

# **Basingstoke and Deane Borough Council**

## **Corporate Equality, Diversity and Inclusion Plan**

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November 2018	5-year review – administrative amendments
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September 2021	Administrative updates

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## 1. Introduction

This Corporate Equality, Diversity and Inclusion Plan aims to embed the principles of equality, diversity and inclusion<sup>1</sup> in everything that Basingstoke and Deane Borough Council does. This includes the work of councillors in the community, the provision of services, work with partner organisations and the development of the council's workforce.

It provides a comprehensive picture of the council's equality, diversity and inclusion priorities, giving examples of what these mean in practice and outlining actions that will ensure that these priorities continue to be met. It also demonstrates the work that the council is doing to meet the Public Sector Equality Duty (see below for more information).

The council's overarching Equality, Diversity and Inclusion Statement is: 'The council strives to advance equality, eliminate discrimination, build strong community relations and deliver accessible services that meet the needs of everyone in the borough.'

The equality, diversity and inclusion work carried out by the council goes beyond meeting legal duties and is aimed at making the borough a place where everyone is treated fairly and with respect.

This plan is for residents and visitors, partners and stakeholders, council employees, councillors and all others acting on behalf of the council, including contractors and volunteers.

## 2. Overview

### 2.1 Equality Act 2010 – Public Sector Equality Duty<sup>2</sup>

The council is committed to fulfilling its obligations under the Equality Act 2010, including the Public Sector Equality Duty (Section 149). This duty includes a general duty and specific duties. The general duty requires public bodies to have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.

To help the council meet the general duty, there are specific duties. These require the council to publish equalities information annually and to set and publish one or more measurable equality objective, which will further the three aims of the Equality Duty, every four years (see Corporate Equality Action Plan more details).

### 2.2 Protected Characteristics

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<sup>1</sup> Equality means people being treated fairly and with respect and that everyone has the same chances in their lives. Diversity is about recognising, respecting and valuing people's differences. Inclusion is making sure that the people who are present are fully involved.

<sup>2</sup> For more information about the Public Sector Equality Duty see: <http://tinyurl.com/3repekb>

The Equality Act 2010 protects people from being treated less favourably because of certain characteristics. These are known as 'protected characteristics' and include:

- Age
- Disability
- Race
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief (or lack of belief)
- Sexual orientation

Every person has one or more of the protected characteristics, which means that the Act aims to protect everyone against unfair treatment. When considering the impact of service provision, policies and practices on different groups, the council also takes into account social or economic disadvantage.

### **2.3 Equality, Diversity and Inclusion in Practice**

This Plan is put into practice by the following people:

- the Council, Cabinet, councillors, corporate leadership team and senior managers;
- Equality, Diversity and Inclusion Strategy Group, including senior managers and councillors;
- Equality, Diversity and Inclusion Working Group, including representatives from service teams;
- partner organisations, council employees, contractors and volunteers.

### **2.4 Mainstreaming Equality, Diversity and Inclusion**

This plan links directly to core council strategies and policies to ensure that ED&I work is mainstreamed into the council's everyday business. These include the Horizon 2050 Vision and the Council Plan.

The council gained an 'Achieving' status from the Local Government Association through its work with the 'Equality Framework for Local Government'. This is a tool that enables equalities to be mainstreamed into every aspect of the council's work. A copy of the final report on this is available [here](#) and case studies of work carried out can be found [here](#). This work to embed equality, diversity and inclusion in everything the council does is still on going and continues to be central to the council's strategic planning and decision-making.

## **3. Equality, Diversity and Inclusion Priorities**

### **3.1 EP1: Seek to make the borough a welcoming place for everyone**

- a. Building good community relations

The council works with a range of people from different communities in the borough. Councillors are elected to represent the people in their local areas and building good relations between different groups and individuals is at the heart of their role.

