



events – with a focus on our seldom-heard communities.	to provide internal direction and challenge  Create Diversity Calendar - Annual calendar of events to celebrate diversity and promote inclusion in Maidstone	Equality, Diversity and Inclusion Officer Group	March 2023
<b>We will</b> support our serving and veteran communities through our commitment to the Armed Forces Covenant and responsibilities under the Armed Forces Act 2021 with guidance provided to staff across all services.	Provide guidance to enable all staff to support Armed Forces Community	Policy, Communities & Engagement team	March 2023
<b>Connections to other plans</b>			
<ul style="list-style-type: none"> <li>• <b>Strategic Plan</b></li> <li>• <b>Communications Plan</b></li> <li>• <b>Recovery and Renewal Strategy</b></li> <li>• <b>Financial Inclusion Strategy</b></li> </ul>			

<b>As an Employer</b>			
<b>Objective</b>			
<b>To lead a diverse and inclusive workforce that is reflective of the borough of Maidstone where residents and colleagues feel safe, confident, and empowered to challenge and bring about change.</b>			
<b>Commitments</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Timescale</b>
<b>We will</b> train our staff so that they are skilled in inclusive practice, to work with communities who are	Provide Staff training in Cultural Competencies	HR	Review Jan 2023

less able, or willing, to participate in life in their local neighbourhoods.  <b>We will</b> provide training and support to staff so they can recognise and manage unacceptable behaviours	Introduce Equalities Champions (including elected member and senior leadership)  Deliver the Culture change project	Policy Communities & Engagement team  HR	April 2023  Ongoing
<b>We will</b> creating a strong, internal sense of community within the organisation.	Introduce Annual staff EDI survey to identify need and benchmark progress	Policy, Communities & Engagement team	Jan 2023
<b>We will</b> look after the mental health of our staff and recognise when this offer needs to change	Provide training and support for Mental Health Champions	HR	Ongoing
<b>Connections to other plans</b>			
<ul style="list-style-type: none"> <li>• <b>Strategic Plan</b></li> <li>• <b>Workforce Strategy</b></li> </ul>			

<b>As a Service Provider</b>			
<b>Objective</b>			
<b>To deliver inclusive services in accordance with Council's values.</b>			
<b>Commitments</b>	<b>Actions</b>	<b>Responsibility</b>	<b>Timescale</b>
<b>We will</b> use specific and meaningful language when referring to diverse communities	Adopt of LGA Inclusive Language Guide	Policy, Communities & Engagement team	April 2023

<b>We will</b> support access to services and support through ICT process, communication and join up with partners	Proactively use 'neutral spaces' to increase access to support and services for residents	Equality, Diversity and Inclusion Officer Group All Services	Review Jan 2023
<b>We will</b> take an evidence-based approach to leading recovery in Maidstone including a specific work stream on communities.	Identify emerging needs from Census data	Data Analytics team	Dec 2023 (ongoing release)
<b>We will</b> review the Equalities Impact Assessment processes.	Include 'Poverty' as a local protected characteristic with the EqIA process	Policy, Communities & Engagement team	Jan 2023
<b>We will</b> review and identify our policies where we consider equalities impacts and identify how we can improve outcomes through revisions to policy.	Include Armed Forces Act 2021 in Equality, Diversity and Inclusion Policy	Policy, Communities & Engagement team	Dec 2022
	Prioritise existing Policies by review date and implement process of review for equalities.	Policy, Communities & Engagement team	Review Feb 2023
<b>Connections to other plans</b>			
<ul style="list-style-type: none"> <li>• <b>Strategic Plan</b></li> <li>• <b>Recovery &amp; Renewal Strategy</b></li> <li>• <b>Digital Strategy</b></li> </ul>			