

# Rushmoor Equality, Diversity and Inclusion Action Plan

## EP1 — Understanding Inequality and Community Experience

The Council will strengthen its understanding of the experiences of residents across the borough, so that services and policies respond to the needs of different communities.

| Ref | Action   | Service Lead                      | Timescale                           | Measure  | Data Source (Location)        |
|-----|--|-----------------------------------|-------------------------------------|--|-------------------------------|
| 1.1 | Conduct the Residents Survey and analyse equality related findings, including differences between groups where data is available | Policy, Strategy & Transformation | 2026/27 survey cycle                | % of residents satisfied with the way the council runs things      | Residents Survey dataset      |
| 1.2 | Analyse community cohesion indicators within the Residents Survey  | Policy, Strategy & Transformation | Annual following survey publication | % residents who feel they belong to their local area               | Residents Survey dataset      |
| 1.3 | Analyse perceptions of relationships between communities   | Policy, Strategy & Transformation | Annual following survey publication | % residents who feel people from different backgrounds get on well | Residents Survey dataset      |
| 1.4 | Monitor democratic confidence indicators   | Policy, Strategy & Transformation | Annual following survey publication | % residents who think the council acts on their concerns           | Residents Survey dataset      |
| 1.5 | Maintain and update ward data profiles to support equality analysis  | Policy, Strategy & Transformation | Ongoing                             | Ward profiles updated and published on the council website         | Council ward profile datasets |

## EP2 — Accessible, Inclusive and Fair Services

The Council will ensure that council services are designed and delivered in ways that are inclusive, accessible and fair.

| Ref | Action  | Service Lead       | Timescale            | Measure   | Data Source (Location)                        |
|-----|---|--------------------|----------------------|---|---|
| 2.1 | Improve accessibility of the council website and digital services   | Communications     | Ongoing              | Website accessibility score                                     | Silktide accessibility monitoring platform    |
| 2.2 | Improve website content accessibility and clarity to ensure information is easy to understand.  | Communications     | Ongoing              | Website content accessibility score                             | Silktide content monitoring system            |
| 2.3 | Improve accessibility and flexibility of customer services for residents with different needs.  | Customer Services  | Quarterly monitoring | Customer satisfaction score (1–5 scale)                         | Customer Services satisfaction survey dataset |
| 2.4 | Improve access to funding and business support opportunities for Nepali residents by ensuring key communications are clear, culturally appropriate, and available in Nepali where needed. | Economy and Growth | Ongoing              | Qualitative feedback from Nepali businesses or community groups | Economy and Growth Team                       |

## EP3 — Inclusive Communities and Community Cohesion

The Council will work with partners, community organisations, and residents to support inclusive communities where people feel connected, respected and able to take part in local life.

### Community cohesion and integration

| Ref | Action   | Service Lead             | Timescale | Measure   | Data Source (Location)              |
|-----|--|--------------------------|-----------|---|-------------------------------------|
| 3.1 | Manage the Rushmoor Together partnership                         | Community & Partnerships | Ongoing   | Number of Rushmoor Together activities delivered      | Community & partnerships monitoring |
| 3.2 | Deliver community cohesion events in areas with lower engagement | Community & Partnerships | Ongoing   | Number of cohesion events delivered                   | Community cohesion                  |
| 3.3 | Manage the Belong Network contract and programme                 | Community & Partnerships | Ongoing   | Number of Belong Network activities delivered         | Belong Network                      |
| 3.5 | Coordinate engagement with faith communities                     | Community & Partnerships | Ongoing   | Number of Rushmoor Faith Leaders meetings held        | Community & partnerships monitoring |
| 3.6 | Establish and support the Farnborough Together Churches group    | Community & Partnerships | 2026–2027 | Number of Farnborough Together Churches meetings held | Community & partnerships monitoring |

### Refugee resettlement and integration

| Ref | Action  | Service Lead             | Timescale | Measure                     | Data Source (Location)              |
|-----|---|--------------------------|-----------|-----------------------------|-------------------------------------|
| 3.7 | Continue work on the Afghan Resettlement Programme, including delivery and project management of the Afghan resettlement scheme | Community & Partnerships | Ongoing   | Completion of the programme | Community & partnerships monitoring |

|     |   |                          |         |                             |                                     |
|-----|---|--------------------------|---------|-----------------------------|-------------------------------------|
| 3.8 | Continue work on the Refugee Integration Programme, including delivery of cohesion and integration activity across the borough  | Community & Partnerships | Ongoing | Completion of the programme | Community & partnerships monitoring |
| 3.9 | Continue work on Ukraine Resettlement Programme, including project management of the Homes for Ukraine scheme and supporting Ukrainian residents to integrate into the local community. | Community & Partnerships | Ongoing | Completion of the programme | Community & partnerships monitoring |

