

Equality Policy 2020

This report was generated on 22/12/20. Overall 13 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'.

The following charts are restricted to the top 12 codes.

What impacts (positive or negative) do you think our proposed policy and action plan will have on people in Gedling?

Fine in theory but I'm not sure anything more than lipservice is paid to them during policy development and implementation

Hopefully come across as fair treatment of all. Actions not just words are the key.

100% Negative: these policies will contribute to the continual and ultimate destruction of the family unit consisting of the union between one man and one woman to the exclusion of all others in the production and nurter of children. This is, and always has been, the bed rock of any civilised nation. The destruction of the Roman Empire is an example of what is to come if these mad policies, favouring the miniscule minorities against the wishes of the majority, are allowed to bear fruit.

It will show people, especially those from minority and/ or marginalised groups that you are committed to identifying and meeting their needs. It will give residents a way to hold the council accountable for actions, positive or negative, in the area of E&D.

The more time and money spent on integrating Lesbian and Gay individuals into the community, the less time and money there is to be spent on issues that affect the elderly and disabled. Lesbian and Gay people don't need any extra consideration, from what I have observed over the years (and I have had both Gay and Lesbian friends to help me make this judgement), they are doing very well at looking after themselves.

None

I think it will mostly be negative. It seems like 'thought police' where you are supposed to have one viewpoint (eg diversity is a good thing) and any other view (i.e. a view diverse to the norm!) is bad at best and illegal at worse! I think a lot of people are fed up with such an attitude.

Making equality and diversity a focus will have a positive impact on the people of Gedling. Increased representation of minorities in the Council will inspire children and residents. Practices and policies which support diversity will improve community relations and improve the Council's relevance to residents.

So long as the policy is promoted widely and with genuine commitment by those responsible for the policy, it has the potential to affect the lives of residents with protected characteristics significantly.

No positive impact unless you are serious about equality and diversity. I only received this yesterday. Shameful!

Demonstrates commitment to E & D to residents. Policy demonstrates an open and honest approach by Gedling B.C Policy, action plan and appendix documents actively reference all E & D groups The LGA highlights the measurable levels of the policy and plans, demonstrating accountability for change and monitoring. Gedling are positively working in partnership with other local organisations, to consult and develop services and resident focus. It's good to see the action plan includes real examples of what is already being done and done well so residents can see it's not just a written policy. Disability and Impairment isn't regularly referenced directly throughout, more a secondary collective reference?

Equality Policy 2020

Are there any additions or changes that you would suggest to the proposed policy and action plan?

Inst of SLT determining whether adequate equality assessments have been carried out/impact on residents there should be involvement in oversight from residents within protected groups and a clear route for residents to challenge amended/new policies if they are found to have negative impact on any group. Eg online provision is fine for some people but the alternatives need to be better publicised/communicated to residents. Not everyone have access to computers or the ability to use them.

There is a view that equality can mean unequal treatment of the indigenous population. Quotas should reflect the population percentage and not be skewed to excess. This breeds divisiveness and leads to a sense of injustice. Decisions which may incorporate positive discrimination should be accompanied by a communication policy explaining why this is necessary.

It would be good if you were able to name the kinds of behaviour that will not be tolerated, eg homophobia, transphobia. You could also be explicit in saying that you aim to be anti-racist in your practice and in service delivery, e.g. by challenging inappropriate comments or actions where you come across these.

Yes, scrap it and channel money into services to help elderly/disabled people socialise more easily. Chronic loneliness is a human tragedy. I don't see Gay/Lesbian issues that leave them so isolated.

None

Make it much shorter and more sensible. For example instead of saying you 'fully support' your legal duty - just perform your legal duty. And don't jump on the PB band wagon flying a 'gay pride' flag and other such nonsense.

A positive commitment to improve the representation of minority groups in senior leadership and senior positions within the Council. A positive commitment to address lack of diversity in the Council. This should not be linked to the make up of the borough this is not relevant. All of those in society need to see minorities in senior positions to know that their contribution is valued and to ensure that the council's decision making is well rounded and takes into account the needs of all sections of society. Diversity in the workplace and particularly in senior positions is important to drive equality and diversity more generally throughout the borough.

