

## **Bury Council EDI Strategy 2024-2028 Consultation**

As part of the development of the Council's 2024-2028 development, a consultation exercise was carried out between April 2024 and July 2024. The consultation included an invite to contribute to all Council directorates, Bury VCFA and Persona as members of the Inclusion Working Group. Additionally, a consultation was carried out at public inclusion events, inviting residents to contribute to the consultation.

Appendix A of this document details a consultation document that was sent as part of the consultation invite.

For the public events, a 'graffiti wall' was set up for residents to provide comments and ideas of what they would like to see in the new Council Strategy.

## **Council Directorates and Teams**

### **Community Partnerships Team**

The EDI manager attended a team meeting to discuss the strategy development. The team felt the objectives were the right objectives and had suggestions of how these could be met. These included:

- Having a housing officer who had a specific responsibility for working with care leavers as part of their role
- Including people affected by domestic violence under the socio-economically vulnerable characteristic
- Using intersectional and demographic data at a neighbourhood level to be used by neighbourhood teams, GMP and community safety teams
- Capturing 'soft' intelligence about protected characteristics and intersections not captured by data collation

### **Public Health Team**

The public health team met to consider the consultation document in appendix A and returned a response to the EDI manager. This included:

- Including a focus on how protected characteristics and intersections impact mental health and suicide to inform support and prevention work
- Including health inequalities as a part of the equality impact assessment process so opportunities for wider promotion of health inequalities strategies and work are captured
- Including a peer led promotion of the health benefits of working

### **Adults Social Care Team**

The EDI manager attended an SLT to discuss the strategy development. The SLT agreed that the objectives set out would support the inclusion work within their teams and support the equalities requirements of CQC inspections. Additionally, the team had further suggestions to support the objectives which included:

- Gathering intersectional data and qualitative information to inform approaches to supporting people with protected characteristics
- Creating a directory of co-design partners in relation to lived experience expertise and experience
- Creating work experience placement and traineeships for young people with protected characteristics
- Reviewing housing policies for people with learning difficulties and
- Ensuring systems are fit for purpose and can record demographics correctly

### **Staff Benefits Day**

The EDI Manager attended a staff benefits day on 16<sup>th</sup> April where a graffiti wall was available for colleagues attending to comment on what they would like to see in a new Council EDI strategy. Suggestions included:

- More visibility of colleague equality groups
- Accessible and visible equalities awareness events
- Training and education around specific protected characteristics and equalities topics

### **Bury VCFA Leaders Forum**

The Director of People and Inclusion and the EDI Manager attended a forum of Bury VCFA member organisations' leaders. They felt the objectives were broadly right and had suggestions for how the objectives could be met. These included:

- A desire to see council workforce out in the community more in the neighbourhoods and through volunteering
- Helping people with protected characteristics support their own health and wellbeing needs
- Promotion of initiatives and celebrating successes across organisations
- Digital exclusion, recognising not everyone can use digital
- Inclusive comms in buildings, ensuring public buildings have gender neutral and inclusive facilities such as facilities for mixed gender parent/child groups
- Collaborative approach to inclusion across the borough

### **Persona**

The EDI Manager attended a Persona management meeting to discuss the strategy development. The managers felt the objectives were correct and had some suggestions to ensure that the objectives had positive outcomes. These included:

- Sharing best practice between organisations on data collation, storage and use
- Training and awareness on specific protected characteristics and intersections from a lived experience perspective and shared across organisations
- Organisations working together to deliver and take part in community events
- Sharing and celebrating successes

## **Bury Pride**

The Council had a stall at Bury Pride, attended by over 2000 people which included a 'graffiti wall' for residents to comment on what they would like to see in a new EDI strategy. These included:

- More events based on lived experiences and intersections
- A focus on social care for older LGBTQ+ people
- Safe spaces for people with LGBTQ+ intersections
- Greater support for LGBTQ+ identities in schools
- Visible LGBTQ+ leadership and role models

## **Collabor8**

The Council had a stall at Collabor8, a community inclusion event organised through Team Bury and attended by over 700 people. A 'graffiti wall' was available for residents to comment on what they would like to see in a new EDI strategy. These included:

- Meaningful and visible leadership on equalities across the borough
- More outreach work with communities of identity
- Support for ethnic minority groups to work together across the borough

## **Overall Consultation Picture**

The consultation gave a clear view that the objectives suggested were broadly right. Consideration of the suggestions led to the Skills and Employment objective being split in to two different objectives in the final proposal, Workforce Representation and Skills and Employment. This was to recognise internal EDI actions for the Council as an employer and the EDI actions to support residents as the local authority.

