

This report was generated on 14/03/24. Overall 38 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'. A total of 38 cases fall into this category.

The following charts are restricted to the top 12 codes. Lists are restricted to the most recent 100 rows.

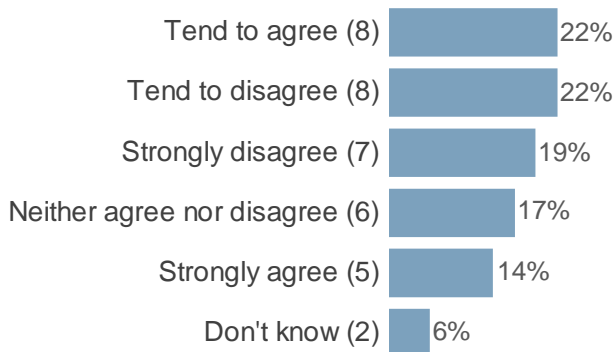
Are you responding on behalf of an organisation/ community group?



Please provide the name of your organisation/community group?

- None
- Sequence Dance Schools

Do you agree that our proposed policy will have a positive impact on the lives of people of Gedling?



Please explain why you disagree with our proposed policy:

- From experience I would say undertaking equality impact assessments just pay lip service to embedding really equal access to services. Do example no longer providing printed bin collection schedules excludes anyone unable to access or understand how to use a computer.
- The policy is vague, which is hardly surprising as the policy is 3 pages long including pictures! Very short consultation questionnaire - is it serious? The policy should be explicitly promote equality in all its aspects and be anti-discriminatory; if it isn't, the question is is it discriminatory and if its not discriminatory what is it!? Are we content with the status quo?
- The few that believe in these policies will use it and so benefit. Their benefits could then take away from the majority who have no interest in it
- It is unnecessary
- It doesn't go far enough for people with disabilities
- Well it won't impact on most peoples lives. Probably only 5% of the population
- Any employer should employ the best person for the job regardless of race, gender, age

Please explain why you disagree with our proposed policy:

I'm a white 58 year old male. How exactly have your employees and councillors been trained to reflect my needs and how would this differ from a 58 year old black man? The answer it shouldn't we are all equal. So why waste money and time on this?

As usual tick boxing and the money would be better spend on all residents of the borough.

You will not take any notice of the responses on this survey. The agenda is decided.

Does not affect day to day operations, Just a pr exercise

It relies on the public, staff and officers to follow your policy and you can't 100% declare this will happen

I think you should treat everyone the same

Because it ends up costing money I get fed up paying for your follies the council tax is already a rip off.

Diversity & equality policies fail because they do the opposite of their intention. Policies like these put labels on people & cause conflict. The sooner we stop dividing people into categories & treat everyone fairly , the better.

Stop trying to please everyone you please no-one Let the public decide instead of Nanny Stating us into Boxes

Are there any changes that you would suggest to the proposed policy?

REAL consultation and not a rubber stamp exercise to push through service changes without real consideration of the impact

Reference to each protected characteristic and their needs. Detail about protected characteristics - most people don't know what they are How the council shows respect for and celebrates each protected characteristic Commitment to eliminate unlawful discrimination across the borough Information about making all aspects of life in Gedling more representative, e.g. the workforce, encourage

Publish more photos of people who are older in age; your policy leaflet appears to have photos of younger generation adults and as such is not diverse enough with regard to age discrimination.

Scrap it

Stronger enforcement, especially on planning applications for businesses

Are there any changes that you would suggest to the proposed policy?

Yes I would like this extended to organisations that rent space from the council and to within schools.

My son was treated disgracefully by [REDACTED]

[REDACTED] This information

was shared [REDACTED]

[REDACTED] This lead to years to horrendous bullying

[REDACTED]

Are there any changes that you would suggest to the proposed policy?

Cancel it spend the money on potholes

Scape it. Reflect actual need I.e. the homeless requires homes, the elderly care, the young sports facilities. The council provides them.

Consider changing the name of the policy and Equity and Inclusion, in line with many other organisations nationally. Diversity per se does not improve the outcomes of those who experience discrimination

Less of it, too much money spent on this .

Make sure that you consider everyone..not just who you think should be considered most.

Scrap it

Consider accessibility of how documents are written, typeface, colours (dyslexia and sight appropriate) plain English language etc.

Stop wasting money. We all know white working class boys get the worst results at school but you won't do anything about that.. Money shouldn't be spent on this everyone treated equally its simple. Best person for the job instead of box ticking

Make it less specific. Carrying out impact consultations can be useful, or not, depending on how you do it and what is implemented. The whole policy has been written in a non committal way.

