

Our Commitment to
our employees for an
**equitable, diverse, and
inclusive (EDI) workplace**
at Nottinghamshire County
Council



**Nottinghamshire
County Council**



Introduction:

This document outlines our commitment to equality, diversity and inclusion. Our commitment includes setting our objectives as part of our legal duty under the Equality Act 2010. It also includes our vision and desired outcomes under each theme of our People Strategy.

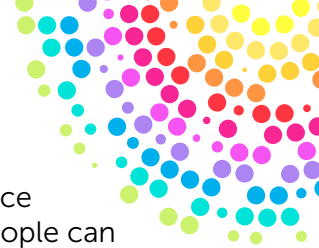
Below you will find our equalities objectives, which form part of our public sector duty under the Equality Act 2010 which are the foundations of our commitment. You will also find the six themes taken from our People Strategy (listed below) each with its own vision and desired outcomes.

To support the commitment there is a separate, but linked, corporate equalities action plan with detailed actions and measures for each theme. These demonstrate how we aim to reach the desired vision and outcomes, including steps to get there and how we will track and measure progress. The action plan will be our working document.

Our overall vision is for a workplace culture that is inclusive, where people can bring their whole selves to work, be treated as equals and work to their full potential. Where all colleagues are encouraged to develop, thrive and provide excellent services for our communities supported by their leaders, teams and environment. Our vision is also to drive change and progress with our partners across public sector as part of positive system wide reform.

Purpose: The purpose of this document is to:

- Set out our visions and desired outcomes under six themes (which have been taken from the People Strategy)
- Demonstrate how Nottinghamshire County Council will bring our equalities objectives to life
- Demonstrate a commitment to EDI that is forward looking, part of public service reform, The Nottinghamshire Plan and Nottinghamshire Way



Equality Objectives 2022 – 2026

Our overall vision is reflected within our equality objectives. As part of the Equality Act 2010 we publish our workforce information on an annual basis as well as our gender pay gap. In addition, we have recently refreshed our equality objectives which we are required to do every 4 years. We will continue to keep up to date with relevant additional legislative changes such as those around pay gap reporting for other protected characteristic groups and national policy. Our objectives are:

Objective 1

To build on the council's existing culture to ensure NCC is an inclusive place to work and promotes a sense of belonging for everyone.

Objective 2

To ensure that our recruitment processes and development opportunities are fair, inclusive and accessible.

Objective 3

To embed an inclusive approach towards implementing health and wellbeing initiatives so that the needs of all employees are taken account of.

These can be found using this link [Our commitment to equality | Nottinghamshire County Council](#).



Our People Strategy



Themes

- Leadership Development
- People Development and Training
- Employee Health and Wellbeing
- Organisational Culture
- Workforce Planning
- Resourcing and Recruitment
- Smarter Ways of Working and Working Environment



Vision



Leadership Development

Leadership that role models the Nottinghamshire Way values and behaviours in all they do.

Our Leadership teams across the organisation adopt inclusive thinking and demonstrate compassion within their decision making.

Our Leaders invest time and effort with individuals by holding open and honest conversations about career and role development.

Desired outcomes



Leaders are well equipped, confident and recognise that staff members have differences, with a deeper understanding of the barriers that face those with protected characteristics.

Leaders make decisions that take account of issues facing our diverse communities.

Employees know and appreciate how they fit into the organisation, and they are clear on their contributions.

The organisation has a corporate performance framework that can be monitored and adapted to suit the needs of our teams, with all leaders holding meaningful conversations.

All colleagues understand how they role model the Nottinghamshire Way.

Managers feel supported by the organisation and have a variety of good quality development tools and access to training and opportunities.

Vision



People Development and Training

Nottinghamshire County Council looks to develop its workforce in different ways and there is an inclusive approach to all development and training opportunities.

There is a strong understanding of EDI matters and how to resolve them using NCC processes and procedures.

Existing EDI interventions and mechanisms develop our workforce so that our skills and understanding around specific inclusion matters demonstrates improvement.

We open development opportunities through work experience placements, apprenticeships, and our graduate development scheme including for children in our care and care leavers.

Desired outcomes



There are accessible training and development opportunities at the Council through work experience placements, apprenticeships, and our Graduate Development programme, including for children in our care and care leavers.

Everyone feels confident in relation to their position and personal career development plan and their background does not impact negatively on how they progress through the organisation.

Colleagues are aware of our bullying and harassment procedures and processes and know where to find support in relation to following them.

People's knowledge and understanding around the nuances of EDI and intersectionality is at a good level through training sessions, activities and workshops.

