

Equalities, Diversity and Inclusion Strategy 2023-2027

A Borough for Everyone





SEFTON'S EQUALITY, DIVERSITY, AND INCLUSION STRATEGY 2023 - 2027.

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Sefton's Equality, Diversity, and Inclusion Strategy 2023 - 2027.

Introduction.

This is the Easy Read version of Sefton's Equality, Diversity, and Inclusion Strategy 2023 - 2027.

This strategy shows how the learning and understanding about Equality, Diversity and Inclusion is included in Sefton Council's actions when we develop services and support our staff.



What these words mean.

Equality means treating everyone fairly and making sure everyone gets the help they need to have the same chances to do what they can.

Diversity means a mix of different kinds of people. For example:

- men and women.
- young and old.
- people of different races.
- disabled and non-disabled.



Inclusion means to include everyone whatever their race, gender, disability, medical or other needs. It is about giving equal access and opportunities.

Strategy means a plan of what we want to do.





This document describes what we are going to do over the next 4 years.

We have this strategy because it is the right thing to do.

We also need to follow laws.



The Equality Act 2010 and the Public Sector Equalities Duties are laws we must follow. In the Equalities Act the Protected Characteristics of people are listed.

It is against the law to treat people differently because of these protected characteristics.

A person can have more than one protected characteristic, they include:

- Age.
- Disability.
- Gender reassignment.
- Marriage and Civil Partnerships.
- Pregnancy and Maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual Orientation.



In Sefton we have chosen to add another protected characteristic.

- Care Experienced.

Care Experienced are people who are being or have been looked after by Councils.

This is when they were children and could not live with their families.





Sefton's Equality, Diversity, and Inclusion Strategy 2023 -2027.

This strategy mainly focusses on the Council as an employer and buyer of services.

The strategy was developed with employees of the Council including the Corporate Equalities Group and subgroups.

The work will continue but it will never be finished. There will always be work needed and we will continue to update the actions we need to do. The strategy and plan will be looked at every year.

There are **7 areas** that the Equality, Diversity, and Inclusion Strategy focusses on. These are:



1. More awareness about issues and engagement with those affected.

2. More work with our partners and communities.

3. Training and skill developments always being available in Equalities.

4. Good support for staff with protected characteristics.

5. Processes in Human Resources (HR) to support diversity in our organisation.

6. Better information and measuring if things are working.

7. Better ways to check and be responsible for changes.



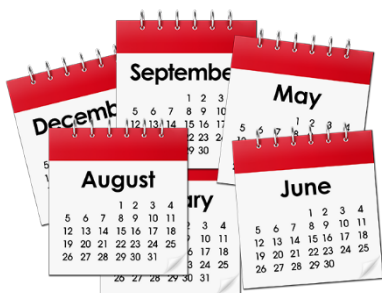


Area 1: More awareness of issues and engagement with those affected.



Actions:

- Develop a monthly calendar of equalities themes to focus and communicate about. Have actions around this theme including training and development.
- Encourage and give time to staff to join the Corporate Equalities Group or subgroups.
- Staff to share knowledge and positive role models not only those with protected characteristics.
- Develop events with partner organisations to challenge and give perspectives.
- Make sure support is available for staff with protected characteristics.
- Make sure no person is treated bad or differently because of their protected characteristics.



Opportunity:

To start a book club, sharing books that have focus on Equality, Diversity, and Inclusion. These will be available for all staff wanting to learn more. This will help to share knowledge and change thinking.





Area 2: More work with our partners and communities.

Actions:

- Do more communications and engagement work around equality, diversity, and inclusion. Linked to area 1.
- Work with and learn from our partner organisations.
- Make sure all organisations we work with share our values around equality.
- Start groups inside and outside the Council that will help those with protected characteristics.
- Support People who have been cared for by a Council to get skills and employment. Work with employers to support those who have left the care system.
- Use the work with employers to give opportunity for other people with protected characteristics.



Opportunity:

Make sure companies we buy services from and work with share our values about Equality, Diversity, and Inclusion.

Organisations agree to work with us in a way that supports people. They show us what they are doing and follow the rules we give them.





Area 3: Equalities Training and skill development always being available to all staff.

Actions:

- Look at the training we have to make sure it is what we need.
- Arrange training that we don't have, but we need.
- Make sure staff complete the training they need.
- Make sure staff use their learning in the work they do.
- Invite more people from outside the Council to do the training.
- Share our knowledge and experiences, start a mentoring programme between managers and staff with protected characteristics.
- Improve communication and understanding of support needs between staff and their managers.



Opportunity:

We are working with a specialist training provider to give Race Equalities Training to all staff. We had face to face sessions to help us plan future Race Equality training. Working with local people to develop training that we can use and share.



Area 4: Good support for staff with protected characteristics.

Actions:

- Develop communication about not accepting abuse to our staff. This will be shared in public spaces.
- Create and support new staff groups and listen to what they tell us.
- Make sure staff know that this Equality, Diversity, and Inclusion Strategy is not a piece of paper but a celebration through the whole Council.
- Be an inclusive organisation when recruiting and employing people.
- Start a mentoring programme for staff who have protected characteristics.
- Be a supportive employer who is flexible and understands the needs of its staff.



Opportunity:

We will make it clear to everyone that we do not accept discrimination or abuse by anyone. We will act if they do not follow the rules.

We will make sure we provide support to all our staff including those with and without protected characteristics. We want to be a good place to work. Our staff and managers will be well trained to understand and support all staff in a positive way.