A number of council service areas work closely with local residents to build welcoming, strong and stable communities in the borough. These include the Neighbourhood Planning, Housing and Community and Wellbeing teams.

b. Creating neighbourhoods where people feel safe and want to live

To make the borough a welcoming and safe place where people want to live the council is working towards:

- keeping streets safe and crime and anti-social behaviour low through joint working with the Police and Community Safety Patrol Officers;
- delivering affordable housing to a diverse range of people, where it is needed, through joint working and support for homelessness people.

The council has also supported work in Basingstoke town centre that has led to it being awarded a Purple Flag by the Association of Town and City Management. This is an indicator of where to go for a good night out in a clean, safe and welcoming environment.

### **3.2 EP2: Seek to make sure relevant services are accessible to all**

a. Removing barriers to accessing services

#### **Potential barriers**

Some people find it more difficult to access council services than others. These barriers can be physical, sensory and sometimes emotional. By working closely with local communities, barriers to access can be identified and action can be taken to overcome them. Making reasonable adjustments for disabled people forms a key part of the Equality Act 2010. Examples of this include the provision of British Sign Language translation and drop counters at the council's reception.

#### **Customer feedback**

The council is committed to providing customers with high quality accessible services and welcomes feedback, good or bad, about its services. A comments and complaints system is in place to make sure that people have the chance to say when something is working well or not (contact details are at the end of this document). Another way that the council finds out about peoples' views, to inform the planning and delivery of services, is through service specific surveys and a residential market research survey.

#### **Buying services (procurement)**

The council buys a wide range of goods and services. It is committed to ensuring that services provided on behalf of the council by major suppliers and contractors are

accessible. The council follows guidelines put in place by the Equality and Human Rights Commission (EHRC) to make sure that equality, diversity and inclusion forms a core part of the process of buying of services.

b. Assessing the impact of proposed changes or new initiatives

To find out how proposed new, or changes to existing, policies, schemes and services will affect different groups, the council undertakes Equality Impact Assessments (EIAs). These help identify any barriers to accessing services and potential positive or negative impacts of proposed actions, before a decision is taken. EIAs make sure that, where possible, plans are put into place to overcome any issues and provide evidence to demonstrate that 'due regard' has been paid to the Public Sector Equality Duty. For more information on the council's EIAs please click [here](#).

### 3.3 EP3: Seek to provide fair treatment that meets individual needs

a. Understanding and meeting the needs of local people

To improve the council's understanding of local communities and better target services to suit people's needs, general equality and diversity information about the local population is collected and analysed. Some of the key points from research to date, including the Census 2011, include:

- **Age:** The borough has a higher percentage of children under 15 and middle-aged adults than any other age groups.
- **Race:** The percentage of ethnic minority groups in the borough has almost doubled from 2001 to 2011.
- **Disability:** Approximately one fifth of households in Basingstoke and Deane have one or more persons with a long-term health problem or disability.
- **Religion or belief:** From 2001 to 2011, the percentage of people who describe themselves as Christian has declined slightly and there was an increase in the percentage of people that stated that their religion was 'other than Christian'. The percentage of residents who stated they had no religion at 2011 was almost double that in 2001.
- **Sex (gender):** Below the age of 20, the percentage of males in the borough is slightly higher than that of females. Above the age of 65, the percentage of females is slightly higher than that of males.
- **Marriage and civil partnership:** From 2001 to 2011, there was a slight increase in the percentage of adults who were divorced and a marginal decline in the percentage of residents who were married.
- **Pregnancy and maternity:** Over the last decade, the number of live births in the borough has increased over time. More than one in five of all births in the borough are to non-UK born mothers.

For more information on the other protected characteristics groups, including gender reassignment and sexual orientation, and the local equality and diversity profile of the borough's population, click [here](#).

b. Improving engagement and consultation with local communities

The council wants everyone in Basingstoke and Deane to be included in the local community and to have access to high quality services that are designed to respond to their needs. Work is carried out with local groups and partners to improve engagement with local communities through a range of methods including: community projects, consultations, focus groups and customer satisfaction surveys. Examples of specific activities are included in the Appendix. This work encourages and enables local communities to participate in the design of services that respond to their needs.