Scrap it

I mean, it seems fine but it's hard to say as it's light on specifics. Treating all staff equally is commendable but how are you going to do that? More importantly, how are you going to move beyond that to support marginalised members of staff?

Should include equal access to nature and open spaces

Really difficult to read red on white.

Nothing I can think of

Include a you said we did section for future plans.

Scrap it and divert the money to areas that help everyone - like parks & recreation

Looks good

No, the policy is a good basis for moving forward.

The red colour (of the font) is difficult to read. A well presented document. Very clear and authentic/honest/realistic in tone and aporoach (e.g.recognising there is more to be done etc).

No

Is there anything else that you would suggest that should be included in the policy?

Don't produce booklets such as the one being consulted on printed in red ink and with headings in pale type on a dark background - it makes it difficult to read.

The honest position of the council now and what it will do to address weaknesses

No

Minimum fines for non-compliance. Free leisure centre membership for disabled people, as per the veterans initiative

That minority groups should not receive special preferences over any other group. Otherwise it is not equal, but it does cause even greater levels of distrust, resentment and therefore goes against part of what it is setting out to do

Yes all organisations who rent council facilities should be accountable to your equally policy and if they aren't remove them from your facilities. All school staff should be accountable to your equality policy and if they aren't treating children fairly or appropriately or by guidance issued by the school or council, then hold them to account and report them accordingly.

Is there anything else that you would suggest that should be included in the policy?

Nothing

See above.

It should be more specific

No

The option to not disclose certain aspects of my personality..(below) for a start... This questionnaire needs reviewing. I know what's happened , it's been thrown together, as a " great idea" and has not been reviewed first before being put out. (Worked in such an environment) I have the gumption to comment in box, others won't, so you are really forcing them to give info "

Responsible person / team in Gedling Proactive measures demonstratibg commitments could be useful if you want the policy to mean something to residents outside the sphere of policy writing

No

Consultation and impact assessments using (any paying them for their time) local people who are going to impacted, rather than organisations talking on behalf of people.

Should include equal access to nature and open spaces

Nothing I can think of

More background info for ignorant people, explaining the protected characteristics and the importance of them

As before - scrap the policy & stop the division it causes

No

Treating all job opportunities equally should include work interviews in place of traditional interviews for people on the autistic spectrum.

-

How (case studies or examples of activity/action) the EDI policy has impacted normal people in the community and local businesses. How equality and diversity is celebrated throughout the year in the borough of Gedling. Available data on equal pay scales for people with protected characteristics How the borough, through outreach, connects with diverse groups overseas How women and girls can excel in the borough How the judging panel for the Pride of Gedling Awards and any other borough awards can ensure diversity in judge selection/ judging panel Commitment to education and life long learning and how equality and diversity can be improved for learners

Nothing that comes to mind.

What aspects of equality and diversity are most significant to you?

Access to services provided in ways everyone can access with real consideration and thorough assessment of impacts on all groups of residents.

All - I would like to see a genuine commitment to equality and diversity and real actions to change.

Aspects relating to age discrimination, which is as yet not taken as seriously as other forms of discrimination e.g. sexism, racism, et al.

None - by introducing all these variables and groups you fragment society and make certain minority groups have more power/ influence The ridiculous set of genders below says it all A transgender male has no reproductive male ability and all their body cells only contain information for female

The cost to the general public

Many openings/opportunities are aimed at minority groups. This leaves me and my family feeling very excluded.

Ensuring children are harmed by actions adults or lack of action!

None

What aspects of equality and diversity are most significant to you?

I'm not a tick boxer who views people on what makes the world diverse.

Special educational needs, anti racism and gender equality.

Go back to spending our money on all residents and not patting yourselves on the back because you think you have ticked the right box.

Since I was diagnosed with a disability (autism) I have been treated differently (in a bad way) plus I have become much more aware of the barriers other people in minority groups face - e.g. if I lost my legs & consequently used a wheelchair I personally wouldn't be able to ring a shop to request a ramp be put down for me to access the shop as it's difficult enough for me to go shopping as it is so that extra barrier would be the factor that made it impossible for me.

Everyone gets a chance, but not at the detriment to others. Everything seems to sway to certain people in " the name of equality", squeezing others who are just as relevant out !!

N/a

Inclusivity generally

Money Not well spent

Level playing field

Ensuring staff keep equality and diversity training in mind when dealing with my family. Also, ensuring the council as a workplace is welcoming and friendly to all, regardless of disability, race, etc. I am white but my wife and daughter are black, so naturally I want to ensure they can access services and apply for jobs on an equal footing with others, should this ever come up.

