

## Equalities Action Plan 2019-2020

EFLG category	Our Vision	How we will achieve this
<b>Knowing our Communities</b>	Gloucester is a strong, safe and inclusive community which celebrates diversity.	<ul style="list-style-type: none"> <li>• Build and maintain strong relationships with our communities, the voluntary and community sector (VCS) and partner agencies to improve our knowledge of our communities and enable us to work together to improve opportunities for all</li> <li>• Analyse and use equalities data to plan services that meet the needs of our diverse communities</li> <li>• Foster good relations and promote understanding between people from different groups and backgrounds across Gloucester</li> <li>• Work with residents to encourage community-led action and support residents' voices to be heard</li> <li>• Carry out genuine and meaningful consultations when we are proposing any service changes</li> <li>• Share positive community focussed and diversity based stories to raise awareness and promote good relations</li> </ul>
<b>Involving our communities</b>	Residents of Gloucester have the opportunity to achieve their own potential and have influence in Council decision making and service planning.	
<b>Leadership, partnership and organisational commitment</b>	Equalities is embedded at all levels within the Council. We champion community-focussed, strengths-based services and make decisions based on what is best for our communities.	<ul style="list-style-type: none"> <li>• Be an equal opportunities employer</li> <li>• Create positive opportunities to employ a workforce that is representative of the City's communities</li> <li>• Provide a safe and accessible working environment that values and respects each individual</li> <li>• Secure cross-party support engagement with, and endorsement of, our Equalities work</li> <li>• A systemic approach to ensure that key pieces of work across the organisation are complementary and well-coordinated.</li> </ul>
<b>Responsive services and customer care</b>	Everyone can access our services, facilities and information	<ul style="list-style-type: none"> <li>• Use Equality Impact Assessments to assess any proposed service changes and the impacts they may have on our residents</li> <li>• Embed equality and diversity within our policies and procedures</li> <li>• Create dementia-friendly and trauma informed spaces</li> <li>• Customer focussed and supportive services incorporating key awareness elements such as Adverse Childhood Experiences</li> </ul>
<b>A skilled and committed workforce</b>	We are an employer for all. We aim for our workforce to broadly reflect the diversity of our community and to feel engaged, valued and able to reach their potential.	<ul style="list-style-type: none"> <li>• Ensure that all employees have fair access to learning and development opportunities</li> <li>• Enable staff to have the skills and knowledge to ensure that the needs of diverse and vulnerable groups are taken into account in both the development and delivery of services.</li> </ul>