The members of our Allyship schemes understand and know the role they play in eliminating and preventing discrimination.

Colleagues with additional needs can access material on the corporate learning platform with ease.

Vision



Employee Health and Wellbeing

Our health and wellbeing initiatives are inclusive and accessible by everyone. Both Equality and Health and Wellbeing are an important agenda for team managers.

Those who support delivering health and wellbeing initiatives include people with lived experience and come from diverse backgrounds



Desired outcomes



There is a good level of knowledge and understanding about our wellbeing mechanisms and resources that educate and help the workforce with managing their mental health.

Our cohort of Mental Health First Aiders is representative in terms of race and ethnicity of our overall workforce.

Our corporate counselling service delivers a service that is for everyone, including those who have experienced trauma due to having a protected characteristic such as race.



Vision



Organisational Culture

The culture as described in the Nottinghamshire Way is one that is felt by colleagues across the Council.

Nottinghamshire County Council feels inclusive, is free from discrimination, and we actively demonstrate our allyship as an organisation.

Our culture is one of promoting education and learning to develop ourselves to become more inclusive on an individual, team and departmental level.

Desired outcomes



Our workforce feels valued due to the culture within the organisation, demonstrated through a range of actions such as recognition that is given to significant events in our EDI calendar.

As a corporate equalities group and wider organisation, we learn how our networks and underrepresented groups within our workforce feel at work and strive to make changes if this is not positive.

The workforce utilise the EDI intranet pages as a central source of information to deepen and widen their understanding in relation to the various protected characteristics.

We measure the outcomes of processes like disciplinary and grievances and identify the potential adverse impact and ensure mitigations are in place where there is disproportionate impact

We protect our employees from discrimination and make it clear to those who interact with our services that we do not tolerate discrimination.

Our workforce feels comfortable sharing their own diversity information with us to help improve employment related practise to help create an inclusive environment and culture for everyone.

Vision



Workforce planning, resourcing and recruitment

Our recruitment processes are smart, inclusive and accessible, we follow sector led best practise and our candidate pools reflect a range of individuals from various protected characteristic groups.



Desired outcomes



Our application, shortlisting and interviewing process are fair and take account of the needs and differences of a diverse range of individuals. We actively encourage applications from those who have protected characteristics and those with care experience. These are monitored through our workforce profile information.

All colleagues with protected characteristics feel supported when engaging with the recruitment process and do so with confidence.

Our interview panels are diverse, and every panel member carries the same level of influence and therefore each panel member is valued equally when selecting the right candidate for the role in question.



Vision



Smarter Ways of Working and Working Environment

The physical and psychological environment at Nottinghamshire County Council is adaptable and our managers know how to support colleagues through adjustments they may need.

Decisions made about our working environment incorporate equality assessment and therefore such decisions take account groups of individuals with protected characteristics.

Desired outcomes



Managers have understanding and awareness of how to apply HR policies around making reasonable adjustments. They identify potential situations when reasonable adjustments might be appropriate.

Employee and Trade Union representatives and staff networks are consulted when decisions around working practice may impact on the quality of their working environment.

Equality Impact Assessments form part of our decision-making process and are incorporated into our report writing process.

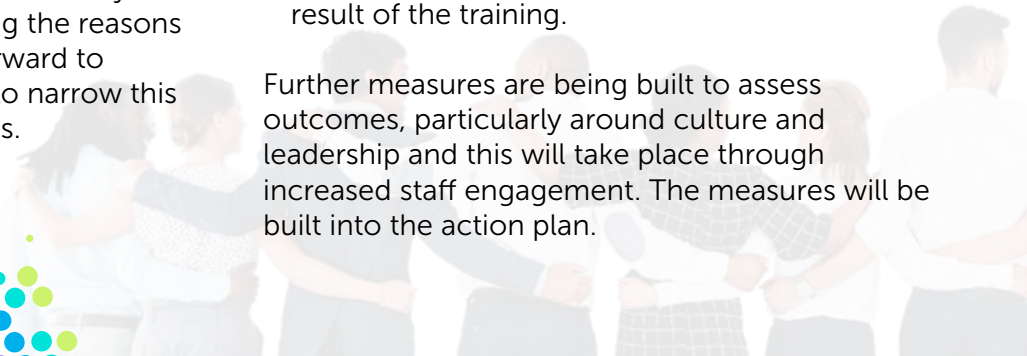
Implementation: We believe equality, diversity and inclusion is everyone's business and therefore everyone in the organisation should take responsibility to embed EDI within their work. Departmental equality leads and groups will play a key role in implementing the actions in their business areas.

