



Gedling Borough Council Equality, Diversity and Inclusion Action Plan 2025/26

Each year a set of equality actions will be agreed as part of the annual delivery planning process. The actions may be main actions or sub-actions within the annual delivery plan or departmental plans but will fully integrate into service planning and performance monitoring of those plans by SLT, Cabinet, the Budget and Performance Board and the Strategic Equality and Diversity Group.

The action plan for 2025/26 is set out below. Equality actions are separated into four categories aligning with the Local Government Association Equality Framework. All actions, agreed as part of service planning also have a direct golden thread to our Gedling Plan.

The LGA Framework can be found here [Equality Framework for Local Government \(EFLG\) 2021 | Local Government Association](#) and the aims align with our priorities of Economy, Community, Place and Council.

Understanding and Working with Communities

- collecting and sharing information
- analysing and using data and information
- effective community engagement
- fostering good community relations
- participation in public life.

What are we going to do to achieve this objective?		Sub actions	Responsible Officer for delivery of action/ Sub-action	Dates	
Code	Action			Start	Finish
EQ	Ensure citizen feedback obtained on transformation	<ul style="list-style-type: none"> • create engagement plan with residents for CRM implementation 	Assistant Director Customer Experience	1 April 25	31 March 26

EQ	Improve the data held about customers to better inform decision making that effects communities	<ul style="list-style-type: none"> • Ensure structured data held within Council CRM 	Director of Transformation	1 April 25	31 March 26
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Leadership, Partnership and Organisational Commitment

- political and officer leadership
- priorities and working in partnership
- using equality impact assessment
- performance monitoring and scrutiny.

What are we going to do to achieve this objective?		Sub actions	Responsible Officer for delivery of action/ Sub-action	Dates	
				Start	Finish
Code	Action				
EQ	Roll out additional programmed EDI training to Councillors		Deputy Chief Executive	1 April 2025	31 March 26
EQ	Ensure EIA completed for Annual Delivery Plan action decisions	<ul style="list-style-type: none"> • SLT to review EIAs as part of Cabinet/PH reports 	SLT	1 April 2025	30 September 2025

EQ	Ensure quarterly reporting on Equality actions through performance board and SEDG		Deputy Chief Executive	1 April 25	31 March 26
EQ/Audit	Ensure EDI risks are assessed and linked to Corporate Risk register on ideagen	<ul style="list-style-type: none"> • Create EDI risk register on ideagen • Monitor EDI risks through Corporate Risk Board 	Deputy Chief Executive (through Corporate Risk Board)	1 April 25	31 July 25
EQ	Ensure equality impacts of funding strategy are understood and set out within the strategy to provide clarity when determining whether funding bids should be submitted.	<ul style="list-style-type: none"> • Ensure EIA completed on strategy 	Deputy Chief Executive	1 April 2025	1 December 25th
EQ/GIGS	Review Gedling Employee/manager/Leader standards to include clarity on EDI and expected behaviours	<ul style="list-style-type: none"> • Once amended should be included within PDRs to monitor behaviours 	Assistant Director Workforce	1 April 25	1 July 25

Responsive Services and Customer Care

- commissioning and procuring services
- integration of equality objectives into planned service outcomes
- service design and delivery.

What are we going to do to achieve this objective?		Sub actions	Responsible Officer for delivery of action/ Sub-action	Dates	
				Start	Finish
Code	Action				
EQ	Deliver on equality objectives from the procurement strategy (see strategy for actions)	<ul style="list-style-type: none"> • develop social value policy/approach 	Contracts and Procurement manager	1 April 25	31 March 26

Diverse and Engaged Workforce

- workforce diversity and inclusion
- inclusive strategies and policies
- collecting, analysing and publishing workforce data
- learning, development and progression
- health and wellbeing.

What are we going to do to achieve this objective?		Sub actions	Responsible Officer for delivery of action/ Sub-action	Dates	
				Start	Finish
Code	Action				
EQ/Audit/GIGS	Review terms of reference for GIGs	<ul style="list-style-type: none"> • Specify Leadership role in supporting GIGS 	Deputy Chief Executive	1 April 25	31 July 25
EQ/Audit	Assess under representation in the work force at all levels using employment data and census data	<ul style="list-style-type: none"> • Produce improvement action plan to encourage diversity through recruitment and selection 	Assistant Director Workforce	1 April 25	31 March 26

EQ/Audit	Deliver training to SLT/AD's and Managers in relation to EDI focussed on workplace behaviours		Deputy Chief Executive and Assistant Director of Workforce	1 April 25	October 25
EQ/Audit/GIGs	Deliver training to frontline staff in relation to EDI including content on appropriate language		Deputy Chief Executive and Assistant Director of Workforce	1 April 25	1 October 25
EQ/GIGS	Launch a communications campaign about EDI including workplace behaviours	<ul style="list-style-type: none"> • Include content at staff briefing 	Communications	1 April 25	1 November 25