









Equality Action Plan 2025/26




Report Type: Actions Report









Generated on: 20 April 2026




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

Action Code	Action Title	Milestones Description	Milestones Completed	Status Icon	Ownership Assigned To	Latest Note	Progress Bar
EQ01	Ensure citizen feedback obtained on transformation and create engagement plan with residents for CRM implementation				Dan Reason	Engagement has been undertaken with seniors council and other groups to test effectiveness of CRM forms in particular around assisted collection to ensure digital inclusivity for customer CRM use.	<div style="width: 100%;"><div style="width: 100%;"></div></div> 100%
EQ02	Improve the data held about				Dan Reason	The CRM system has been rolled out	<div style="width: 60%;"><div style="width: 60%;"></div></div> 60%

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	customers to better inform decision making that effects communities and ensure that structured data is held within council's CRM					internally, all customer data is now being input into the system so advisers can see straight away EDI information if disclosed. Also ability to flag customers where reasonable adjustments may be required or where EPR issues.	
EQ03	Roll out additional programmed EDI training to Councillors				Francesca Whyley	EDI training was rolled out to Councillors with 2 sessions provided in March.	<div style="background-color: #4a7ebb; color: white; padding: 2px; text-align: center;">100%</div>
EQ04	Ensure EIAs are completed for Annual Delivery Plan action decisions and that SLT reviews EIAs as part of Cabinet/PH reports				Francesca Whyley	EIAs continue to be provided for decision reports and enforced by SLT.	<div style="background-color: #4a7ebb; color: white; padding: 2px; text-align: center;">100%</div>
EQ05	Ensure quarterly reporting on Equality				Francesca Whyley	Performance on the plan continues to be	<div style="background-color: #4a7ebb; color: white; padding: 2px; text-align: center;">100%</div>

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	actions through performance board and SEDG					monitored by SEDG.	
EQ06 (Audit)	Ensure EDI risks are assessed and linked to Corporate Risk register on Ideagen (report to Risk Board)	Create EDI risk register on Ideagen	No		Francesca Whyley		<input type="text" value="0%"/>
		Monitor EDI risks through Corporate Risk Board	No				
EQ07	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 and ensure that EIA on strategy is completed				Francesca Whyley	Due to LGR and proposed changes to the grant scheme, the funding strategy was not created. Updates to the Fin regs and Member Allowance scheme requirements will be undertaken in 2026/27.	<input type="text" value="0%"/>
EQ08 (GIGS)	Review Gedling Employee/manager/Leader standards to include clarity on EDI and expected behaviours	Once amended should be included within PDRs to monitor behaviours	Yes		Jennifer Lovett		<input type="text" value="100%"/>

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EQ09	Deliver on equality objectives from the procurement strategy (see strategy for actions) and develop social value policy/approach				Paul Williams	The Social Value Policy and procedure was approved by cabinet and is now being implemented. outputs from social value will now be reported separately to SEDG going forward where linked to equality objectives.	
EQ10	Review terms of reference for GIGS and specify leadership roles in supporting GIGS				Francesca Whyley	GIGS terms of reference have been reviewed. Presented to SEDG in December	
EQ11	Assess under representation in the work force at all levels using employment data and census data	Produce improvement action plan to encourage diversity through recruitment and selection	Yes		Jennifer Lovett		
EQ12 (Audit)	Deliver training to SLT/ADs and Managers in relation to EDI focussed on workplace				Jennifer Lovett	EDI training now been undertaken by the majority of managers including bespoke incidents	

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	behaviours					on managing complaints on harassment.	
EQ13(Audit;GIGS)	Deliver training to frontline staff in relation to EDI including content on appropriate language				Jennifer Lovett	EDI training delivered in the depot and for caretakers, roll out to office staff with first session on 16th December 2025 and further programme roll out next year.	
EQ14(GIGS)	Launch a communications campaign about EDI including workplace behaviours and present its content at a staff briefing				Jennifer Lovett	Presented at staff briefing in March.	