

## **Workforce Equality, Diversity and Inclusion Strategy**

### **Proposed aim**

Chelmsford City Council aims to build an inclusive workplace that encourages, supports and celebrates the diversity of our employees. An organisation where everyone is treated with dignity and respect, creating an inclusive workplace where our employees are valued and respected. We provide learning and development opportunities to enable employees to understand diversity and our work is underpinned by Our Values which set out the approach we apply to all that we do.

### **Our Equality, Diversity and Inclusion Strategy covers our aspirations and planned actions across the following key themes:**

- Wellbeing
- Awareness programmes
- Equality Impact Assessment
- Staff Network Groups
- Staff EDI survey
- Review policies, procedures and processes
- Raising profile of the working group
- Improve Intranet EDI site

### **In delivering our Equality, Diversity and Inclusion Strategy we seek to:**

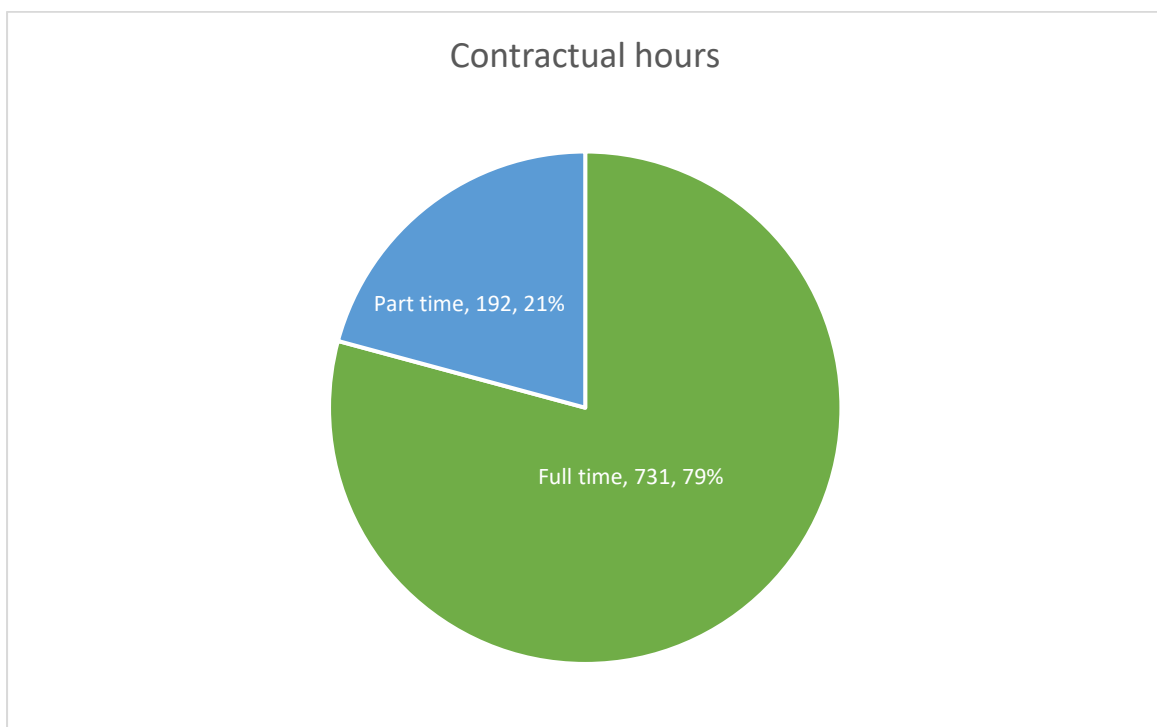
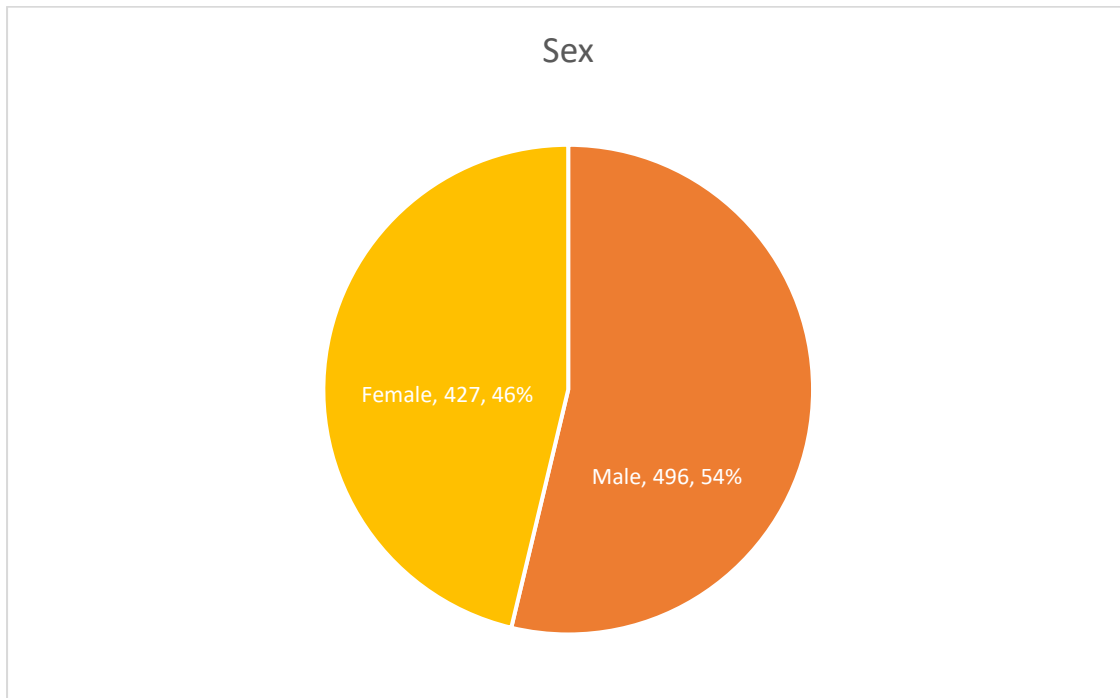
- Ensure our People provide and are provided with work of value
- Offer opportunities which empower and support personal growth
- Recognise achievement and create a culture which enthuses individuals to give their best
- Embrace difference and encourage understanding
- Recruiting and retaining a diverse workforce
- Be aware of new legislation and societal pressures
- Recruit a wide range of perspectives and lived experiences to enable good policy development
- Enable people to feel comfortable to challenge practices which and develop new, more inclusive ways of working

