



NORWICH City Council

Committee name: Cabinet

Committee date: 17/01/2024

Report title: Equality, Diversity and Inclusion Strategy 2024/27

Portfolio: Councillor Giles, Cabinet member for communities and social inclusion

Report from: Interim Executive Director of Housing and Community Safety

Wards: All wards

OPEN PUBLIC ITEM

KEY DECISION

Purpose

To consider the Equality, Diversity and Inclusion Strategy 2024/27.

Recommendation:

It is recommended that cabinet agree the Equality, Diversity and Inclusion (EDI) Strategy 2024/27.

Policy framework

The council has five corporate priorities, which are:

- People live independently and well in a diverse and safe city.
- Norwich is a sustainable and healthy city.
- Norwich has the infrastructure and housing it needs to be a successful city.
- The city has an inclusive economy in which residents have equal opportunity to flourish.
- Norwich City Council is in good shape to serve the city.

Equality, diversity and inclusion permeates all parts of the council's remit. This report and the appended EDI Strategy therefore meet with all corporate priorities listed above. Of the five priorities, achieving the aims and priorities of the Strategy will most positively impact:

- **People live independently and well in a diverse and safe city** – by recognising and tackling existing inequalities that form a barrier to individuals living the independent and safe lives they seek and deserve.
- **The city has an inclusive economy in which residents have equal opportunity to flourish** – by working with partners and our communities to create an environment that allows people to feel they belong, and that they

are respected and heard, whilst working to maximise the opportunities they have to succeed and thrive in Norwich.

- **Norwich City Council is in good shape to serve the city** – by seeking to ensure the profile of our workforce broadly reflects the city’s population and the local labour market, whilst continuing to develop inclusive working practices that support colleagues to develop the knowledge, skills and confidence to consider equality in all their work.

The EDI Strategy also works to support our partners, enabling Norwich to realise its aspirations of becoming a truly *Fair City*, as outlined within the Norwich 2040 City Vision.

Report details

Background

1. Work on an Equality, Diversity and Inclusion (EDI) Strategy began in February 2022. At the same time, revision of the council's EDI Policy was also considered. These two documents, alongside a forthcoming EDI Action Plan, seek to set out the council's ambition, governance and activities with regard to promoting equality, diversity and inclusion across its workforce and services, as well as Norwich more generally.
2. The Strategy provides the overall vision and sets out the council's strategic ambitions with regards EDI. These are detailed fully within the Strategy appended to this report. In headline, the Strategy's aims are:
 - a. Norwich City Council is an inclusive place to work.
 - b. Our services will be joined up, accessible and inclusive.
 - c. Norwich is a fair city where people facing inequality can share in and contribute to the city's success.
3. Under the Strategy (and informed by these ambitions) will sit an EDI Policy which will detail how the Council will embed EDI within its service provision and the behaviours it expects of councillors and all permanent and temporary employees of Norwich City Council, including any contractors, agency or visiting professionals employed to provide services on our behalf.
4. The Policy will also list a number of core measurable, specific and timebound objectives, so meeting with the Council's Public Sector Equality Duty. The 2021/22 Policy is available [here](#). The updated Policy will be published early in the new year.
5. In addition, an EDI Action Plan will be developed once the new Corporate Plan has been agreed. The Corporate Plan will inform the EDI Action Plan which will set out a phased approach to the work the council will undertake to achieve the attached Strategy's aims. It is anticipated that work on the Action Plan will begin later this year.

Consultation

6. Consultation on the EDI Strategy has been undertaken across a series of platforms and stakeholder groups. These include:
 - a. **Residents** were invited to participate in an online public consultation soliciting their views on equality, diversity and inclusion, their community and the council.
 - b. **Community groups**: were offered small grants to run workshops and provide brief reports of their views of equality, diversity and inclusion and their lived experience.
 - c. **Councillors**: were invited to share their views on equality, diversity and inclusion and the council's approach to the agenda.