All of them, you can't prioritise one aspect of equality over the other, or rank disadvantage. This is basic sociology, so either this policy and consultation are ill informed, or ill worded.

Access to nature Consideration of inequalities and space and time provided to allow for them, to help make positive changes Action planning for delivery against ambition

Everyone is equal.

LGBT+ Women

None

Equal opportunities for those living with a learning disability

The fact that it places more importance on some groups at the expense of others

Too much separation

Safety on public transport

Promoting a culture that promotes equality and diversity. Personally this would be allowing for the challenges of being on the autistic spectrum

The Council should listen to everyone carefully. The human impact of Council policies, actions and procedures on individuals with all varying protected characteristics should be considered.

Inclusion Accessibility Representation Voice Celebration Equal/ Fair pay Education access and inclusion Diversity in leadership personnel selection

Ageism. Both in the workplace and in society in general.

In relation to equality, diversity and inclusion, what is your experience of services provided by the Council, both good and bad?

Mixed

I see no BAME councillors and very few BAME employees. Opportunities are limited. Although a council policy can not directly affect local democracy it can help participation in aspects of community currently seemingly not available including lead to participation in local democracy.

Gedling Seniors Council is a good vehicle, but lacks authority in terms of action.

In relation to equality, diversity and inclusion, what is your experience of services provided by the Council, both good and bad?

None keep on sending the bin lorries round

It is irrelevant

Too much now online only - hugely discriminating against disabled, and elderly, people

I feel like a second class citizen when it comes to being able to approach councils.

Na

Appalling my son applied for planning permission 2 years ago unable to contact anyone at planning dept

I don't understand the question. I have a green, brown and black bin. Are they different? If I say I'm Chinese or black do you treat me differently? Is that fair?

Unable to comment

Generally good

I emailed the Council regarding how difficult it was for me to put out my bin, so much so that I've not done it since 2020. I give my rubbish to my friend or take to a street bin because I can't cope with putting out my bins. I was concerned at reading about how the Council was planning to increase household recycling as I rely on recycling centres so I can take my paper rubbish etc. if my friend can't put it in his bin, so was panicked about it becoming much more centred on household collections. No one responded to my concerns, including my question regarding if the Council can help if someone is struggling with putting out their bins.

Struggle to see how race or gender etc effects things such as my council tax bill Waste of time and funds

No experience but that diversity monitoring form should have a prefer not to answer option on each demographic question so people can answer some and not all

Box ticking council

It's difficult to get a straight answer without being passed from pillar to post and nobody actually takes responsibility they just keep passing the buck

Can't comment on good or bad experiences, but it's good you are looking at equality and diversity.

I've never had an inclusive experience with Feeling Borough.

You really need to do a better job on your gender identity monitoring question - it's really out of date and non-inclusive

Mostly good

Ageism is rife.

No experience of any issues - either concerns or problems

Leisure is extremely inclusive and work hard to include all. All machines adjustable in gyms, disabilities swim lesson, classes designed for health patients and seniors. All very good

Whenever I see flags waved for one group I know a whole lot of other people are being excluded. Whenever I see questions that ask about "gender identity" Instead of sex, I know the council is ignoring & missing the equalities act 2010

Bad wasted money Improve condition of Roads every Diversity uses a road or pavement

Little experience

My dealings with the Council as an older person have been favourable However my son who is on the autistic spectrum has struggled when applying for jobs because of the traditional interviews that put him under so much stress that on the last occasion he has had a melt down. To overcome this barrier an alternative should be offered e.g. work interview. This would make the job opportunities more equally accessible.

Generally speaking I find the Council Services in relation to EDI to be reasonable.

In relation to equality, diversity and inclusion, what is your experience of services provided by the Council, both good and bad?

Personally, I have had a good experience living and sometimes working in the borough as a person of African Caribbean heritage (my family moved in Pochester Ward [redacted]). I think it is only in recent years that I have felt GBC reach out to the community more which is good (as previously I did not realise what happens at GBC and how to take part). The community events are great and the use of space, land, outdoors and indoors is good and could be increased. More could be done to help/ recognise up and coming talent in the borough who need help to succeed (in sport, catering, heritage, fashion, industry, engineering etc), representing the borough in the chosen field. Thank you

Overall good.

What is your postcode?

Ng15	NG58NW	NG3	Ng3 6bu	Ng41jp	NG4	NG14 6LN
NG3 6DL	Ng145bg	Ng43lh	NG5 8dw	NG5 6JG	Ng4	NG3 6AF
NG5 7ES	NG5 8HQ	Ng3 6ar	NG4	NG5 6LP	NG5 Y	NG5
Ng15	Ng15 9ft	NG4 1AU	Ng43db	NG14 5DW	Ng36ba	
Ng4	Ng3 6dr	Ng5	NG56FT	NG5 8AD	NG5 8GH	

What is your gender identity?



