

B&NES equality groups reporting to CEDIS

Staff Network Groups

Our staff groups help to:

- Improve working life
- Identify common workplace issues for the council to address
- Provide a forum to share ideas and best practice
- Provide information about opportunities for personal development

We believe that engaging with and supporting staff will help to progress our work in ensuring equality for all. We encourage staff to participate.

LGBT+

The LGBTQ+ staff network provides a space and a collective voice for LGBTQ+ staff.

The network is a forum to share experiences, offering peer support and networking as well as promoting a safe, inclusive and diverse workplace, where every member of staff gets fair and equal treatment.

As a collective voice for LGBTQ+ staff, we engage with the Council and our partners, giving consultation feedback and contributing to the development of fair and inclusive policies, procedures, and practices.

Ethnic Minority

The group has been established to provide a forum for Ethnic Minority staff to share expertise, experience and discuss issues relevant to staff within Bath & NE Somerset Council.

We want to develop a framework around diversity that will embrace the richness of cultures both within our organisation and in our client groups.

We will help all who work for Bath & NE Somerset Council to improve their understanding of issues that affect ethnic minorities.

Disabled

The disabled Workers Network provides a safe space and a collective voice for Disabled Staff

The network allows disabled staff to share their experiences which in turn helps B&NES create a working environment which embraces disabilities of all kinds.

As the voice of disabled staff the network is often called upon as a consultee on major decisions.

Corporate Equality, Diversity & Inclusion Steering Group

The Council wants to capture and co-ordinate our actions in respect of equality and have a mechanism to ensure that the good practice being developed in some sections of the council is shared across other departments. It has set up this 'corporate oversight' group for equalities to help us with this and ensure that we develop and monitor future equalities related targets and actions across the Council. The group meets biannually is chaired by Will Godfrey, Chief Executive.

Independent Equality Advisory Group

Equalities governance and scrutiny in the council is currently undertaken via the council's Independent Equalities Advisory Group (IEAG). IEAG is supported and facilitated by the Equalities Team, and membership includes Council officers, health colleagues and voluntary/community sector organisations with equalities focus (e.g. SARI; Black Families Education Support Group). IEAG meets three times per year and its remit is to act as a 'critical friend' to the council, helping to review the council's equality related actions and assessing the equality impacts of council proposals. The chairs of the Ethnic Minority, LGBT+ and Disabled staff networks are invited to IEAG meetings. This group is chaired by the Corporate Equalities Officer

B&NES Council Race Panel

The B&NES Race Panel aims to address systemic inequality, racism and discrimination which disadvantage the people of Bath and North East Somerset because of their culture, ethnicity or race. The purpose of the panel is to:

- advise and challenge B&NES public sector bodies on their work to tackle systemic inequality, racism and prevent discrimination
- increase the visibility of issues relating to race, and to recommend solutions

The panel is made up of individuals who have volunteered to represent the B&NES communities. The way that race intersects with other personal characteristics will also be an important part of the panel's work. This group is chaired by Cllr Dine Romero

Race Equality Hate Crime Task Force

Aims & Objectives of the partnership:

- Ensure persistent challenge against institutional racism in B&NES schools
- Support B&NES schools to achieve race equality in all areas including representation, outcomes for pupils and dealing effectively with racist incidents and discrimination
- Support B&NES schools to achieve best practice policies, procedures and response to hate crime

This group is chaired by Chris Wilford, Director of Education and Safeguarding