The implementation of the vision and outcomes above are supported by a detailed corporate equalities action plan which is monitored through our corporate equality board on a quarterly basis. Our commitment to EDI will grow stronger as we increasingly focus on a data and evidence driven approach with measurable outcomes. Our evidence driven approach includes some of the following:

- **Narrowing our Gender Pay Gap** – currently our gap stands at 7.9%, by exploring the reasons behind this and agreeing a way forward to implement actions we would like to narrow this gap by 2% over the next 24 months.

- **Ensuring our recruitment process is fair** - we aim to ensure that groups of people with protected characteristics pass through each stage of the process from shortlisting to offer in a fair and unbiased way. This is monitored through our workforce profile information.
- **Fair Representation** – we will continue to ensure that our workforce not only represents the community we serve but also that representation exists at all levels of the organisations including at our higher paid roles. This is measured through our workforce profile report and workforce planning information.
- **Attendance, evaluation and increased knowledge and experience:** We will measure the success of some of our activity by understanding participation in training and EPDR's as well as increased knowledge and understanding as a result of the training.

Further measures are being built to assess outcomes, particularly around culture and leadership and this will take place through increased staff engagement. The measures will be built into the action plan.





The picture so far:

Our recent achievements which work towards a more inclusive and diverse workforce include:

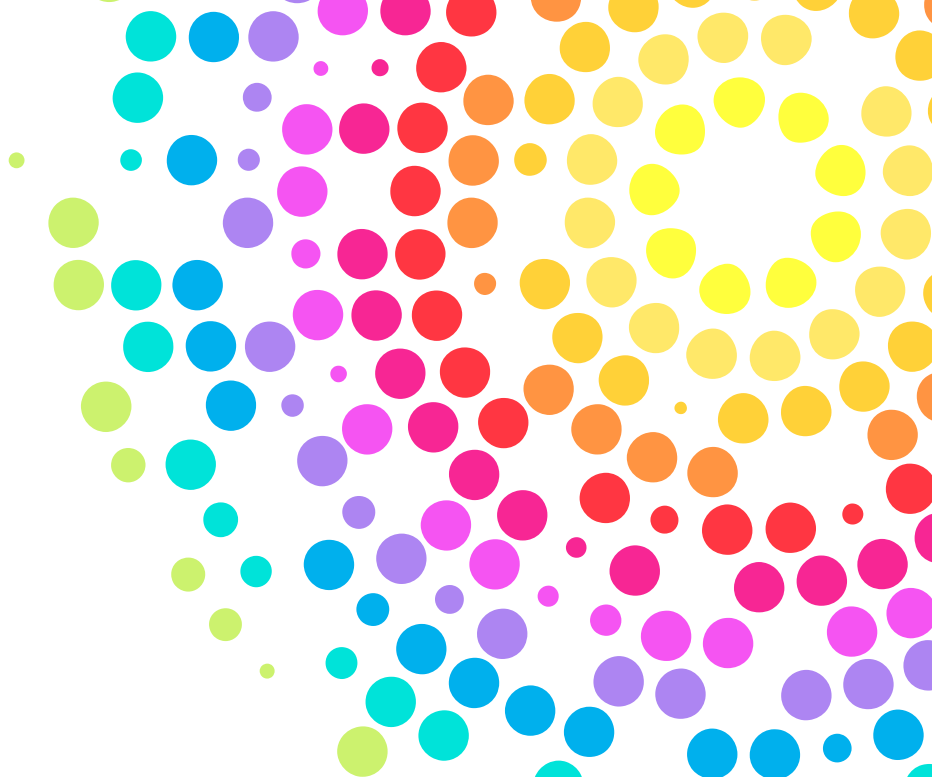
- Signing the Race at Work Charter
- Being awarded Disability Confident Leader status
- Developing Anti-racism and Proud Allyship schemes
- Developing an online Anti-Racism hub
- Developing and training managers on equalities related practices
- Developing and launching a Reverse Mentoring programme involving senior leaders and self-managed groups
- Continue to strengthen our awareness around our Equality Duty and Equality Impact upon services



Key colleagues:

The key colleagues involved in taking forward our equalities work within the Council are:

- Equalities Officer
- Departmental equality groups
- HR, workforce, and OD colleagues
- Service Director for Customers, Governance and Employees
- Senior sponsors within the council
- Trade Unions
- Recruitment lead



**Nottinghamshire
County Council**

 [facebook.com/nottinghamshire](https://www.facebook.com/nottinghamshire)

W [nottinghamshire.gov.uk](https://www.nottinghamshire.gov.uk)
E equalities@nottscc.gov.uk

 [@NottsCC](https://twitter.com/NottsCC)