Transgender male (-)

Transgender female (-)

Gender variant/ Non-Conforming (-)

Other:

Not prepared to say

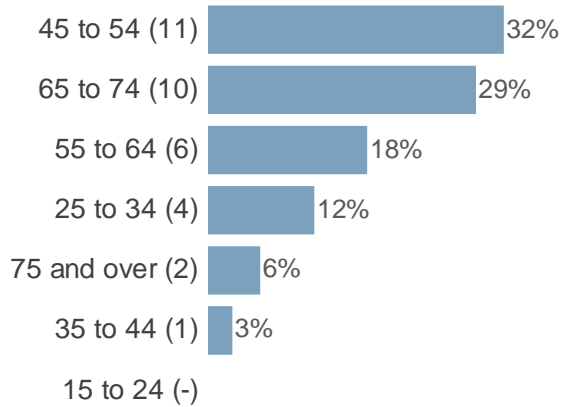
Gender variant????? What horrific wording. Was there any consultation on this?

Same as birth

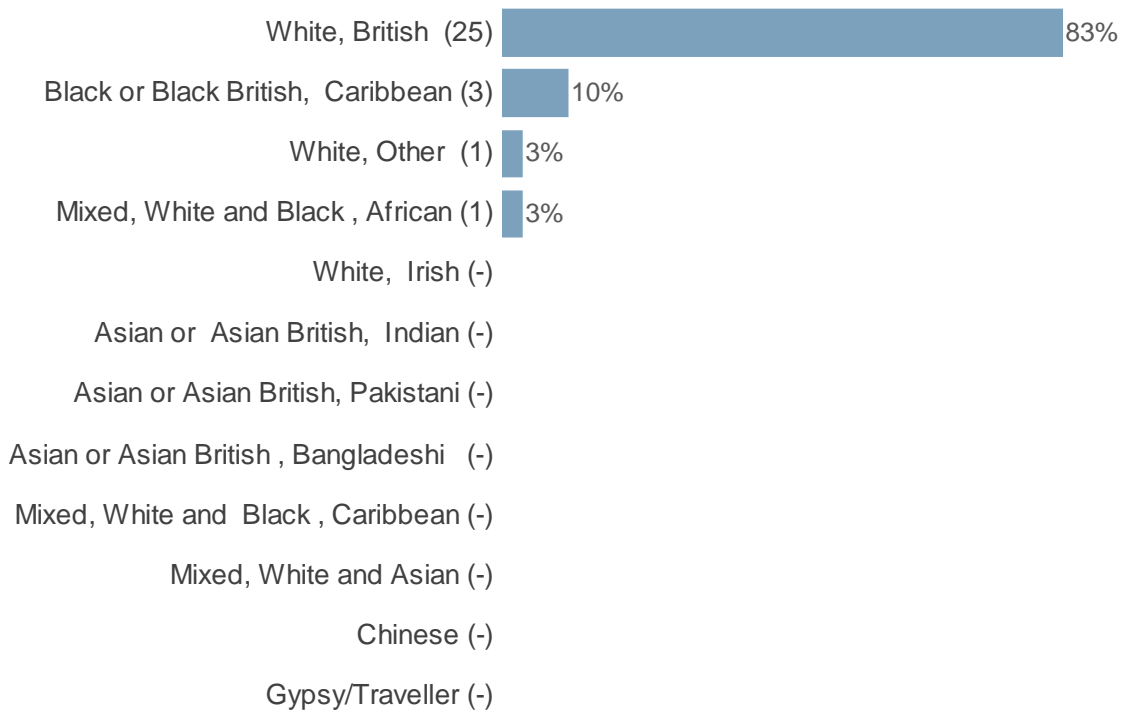
What nonsense are you asking here. There are two sexes. That's all

I dPlease do not conflate sex and gender identity. 2 protected characteristics - 2 questions please

What age group are you in?



To which of these groups do you consider you belong?



Any other background:

- White English
- Not prepared say
- English
- White English

What is your religion?



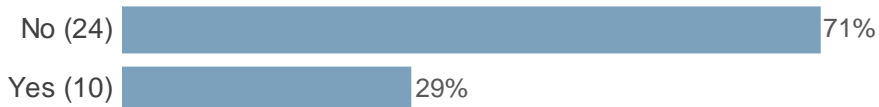
Any other religion:

Not prepared to say

✓

Humanist

Do you have a disability?



Which of the following best describes your sexual orientation?



Other sexual orientation:

Not prepared to say