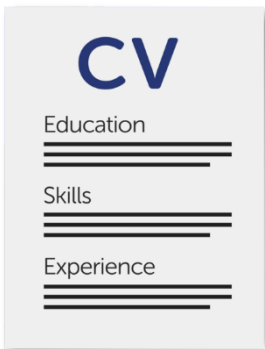


Area 5. Improve processes in Human Resources (HR) to support diversity in our organisation.

Actions:



- Learn from other places to make sure we are an employer of choice for those looking for a job.
- Think about how we recruit people and what we ask from them, be flexible in our job adverts.
- Advertise our jobs and have application forms in an understandable way.
- Have applications where we do not see any personal details like gender, age or name until we need to.
- Improve how we welcome people to the organisation and share our values and how we work.
- Use Sefton@Work to provide support to the Council as an employer and support people applying for jobs.
- Change our recruitment equalities monitoring questions to include Care Experienced.



Opportunity:

To start using workplace adjustment passports to share what adjustments people need to work well. This could be because of a health condition, impairment, or disability.





Area 6. Better information and measuring if things are working.

Actions:

- Learn from the specialist organisations we work with like Navajo, Inclusive Companies, Disability Policy Centre.
- Improve the completion and use of Equality Impact Assessments in our policies and projects.
- Develop an action plan from this strategy.
- Continue to check if things are working and change if they are not.
- Give skills to staff to produce Council information in accessible formats.
- Share and reach the outcomes in the Accessible Communication's Policy.
- Use good information including numbers and feedback from the groups from inside and outside the council.



Opportunity:

Inclusive companies are an organisation that challenges when employers are not inclusive. We have agreed to be members of Inclusive Companies and we have access to their support.

We will use the resources they share to help us improve our performance.



Area 7. Better ways to check and be responsible for changes.



Actions:

- Update the skills staff use in the Equality Impact Assessment process to help us understand the needs of all people at the start of any project or change.
- Follow the rules of the Public Sector Equality Duty.
- Make sure decisions are made based on good information that is included in the Equality Impact Assessments.
- Make sure what services we buy are not only good value for money but gives good opportunities to people in our communities.
- Start groups supporting people's protected characteristics like sexual orientation and disability.
- Have a Council group that looks at Race Equalities as part of our public promise.
- Continue to support the Corporate Equalities Group.

Opportunity:

Sefton is working with other local councils to develop a Race Equalities Monitoring Group and make positive changes. The group will develop a strategy and increase staff working as managers for the Council.

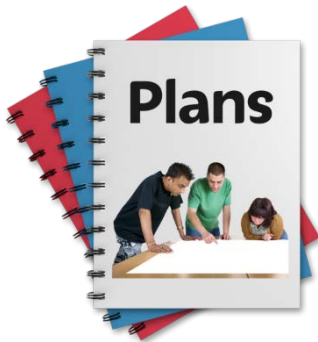
What we have done so far.

There are lots of differences in Sefton, not just different people, but different lives.



- Different jobs and amount of income.
- Different experiences of education.
- Different health needs and how long they will live.

Sefton is a place for everyone. Equality, Diversity, and Inclusion is in **all** the work we do.



Sefton has other plans like the 2030 Vision. This was coproduced with over 3,500 people in 2016.

This consultation told us what people in Sefton wanted us to focus on.



From this information we developed our Core Purpose. These are the reasons why we and our partners are here, to deliver services to the people in Sefton.

One of the areas we were told to focus on is protecting the most vulnerable.



If you want to know more about these plans and see the documents, please [visit our website](#) or contact the Contact Centre.



Since 2016 when we spoke to the people in Sefton we have:

- Been awarded the Navajo Charter Mark for showing good practice for LGBTQ+ staff and community members.
- Promised to be Disability Confident Employers.
- Signed up to the Disability Impact Pledge.
- Set up groups that help people to have their voices heard.
- Using the Consultation and Engagement Panel to hear people's opinions and make decisions using good information.
- Increase how many people have completed Equality and Diversity and Hate Crime training.
- Developed a group of different organisations to tackle Hate Crime in Sefton.
- Created an Improving Information Group and Accessible Information Advocate programme to make sure the information we give people is understandable.
- Developed an Accessible Communications Policy for Council staff to follow and support developing skills.



Who is going to make this happen?



Trish Hardy is a Councillor who is responsible for Equalities, Diversity, and Inclusion in Sefton Council.

Trish said, "I am passionate about making sure we as a Council treat people fairly, with respect and given the support to use the services they need."

"We want to continue for Sefton to be a place where people are involved in what we do and the decisions we make."

"We will support people to help us to make our services and information more accessible."



There is a Corporate Equalities Group who are members of staff from Sefton Council. They will work together with the wider workforce to make this strategy happen.



Why we are doing this.

The Council is guided by principles that promote equality, diversity, and inclusion.

By treating people in a fair way and giving everyone equal opportunities, we can make a fairer future for all.

We have laws that we follow. This includes the Equality Act 2010 and the Public Sector Equalities Duty.

Sefton Council's Equality, Diversity and Inclusion Strategy is about how our organisation supports our staff and everything we do with our communities.





It is about how we think about equalities in:

- How we support the people who work for us.
- How we buy services.
- How we buy goods like equipment.
- How we work with partners who support our community.



To do this we must speak and work with our communities to understand lived experience. This will help us change and adapt to what people need.

What will this strategy do.

- This strategy will be the start of more detailed plans in the future.
- It will be used to shape how we communicate and engage with people so we can achieve improvements.
- It will be used to share our values about Equality, Diversity, and Inclusion with all our staff. This strategy will be used to develop and use good practice in the work we do.



We will know what we are doing is working when we see improvements to people's lives.

If you want to know more please:

Contact Us:

Email: yourseftonyoursay@sefton.gov.uk

Or Phone: 0345 140 0845