All of this is underpinned by Our Values and Behaviours.

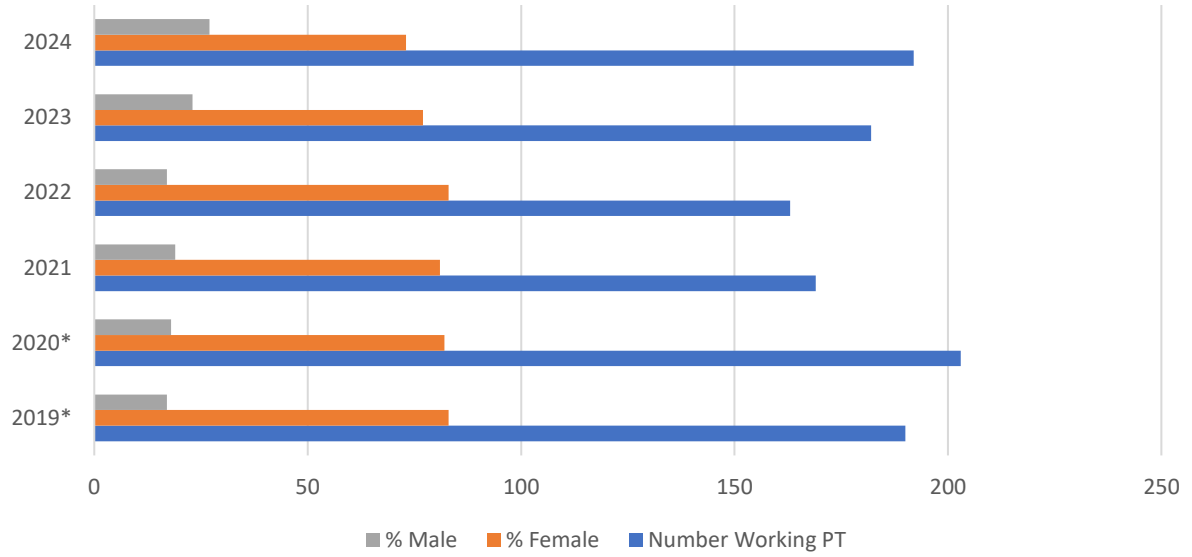
### **Who is responsible for managing EDI**

