

Gloucester ED&I Revised SMART Goals	
LGA Self-Assessment Measure/Action	Gloucester ED&I SMART Goal
Actively inform and involve local people, including under-represented groups, in opportunities for public participation.	Starting from Autumn 2023, we will actively work with our VCS partners and community groups to increase the response rate amongst racially minoritized individuals to the annual council budget consultation by 15% year on year. In doing so, the council should consider funding focus groups with interpreters as part of the concerted effort to increase the response rate amongst Gloucester's diverse communities.
Evidence of reports and policies being rejected by members and officers if not accompanied by an assessment that has been taken at an appropriate stage. Impact assessments are embedded as an ongoing practice across the council.	We will continue to embed and communicate our existing process with regards to PIAs, seeking to make this process more robust and reject covering reports which do not include a PIA screening, and provide further training and information as part of wider ED&I initiatives
Equality work is appropriately resourced across the council.	The council will ensure that 95% of staff and councillors receive training in ED&I by end March 2024 and that budget is identified within the HR Organisational Development budget for this purpose and other ED&I activity in the 2023-24 budget
Demonstrate that improvements and equality outcomes are being delivered across the business. Service plans are designed and written with equality objectives in mind	Submit a bi-annual report to SMT to track and monitor the implementation of the ED&I action plan. Use Pentana as a performance monitoring tool to ensure accountability with a Pentana Dashboard created by June 2023. Ensure an initial report on progress is submitted to SMT by mid-November 2023, with a full cabinet update report going in September 2024 once the action plan is completed. Interim updates will be provided annually in January to Cabinet.

<p>Complaints are disaggregated by protected groups.</p>	<p>Working with the customer services team, ensure the collection of postcode data during the complaints process, to identify neighbourhood trends regarding complaints – ensuring this is built into our complaints reporting by July 2023.</p>
<p>Managers and staff are accountable for ensuring equality outcomes and can answer questions about the council's equality priorities.</p>	<p>Continue to further embed ED&I as a core principle in the work of the Council, through highlighting this at all staff events and in wider comms campaigns, along with ensuring that all staff are invited to attend ED&I training sessions.</p>