Overall the consultation suggested a focus on the following within the objectives:

- A greater understanding of intersectionality when commissioning or planning, developing and delivering our services
- The importance of collating and using good data and information
- Ensuring safe spaces for intersectional identities
- Providing self support for people with protected characteristics
- Greater collaboration on delivering EDI in communities
- Increased engagement from council workforce with communities of interest and identity

## **Appendix A**

### **Bury Council Equality Diversity and Inclusion (EDI) Strategy 2024-2028 Development**

The council will be launching a new four year EDI strategy and objectives in 2024 as the current four year EDI strategy developed in 2020 concludes this year.

The 2020-2024 strategy has been successful in building a robust internal EDI function within the council which included:

- Appointing officers with specific responsibility for EDI
- Setting out processes for developing, scrutinising and evaluating our EDI work
- Creating a reporting structure to report internally and externally on EDI work
- Identifying areas to improve data collection and use to inform our EDI work
- Developing an Equality Impact Assessment process
- Development and strengthening engagement with our local communities
- Ensuring council colleagues have access to EDI related learning and development that will support EDI focus within their work

Alongside these building blocks, we've taken practical steps in response to feedback to strengthen our approach to inclusion. For example:

- We have a new Council website which is more accessible to all. – Something we heard from Bury people during our race conversations in 2022
- We've been awarded the MoD Defence Employer Recognition Gold Award for our work to support Bury's veterans community, which has included free sport and leisure access
- Our Disability Confident Leader status has been reviewed and we've delivered a more flexible approach to recruitment, through working interviews, to increase disability representation in our workforce.

Additionally, we've been able to apply a strong EDI focus to our 2030 vision for Bury through the LET'S Do It! Strategy which has inclusion at its heart with a commitment to ensuring residents can fully participate in co-designing our borough's future.

### **Looking Ahead**

The previous EDI strategy has laid the foundations for our next EDI strategy to have a larger focus on EDI in our practices and supporting inclusion within our communities to ensure that all Bury people share in the success of the delivery of our LET'S ambition, whatever their background.

Responses from community engagement such as the Race Conversations and Big Disability Survey has given insight into some potential priority areas for focus in the new strategy. These are:

### **Skills and Employment**

This relates to reducing and removing the challenges and barriers people face in learning, skills and career development by virtue of personal characteristics and achieving a council workforce that is representative of the communities that it serves.

### **Data (Workforce and Service Users)**

Building on the progress made in the 2020-2024 EDI strategy, this is about building a robust system to collect good data about our residents and workforce so we know who our service users are and what our workforce looks like so we can tailor our services to the needs of people who use them.

### **Health Inequalities**

This relates to supporting the work of reducing health inequalities for people who have protected characteristics through engagement, awareness and co-designing our health inequalities work.

### **Housing**

This relates to applying an EDI focus to the transfer of housing into the council and the provision of social housing to our residents.

### **Community Engagement**

This builds on and continues the work from the 2020-2024 EDI strategy and will look at building strong two-way engagement processes between the council and communities of identity in our borough.

### **Consultation Questions**

1. What work would support your community of identity as part of the new EDI strategy in terms of these areas of focus?

- A. Skills and Employment
- B. Data (Workforce and Service Users)
- C. Health Inequalities
- D. Housing
- E. Community Engagement

2. Are there other areas of focus you would like to see as part of the new EDI strategy?

3. Are there any needs or aspirations from your community of identity that the new EDI strategy could support?

4. How would you like to be kept informed about the development of the EDI strategy and progress in future years?