













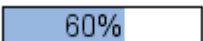







## Equalities 2024-25


Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

Code	Title	Assigned To	Status	Target Completion Date	Progress Bar	Last Note
COMM13.03	Implement and monitor delivery of Equality and Diversity Action plans for 2024/25	Francesca Whyley		31-Mar-2025	<div><div>100%</div></div>	
COMM14.01.06	Drive forward service interventions identified in the Strategy, including greater integration with health and wellbeing partners to address health inequality (EQ)	Fiona Hextall; Lance Juby; Kate Morris; Sarah Troman		01-Mar-2025	<div><div>100%</div></div>	The March Health and Wellbeing Co-production partnership had a physical activity focus. Active Notts provided an overview of the Walk Notts festival planned for May. The Leisure and Wellbeing Transformation Programme Manager also provided an update





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						on the Leisure Transformation project.
COMM14.03.03	Deliver Health inequalities work in targeted localities - Carlton, Netherfield etc.	Fiona Hextall; Lance Juby; Sarah Troman		31-Mar-2025		A new Carlton Community Connector has been recruited by Active Notts, funded by Jigsaw Homes. The role will now focus on connecting young people in Carlton.
COUN11.01.02	Engage in production of a corporate consultation strategy (EQU)	Nic Bond; Lizzy Gregory; Francesca Whyley		31-Mar-2025		Corporate Consultation Strategy drafted and circulated for public consultation, final version to be presented to cabinet in June.
COUN11.01.03	Ensure citizen feedback obtained on transformation (EQU)	Lizzy Gregory; Francesca Whyley		31-Mar-2025		Customer consultation and engagement strategy out for consultation which gives the public and new consultations due to go out around other forthcoming projects to ensure comprehensive customer feedback. The results of this are due in 25/26
COUN11.02	Provide training and support across services to improve complaint responses in relation to equality related complaints	Lizzy Gregory; Francesca Whyley		31-Mar-2026		Training on effective complaints handling is due to take place with the local government and social care ombudsman in July, the learning from this course will then feed into developing a course for

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						roll out across the organisation in 25/26
COUN12.01.07	Enable a more co-ordinated assessment of data sources in planning and decision making	Kate Lindley		31-Mar-2025	<div><div>25%</div></div>	
COUN13.01.02	Ensure equality impacts of funding strategy are understood when determining bid applications (EQU)	Francesca Whyley		31-Mar-2025	<div><div>0%</div></div>	Linked to development of funding strategy, this piece of work will move into 2025/26 due to capacity issues.
COUN15.02	Ensure recruitment and Selection Training includes training to avoid bias	Andrea Snodin		31-Mar-2025	<div><div>100%</div></div>	Current training programme does reference UB. This will be delivered through normal processes identified in teams and for new starters. In addition, the HR Manager has personally delivered group training to Members during 2024 on unconscious bias and how that relates to recruitment and selection. More widely, the Carousel of Learning Modules R&S (x4) have been updated to include this subject matter.

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COUN15.03	Develop recruitment processes to improve opportunity and access for areas that are under-represented	Andrea Snodin		31-Mar-2025		Processes identified in Environment and Leisure. ADs and senior managers have confirmed processes and the training for existing employees will be delivered during 2024-25. It was recognised that some employees in Environment and Leisure might not have access to the usual online platforms to apply for jobs. HR have periodically provided 1-2-1 support for individuals in this case. In addition, the EMF (establishment management form) process was modified from a delegation of authority point of view to allow AD's to authorise the recruitment of frontline workers to their teams. HR have supported this where possible via ring-fencing Agency Workers with 2 or more years' service to apply for roles on an internal basis (again with support from HR during the application process).

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COUN15.04	Assess under-representation in the work force and produce improvement action plan	Andrea Snodin		31-Mar-2025	<div><div>80%</div></div>	<p>A new HR Dashboard on the Workforce Profile has now been created and updated by HR on a monthly basis.</p> <p>Under-representation in our Workforce is occurring in the following areas:</p> <p>Disability</p> <p>Ethnic Minorities</p> <p>Age groups 21-40 and 21 and under</p> <p>Plans to address this will be implemented in 25/26.</p> <p>We ensure managers are trained in Equality &amp; Diversity to help prevent bias in recruitment. All jobs are advertised on mainstream platforms, such as Indeed. Links made with the job centre to provide talks to different groups of applicants to help them with the confidence to apply for roles at</p>

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						Gedling. HR Business Partners to part of recruitment panels to ensure there is no unconscious bias in the process.
COUN15.05	Review content of Learning carousel and deliver bi-monthly training workshops to improve management skills (to include process training eg casual recruitment)	Andrea Snodin	✓	31-Mar-2025	<div><div>100%</div></div>	<p>HR have also delivered 1-2-1 training sessions for new managers who have missed the bi-monthly training sessions.</p> <p>Full suite of Carousel of Learning training modules have been delivered by HR (as promised) for 2024 and are showing on Events Calendar. The newly appointed AD of Workforce will conduct a full training needs analysis in line with transformation programme and changes to legislation for 2025/2026 with support of team.</p> <p>In relation to Casual recruitment process the HR Manager conducted process-mapping workshop with Leisure Mgrs to determine what changes needed to occur. At this moment Leisure Mgrs have opted to keep processes as they are until the</p>

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						digital transformation programme comes in and the current process is "fit for purpose".
COUN15.06	Identify and implement a method (interim or permanent) to record (and report on) completion compliance for mandatory training as defied by CMT	Andrea Snodin		31-Mar-2025		Temporary interim measure now implemented (to be publicised through Comms)- spreadsheet with self-serve functionality or for manager completion in teams where employees do not have access to PC. Medium/ longer-term solution identified through utilisation of current training module in ResourceLink (with self-serve through employee and manager views and with reporting functionality through HR)
ECON11.03	Coordinate a manageable number of work experience placements (school age and working age placements)	David Archer; Sharon Gilbert; Jennifer Lovett		31-Mar-2025		We have provided 9 placements during the year which has been very successful in providing valuable working experience across a number of departments this year.

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ECON11.04	Coordinate the supported internship programme	Jennifer Lovett	✓	31-Mar-2025	<div><div>100%</div></div>	We have had 4 supported internships and we will continue to promote this opportunity with teams in the Council to support social value and assist in our future recruitment campaigns.
ECON11.05	Support and Coordinate ongoing compact with NTU	Jennifer Lovett	✓	31-Mar-2025	<div><div>100%</div></div>	We have provided 3 supported internships from NTU, which has been very successful in providing valuable working experience across a number of departments this year.