

Equalities web content

(items in orange to be hyperlinked on webpage)

Gloucester City Council is committed to celebrating diversity and promoting equality throughout our services and Gloucester's communities. Our aim is to make Gloucester a better place to live, work and play by engaging with and empowering local communities, agencies and leaders.

As the Local Authority responsible for Gloucester City, we are committed to fulfilling our Public Sector Equality Duty (PSED) as set out in the Equality Act 2010, by

- eliminating unlawful discrimination, harassment and victimisation
- advancing equality of opportunity
- fostering good relations

Our Equalities vision

- Gloucester is a strong, safe and inclusive community which celebrates diversity
- Residents of Gloucester have the opportunity to achieve their own potential and have influence in Council decision making and service planning
- 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
- Everyone can access our services, facilities and information
- 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.

We use the [Equalities Framework for Local Government \(EFLG\)](#) to benchmark ourselves and continually improve. The EFLG is split in to five key categories as listed below, and our Equalities vision links in to these.

- Knowing our communities
- Involving our communities
- Leadership, partnership and organisational commitment
- Responsive services and customer care
- A skilled and committed workforce

The EFLG rates each category as Developing, Achieving or Excellent. Our overall aim is to be benchmarked as Excellent in all areas and we have developed an Equalities Action Plan to support us in achieving this. In 2018-2019 we were benchmarked at the following:

- Knowing your communities – **Developing**
- Leadership, partnership and organisational commitment – **Developing/Achieving**
- Involving your communities – **Developing/Achieving**
- Responsive services and customer care – **Developing/Achieving**
- A skilled and committed workforce – **Achieving**

You can find a copy of our Equalities vision and action plan, as marked against the EFLG, [here](#)

Our work is overseen by our Equalities Working Group which is made up of officers from various departments and levels within the Council as well as Councillors from all political groups, giving cross-party support. The group works with input from the community and partner agencies, and the Terms of Reference can be found [here](#).

To positively promote equality and diversity, we as a Council will support key initiatives and awareness days throughout the year. In addition, we use Asset Based Community Development (ABCD) to support residents to celebrate and promote themes that are important to them and their communities where they foster good relations and encourage inclusion.