with EAG Chairs to embed E&D priorities for the department
thank you