- Chief Executive Sponsor
- Working group of EDI Champions
- Line managers
- Employees

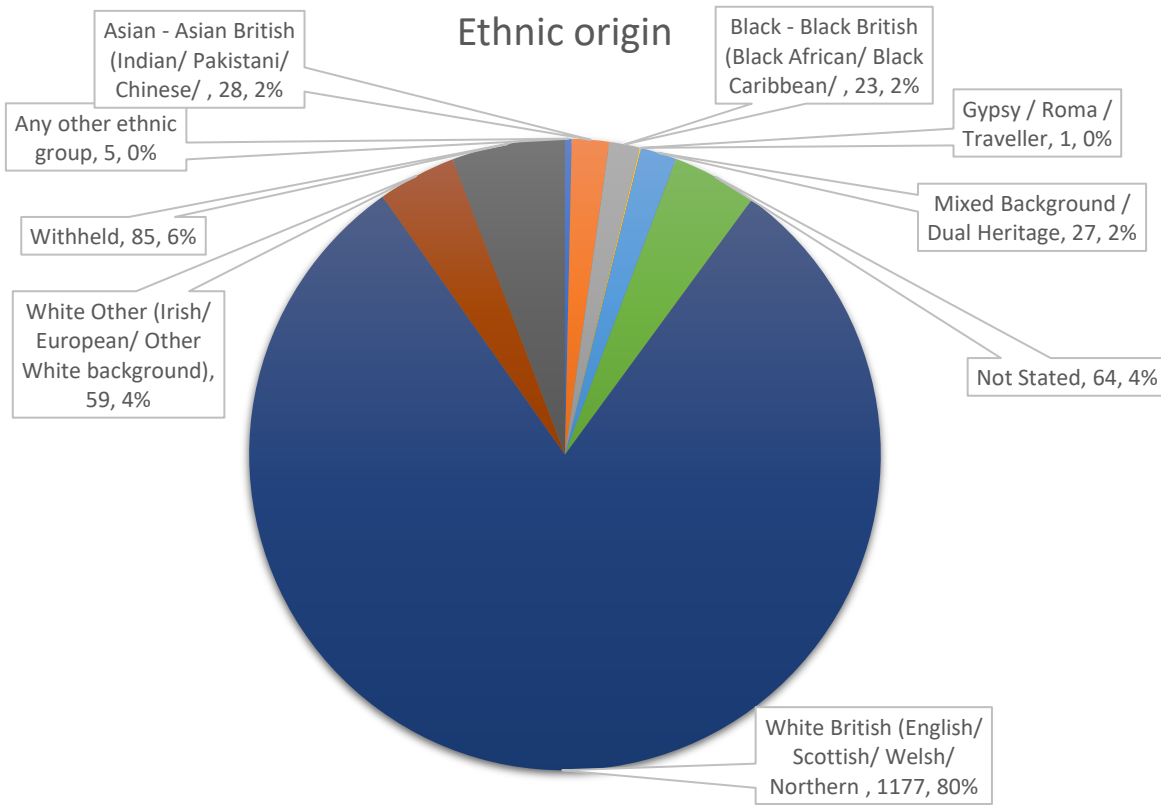
## Our Workforce data



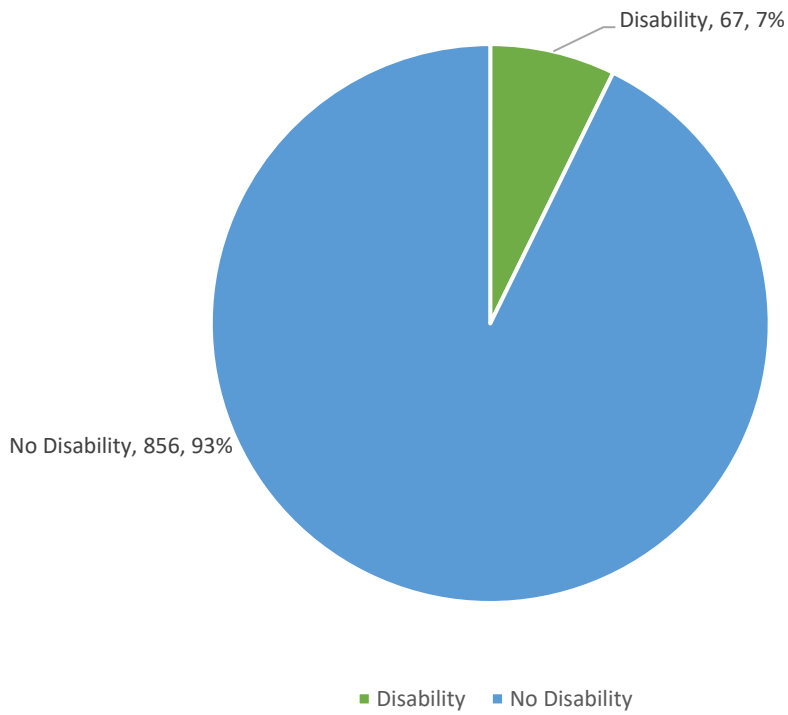
### Part timers



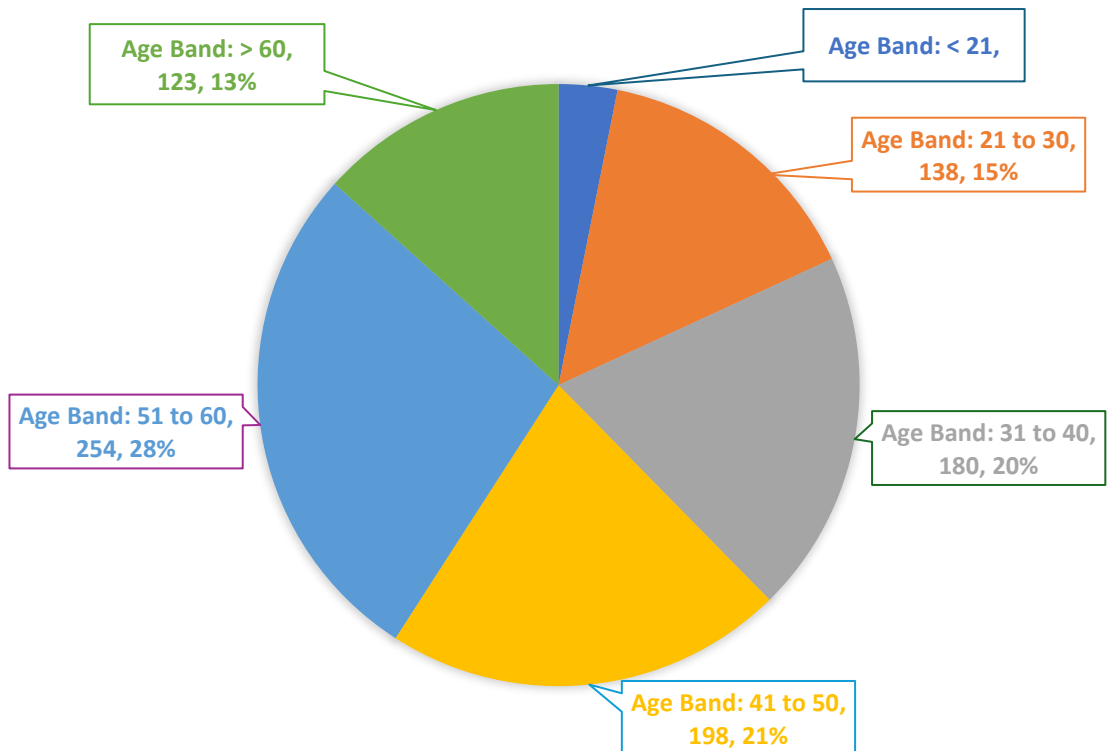
### Ethnic origin

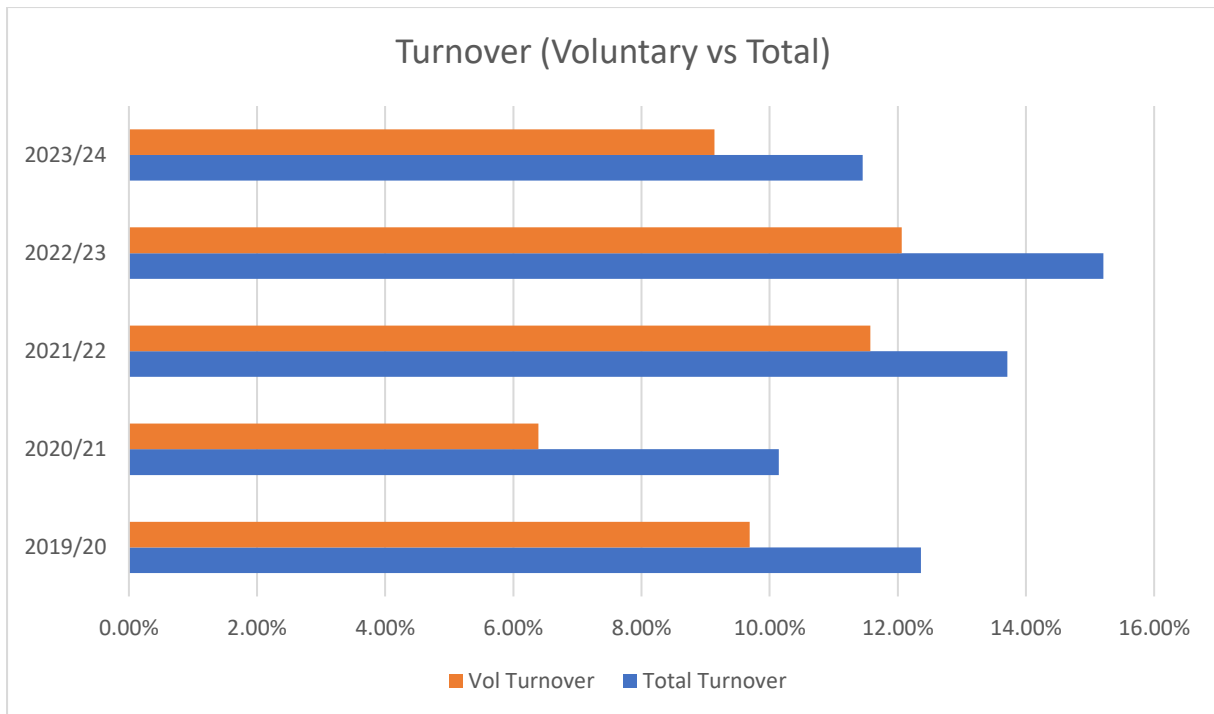


## Disability



## AGE





## Themes and Actions

### We will continue to:

- Develop our 'Intranet EDI site to showcase case studies across CCC
- to 'Use data and staff and community views to develop a new Chelmsford EDI strategy, prioritising areas of challenge and opportunity, benchmarking where we are now to understand progress over time'.
- to provide awareness programmes to enable an understanding of physical disability, mental health conditions and neurodiversity
- to provide awareness programmes so that all attendees can reflect on the importance of language and in creating an inclusive workplace
- to provide training opportunities to enable understanding of the Equality Impact Assessment process
- Event calendar with notable dates celebrated by diverse groups in the community and plan comms and/or activities around these dates.

### To reach our aim our priorities are to:

- Set up staff networks around protected characteristics and potentially other groups such as carers, to help people feel supported and collectively share their views and experiences to inform council processes and policies
- To have representatives from all staff network groups on the EDI Board
- Develop follow on engagement mechanisms with staff groups to enable a greater understanding of an inclusive workforce and how we can achieve greater diversity in our workforce
- Gather deeper and wider workforce profile data, to help us understand strengths, challenges and trends regarding our advertising, employment, pay, retention, promotion and satisfaction

- To bring together wider data about the EDI profile of Chelmsford borough, alongside meaningful consultation with residents to understand the lived experiences of diverse groups – to inform processes, policies and EIAs
- To consider how we can bring in the intersectionality framework across our work, data gathering and analysis and EIA process
- Use data and staff and community views to develop a new Chelmsford EDI strategy, prioritising areas of challenge and opportunity, benchmarking where we are now to understand progress over time