## Health Inequalities and Wellbeing

| Ref  | Action  | Service Lead                                | Timescale       | Measure   | Data Source (Location)  |
|------|---|---|-----------------|---|---|
| 3.10 | Deliver the Healthy Weights programme with Public Health partners | Community & Wellbeing                       | Ongoing         | Participation in Healthy Weights programme activities | Healthy Weights programme monitoring (Community & partnerships monitoring)  |
| 3.11 | Deliver the Active in Rushmoor campaign                           | Community & Wellbeing                       | Annual campaign | Delivery of 'Active in Rushmoor' campaign in Rushmoor | Active in Rushmoor monitoring dataset (Community & partnerships monitoring) |
| 3.12 | Promote access to sport and physical activity                     | Community & Wellbeing / Commercial Services | Ongoing         | Leisure centre attendance and membership levels       | Leisure centre management system (Leisure services software system)         |
| 3.13 | Promote mental health awareness initiatives                       | Community & Wellbeing                       | Ongoing         | Increase awareness of mental health provision         | Community & partnerships monitoring   |
| 3.14 | Deliver wellbeing events including Men's Mental Health Day        | Community & Wellbeing                       | Annual          | Delivery of Men's Mental Health Day                   | Community & partnerships monitoring   |

## Youth Engagement and Participation

| Ref  | Action  | Service Lead             | Timescale | Measure   | Data Source (Location)   |
|------|---|--------------------------|-----------|---|--|
| 3.15 | Develop and implement the Young People's Plan                                 | Community & Partnerships | 2026–2027 | Refreshed Young People's Plan   | Young People's Plan monitoring records (Community & Partnerships Team) |
| 3.16 | Deliver youth club activities at Prospect Youth Club and Aldershot Youth Club | Community & Partnerships | Ongoing   | Youth attendance at clubs   | Youth club attendance database (Community & Partnerships Team)         |
| 3.17 | Deliver youth engagement through the Rushmoor Voices programme                | Community & Partnerships | Ongoing   | Number of youth engagement sessions delivered                                 | Rushmoor Voices programme monitoring                                   |
| 3.18 | Deliver work experience placements across council services                    | People Team              | Ongoing   | Maintain number of placements and receive positive feedback from participants | HR workforce monitoring  |

## EP4 — Inclusive Workforce and Organisational Culture

The Council will continue to develop a workplace culture where colleagues feel supported, respected and able to succeed.

| Ref | Action  | Service Lead | Timescale            | Measure  | Data Source (Location)                    |
|-----|---|--------------|----------------------|--|---|
| 4.1 | Support staff through Local Government Reorganisation   | People Team  | Ongoing              | Staff feedback on transition experience  | Staff pulse survey dataset                |
| 4.2 | Deliver Staff Connect engagement sessions   | People Team  | Ongoing              | Number of Staff Connect sessions delivered   | HR engagement monitoring                  |
| 4.3 | Deliver resilience and change support sessions for staff  | People Team  | Ongoing              | Delivery of resilience sessions  | HR training monitoring system             |
| 4.4 | Monitor staff wellbeing through Health and Wellbeing Survey   | People Team  | Survey cycle         | Staff wellbeing survey results   | Staff Health and Wellbeing Survey dataset |
| 4.5 | Provide equality and diversity learning opportunities   | People Team  | Ongoing              | Participation in EDI learning sessions   | HR training monitoring                    |
| 4.6 | Maintain mandatory training completion levels   | People Team  | Quarterly monitoring | % mandatory training completed   | HR learning management                    |
| 4.7 | Monitor workforce recruitment, retention and progression trends across the organisation, with a focus on improving representation and progression for Nepali staff and other under-represented groups | People Team  | Annual monitoring    | Identified actions to address progression gaps/Workforce equality data reviewed annually | HR workforce monitoring                   |
| 4.8 | Monitor sickness absence trends   | People Team  | Quarterly monitoring | Working days lost due to sickness per FTE  | HR workforce monitoring dataset           |

## EP5 — Equality Governance and Evidence-Based Decision Making

The Council will improve clarity of roles and responsibilities for equality across services, ensuring that accountability for equality is clearly understood and embedded within service delivery and decision making.

| Ref | Action  | Service Lead                      | Timescale         | Measure  | Data Source (Location)                     |
|-----|---|-----------------------------------|-------------------|--|--|
| 5.1 | Deliver and implement the Equality Policy   | Policy, Strategy & Transformation | By June 2026      | Equality Policy approved by Cabinet  | Cabinet decision records                   |
| 5.2 | Support Equality Impact Assessments for Cabinet decisions and ensure equality considerations are clearly presented to elected members | Policy, Strategy & Transformation | Ongoing           | Number of Equality Impact Assessments completed<br><br>Development of Policy and Strategy intranet page to help with equality impact assessments and policy guidance | Equality Impact Assessments (Policy Team)  |
| 5.3 | Publish annual equality information   | Policy, Strategy & Transformation | Annual            | Equality information report published  | Council website equality information pages |
| 5.4 | Increase use of social value weighting in procurement processes   | Risk, Resilience & Procurement    | Annual monitoring | % procurement activity over £5k with ≥10% social value weighting   | Procurement contract register              |
| 5.5 | Increase procurement opportunities for SMEs and VCSE organisations  | Risk, Resilience & Procurement    | Annual monitoring | % contracts awarded to SMEs or VCSE organisations  | Procurement monitoring                     |
| 5.6 | Increase procurement opportunities for regional organisations   | Risk, Resilience & Procurement    | Annual monitoring | % contracts awarded to organisations in the Southeast region   | Procurement contract monitoring            |