



Equality, Diversity and Inclusion (EDI) Action Plan for 2023/24

Buckinghamshire Council is striving to be an organisation where staff from all backgrounds and cultures want to work and grow. Our new Equality, Diversity and Inclusion (EDI) Action Plan demonstrates our commitment to driving our EDI agenda, and has been developed in partnership with our four EDI staff networks. It seeks not only to improve outcomes for our workforce, but also for our wider communities, both as employer and a provider of services.

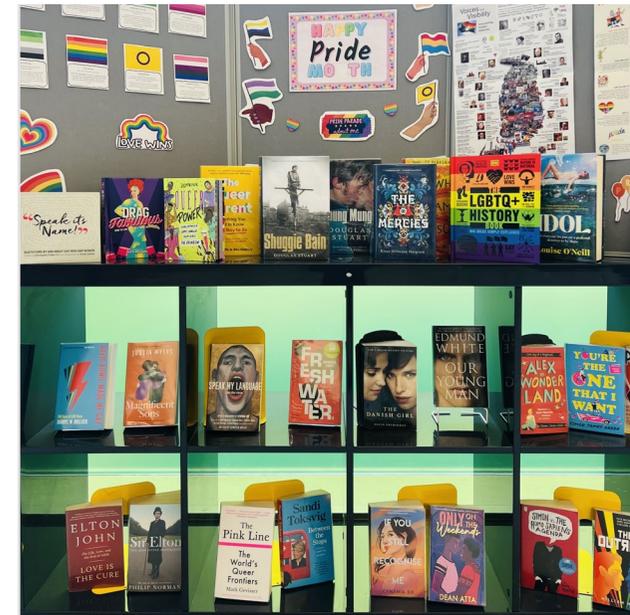
Promoting and embedding equality, diversity and inclusion is a corporate priority and we recognise that continual reflection and improvement of practices is imperative to ensure we can fully realise our ambitions.

In addition, we will focus on developing four key areas for 2023/24

The following actions will be continued from the 2022-2023 action plan to complete and embed the progress achieved to date:

- Promote participation in the EDI staff networks.
- Continue to identify opportunities to improve data quality and implement the priorities actions within the Workforce Data Profile 2022-2023.
- Continue to build links with other authorities and take opportunities to benchmark our work.
- Continue to explore and develop a staff 'Skills Network'.
- Embed the reasonable adjustments passport and supporting processes to support both staff and managers.

Pride Month, Buckinghamshire Libraries



Proud of You Awards, Diversity and Inclusion Champion Winner, Lisa Thomas

1. Development of improved and additional training, resources and support for staff to reinforce our commitment to embedding an inclusive culture

- Review and improve existing mandatory EDI training.
- Investigate and develop pilot training sessions for managers, centred around cultural competency, bias, ethnicity and racism (likely a budget requirement as anticipating we will want to use external providers).
- Develop additional resources for staff and managers around neurodiversity and hidden disabilities.
- Develop guidance and examples for staff on how to best write about ethnicity, in line with [government guidance](#).
- Further develop and embed the use of our cultural competency toolkit and supporting guidance in partnership with our Public Health team.
- Develop a corporate approach to celebrating religious festivals across the organisation.
- Deliver a corporate reverse mentoring programme, with equality and diversity as the focus of learning.



2. Embed Equality, Diversity and Inclusion across the authority as a corporate objective

- Build EDI into team outcomes/workplace strategies to ensure that all services and directorates have a similar approach to delivery.
- Review outputs from the Race Equality network 'staff experience' project and develop action points accordingly.
- Develop specific information sharing sessions for senior staff across the council, ensuring they are aware of and involved in the conversations around EDI.
- Review our reporting mechanisms, such as our Whistleblowing Policy, to ensure improvements are made of the back of staff feedback.
- Embed EDI into Talent Academy work, further developing our plans around external and internal recruitment, progression, and retention particularly focusing on ethnicity and disability.
- Link our recruitment and progression work into the Opportunity Bucks programme and planned delivery of our Horizons programme.
- Encourage and enable staff to take part in development opportunities – such as mentoring, coaching and blogging, with targeted work to ensure additional information is made available to EDI staff network attendees and managers highlighting the benefits of participation.
- Develop a proposal for disability leave and mechanisms to support both staff and managers in implementing a consistent approach across the organisation.
- Continue to identify ways to measure, improve and benchmark our progress around EDI, including ENEI tide and working with partnership organisations to identify best practice.



3. Develop the role and visibility of staff networks

- Develop and deliver a wider programme of staff engagement, including all staff and management events to create consistent and ongoing messaging about the importance of diversity and inclusion within each service of the authority.
- Establish a route to engage with our employees based within school settings.
- Enable more in person meetings of the staff networks, including opportunities to represent the organisation externally.
- Making sure that networks remain not only internal safe spaces, but external transmission vehicles for sharing info/creating culture.



4. Further develop our capabilities to engage with and improve outcomes for residents from all backgrounds and experiences

- Ensure we build upon our Customer Partnership Panel to ensure that it accurately represents our communities, and use this panel to test, research and validate decisions on behalf of our customers.
- Design digital services and develop digital tools using the insight of customers to ensure that these feel the natural fit for residents when engaging with the Council, ensuring no-one feels forced to down a digital process or compromised in their preferred method of contact.
- Reinforce our staffs understanding of and ability to use the tools developed by the Customer First team, such as training, performance metrics, clear language guides, and feedback from residents.
- Develop additional tools to support services areas and customer contact access points so people can receive professional advice in a pre-bookable, face to face settings, whether that be in person or via a conversation online, with feedback and review ensuring our provisions meet the needs of the residents of Buckinghamshire.
- Consider our approach to Social Value, and social and economic equality, in line with the anticipated Procurement Bill



LGBT+ History Month film night at Pinewood Studios

We will measure the success of the EDI action plan 2023-2024 through:

- Participation in the networks
- Together Survey results around awareness
- Recruitment statistics
- Corporate awards recognition
- Benchmarking exercises
- Internal recognition such as staff ecards and staff awards