### 3.4 EP4: Commit to having an increasingly diverse workforce

a. Working towards having a council workforce that reflects the local working population

Council employees are central to making services and work with local communities a success. Staff members come from a range of different backgrounds and the council celebrates this diversity as an added value to the services it provides.

The council is committed to developing its workforce to better reflect the diversity of the local community to encompass the wide range of skills; knowledge and experience people in the borough have to offer.

The council is taking steps to ensure that people from groups that are currently under-represented in the workforce are encouraged to find employment at the council. An example of this the council's participation in the Government's 'Disability Confident Scheme', which guarantees disabled people an interview if they meet the basic conditions for the job.

The principles of equality, diversity and inclusion are embedded in all aspects of employment at the council including advertising vacancies, recruitment and selection, terms and conditions of employment, training and personal development and monitoring of reasons for ending employment.

The council's Equality and Diversity Employment Policy is directly linked to this Plan and aims to reflect the needs of employees and equalities legislation.

Click [here](#) for more information about the council's 'Workforce Equality and Diversity Profile'.

b. Supporting employees, managers and councillors to have due regard to equality

To ensure that council employees have a good understanding of equality, diversity and inclusion training is carried out via a comprehensive e-learning package. To complement this training and reinforce learning, face-to-face training sessions are carried out. Managers are also given individual support to work more effectively with diverse range of communities.

The council's Equality, Diversity and Inclusion Strategy Group and Working Group (reference p.2) support all areas of the council to embed equality, diversity and inclusion into their day-to-day practices at both a corporate and service level.

#### **4. Monitoring and Evaluation**

This Corporate Equality, Diversity and Inclusion Plan will be updated when there are any amendments to equality, diversity and inclusion legislation and guidance, or when there are significant changes in the local borough population profile.

The implementation of the councils' equality, diversity and inclusion priorities through the Corporate Action Plan will be monitored on a regular basis and will be updated where necessary.

Equality and diversity information on the local borough population and the council workforce is published annually and is used to inform these priorities and objectives to ensure relevance and compliance with the Public Sector Equality Duty. For more information, please click [here](#).

If you would like to discuss this plan or need this information in a different format (for example large print, Braille, audio tape) please contact us by:

**Email:** [customer.service@basingstoke.gov.uk](mailto:customer.service@basingstoke.gov.uk)

**Telephone:** 01256 844844

**BT Relay:** 18001 01256 844844

**SMS Text Messaging:** 07797 87 006

**Post:** Basingstoke and Deane Borough Council, Civic Offices, London Road, Basingstoke, RG21 4AH

## Appendix

### Examples of work with groups and organisations

**Basingstoke Voluntary Action (BVA)** – receives grant funding from the council to provide advice and support to a diverse range of voluntary and community organisations and promote volunteering, training and networking opportunities.

**Basingstoke Humanist Group** – the council supports this group to deliver community projects and raising awareness in the Borough.

**Basingstoke Multicultural Forum** – is supported by the council to bring together culturally diverse groups, build the capacity of local Black and Minority Ethnic communities and promote better understanding between different groups. It provides a channel for communities to raise issues and find practical solutions to concerns.

**Basingstoke and District Disability Forum** – the council supports the forum to be an independent umbrella organisation of, and for, disability organisations and disabled people in the borough, which lobbies, campaigns and participates in consultations.

**Citizens Advice** – the council provides financial support to both Basingstoke and Tadley Citizens Advice, enabling the organisations to deliver impartial advice and guidance to borough residents, including those most in need.

**Over 55s Forum** – the council supports this forum to raise issues with local service providers, challenge age discrimination and to ensure a better quality of life for over 55s in the borough.

**Transgender** – the council works with Chrysalis, a local voluntary organisation, which offers counselling and support to transgender individuals.

**Basingstoke Faith Leaders Forum** – is a network between diverse faith communities, supported by the council. The forum aims to promote mutual respect and understanding and members work together to identify and support the needs of all local faith groups.

The council also works with a wide range of other Voluntary and Community Organisations to support local groups including, Shopmobility, Ex-Gurkha Seniors Forum, Caribbean Seniors Group, Asian Hamara ladies Group, youth groups etc.