3.2 Yes, the diversity of the borough is a strength but I think that impact of the diversity of Nottinghamshire and indeed wider, on Gedling should also be acknowledged as a strength. 3.4 I think you should be more ambitious and remove the word 'aim' from the second line. 4.1 Similarly, I think the words 'seeks to' should be removed and 'reduce' changed to reduces. GBC has the power to ensure that their 'plans, policies, practices and decisions' do actually contribute to reducing inequality. 5.7 Investigations into complaints of discrimination have a reputation of being unnecessarily protracted, especially when the allegation is against somebody with power. I think this part of the policy should include something to the effect that investigations will be concluded expediently as well as fairly and effectively to help give people more confident of GBC's commitment to the policy. I think the policy and/or action plan should include something about consultation with grassroots organisations/groups who are traditionally 'hard to reach' for local councils such as Gedling. Consultation should be with organisations outside of Gedling to learn lessons and good practice. I think it is possible to include something that emphasises that Gedling welcomes people from diverse backgrounds.

The policy/action plan should commit to collect all relevant ethnic monitoring data, e.g. employees at all levels, pay differentials, disciplinary and grievance procedures, sick monitoring, borough population and more; and include actions to address any disparities. GBC should publish relevant data.

Plenty if I had time. 1 make recruitment shortlisting and panels reflect the applicants 2 review policy yearly not every 3 years 3 place responsibility of ensuring targets are met on heads of dept Avoid a paper exercise

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Are there any additions or changes that you would suggest to the proposed policy and action plan?

Ensure mechanism's are in place to report on the follow up of the 'We Will' commitments to residents, to demonstrate how these have been achieved and any associated challenges. This will help build trust with residents and keep them informed. Some of the broad statements of commitment and actions may need to be developed further. They need to be specific and measurable, to support the positive change in policy and improve the level of customer service that residents experience. The residents knowing 'How' things will be achieved is vital.

What other comments do you have about our proposed policy and action plan?

It would be groundbreaking to demonstrate equality by a greater focus on men affected by domestic violence and also men who suffer in the family courts because of prejudiced views on historic roles within families.

Thank you for sharing the consultation on your Facebook page. I would've have been aware of it otherwise.

Please rethink it. The Gay and Lesbian community have far more acceptance than years ago (which is as it should be). Services for aged and disabled people have been scaled back year in year out. Use the money and time where it is needed instead of ticking the box to satisfy some thoughtless loudmouths who happen to have influence in Government office. Those who shout loudest get what they want is a sad fact of life. Surely you should be the voice for those who often can't speak up for themselves.

More politically correct bullshit, treat everybody fairly no need for all this rubbish how much of my tax have you wasted on this rubbish.

It's terrible!

It does not go far enough to redress the imbalance of representation previously within the Council and in society generally, I would have preferred a strong and positive policy that is ambitious and seeks to effect real change. This feels like a box ticking exercise with the bare bones of what all Councils should do but no real meat and nothing particularly innovative, engaging or proactive.

I think the policy is very good and very welcome. I hope that council members and senior leadership will show personal commitment to all aspects of the policy and equality for all affected by discrimination. Thank you very much for producing this policy and good luck.

There should be a clear commitment to transparency.

Poor ineffective and badly drawn up

Will the consultation methods be accessible to residents with a disability/long term health condition? Need to consider supporting residents with additional needs to achieve a fully representative feedback process. Has this specific consultation process actively been shared with residents from under represented communities in Gedling, therefore achieving a fully representative input? Has support been offered to those residents with additional needs to support them in completing the consultation e.g. offered alternative communication methods over the phone, face to face, text etc?

Please provide your postcode:

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NG4 2JZ	NG4 1FF	NG3 6DL
NG5 8NE	NG5 8NG	Ng5 4lg
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