- d. **Council officers:** were offered a survey, and workshops were facilitated to engage staff from across services and with a range of characteristics; this included gathering views on current experience of working in the council, council services, the actions the council is undertaking and areas for improvement.
7. Specifically, the full Strategy and an “easy read” were uploaded to Get Talking Norwich with visitors invited to contribute their thoughts by answering a series of questions. The consultation ran from Monday 14 August 2023 to Sunday 17 September 2023. A total of 63 responses were received, with 13 respondents open to further engagement in an EDI context.
8. Respondents to the survey were a mix of differing characteristics. Most characteristics were broadly in line with the Norwich population, other than age (predominantly older respondents) and gender (predominantly female respondents). Notably, a high proportion of council employees responded, implying a strong interest in EDI workforce issues.
9. The full findings of the survey (noting their specificity to particular activities) will inform the EDI Action Plan as it is developed. In summary, feedback showed:
 - a. A largely positive response to the EDI Strategy
 - b. A clear sense that the forthcoming EDI Action Plan will be critical in delivering the Strategy, and that measuring the impact of this against the Strategy’s aims will be critical to understanding its effectiveness.
 - c. Some scepticism by some respondents about the Council’s EDI agenda, with some questioning about whether it is doing enough.
 - d. A strong appetite for ongoing and meaningful engagement and dialogue with employees and residents, especially through non-digital means where possible.
 - e. A tension between views, with some considering EDI as critical to the council's service delivery and employment of staff, and others seeing EDI as a separate agenda.
10. In addition to the survey and other platforms for consultation highlighted above, The Bridge Plus+ – a community-based, user-led service tailored to the information and advice needs of ethnic minorities and migrant communities in Norwich – dedicated their regular community lunch on 28 September 2023 to the EDI Strategy consultation. Attendees came from a range of communities, backgrounds and situations, including those seeking asylum, those with refugee status or other leave to remain, volunteers, VCSE representatives and other individuals.
11. At the lunch, volunteers sat with attendees and encouraged them to provide responses to a series of simple questions and mark themselves on a Likert scale against certain statements.
12. The Portfolio Holder for Communities and Social Inclusion has been closely involved in the development of this Strategy throughout the consultation period.

Evidence and data

13. Development of the Strategy has also drawn on a range of data and analysis, including:

- a. **State of Norwich** – a visual summary of some key statistics about the people, place and economy of Norwich.
- b. **Equality Information Report** – an annual report as part of our Public Sector Equality Duty that provides key data on the characteristics of residents, council customers and workforce (the 2023 report is to be heard at your meeting today).
- c. **NODA report** – a report on spatial distribution of inequality in the city council area commissioned from the Norfolk Office of Data Analytics (NODA) to provide an evidence-base and analysis of neighbourhood-level data.

Implications

Financial and resources

14. Any decision to reduce or increase resources or alternatively increase income must be made within the context of the council's stated priorities, as set out in its Corporate Plan 2022-26 and budget.

15. There are no proposals in this report and the appended EDI Strategy that would reduce or increase resources, noting that it sets out our strategic ambition only. Any resource implications will be identified as the EDI Action Plan is developed over the coming months.

Legal

16. There are no legal implications for the EDI Strategy itself. It provides the strategic direction for the forthcoming EDI Policy which will contain core EDI objectives (revised annually). This, alongside the council's annual Equality Information Report (also considered at your meeting today) meet with:

- a. [The Equality Act 2010](#), which introduced the [Public Sector Equality Duty](#), and protects people from discrimination and promotes equality of opportunity for all.
- b. [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require public authorities to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish specific and measurable equality objectives.

17. The EDI Strategy therefore has a bearing on the council's Public Sector Equality Duty obligations in that it will need to enable the EDI Policy's objectives and inform the actions that are reported within the council's Equality Information Report. As such, and aligned with legislation in the Equality Act 2010, it should support the council in its need to:

- a. Eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.

- b. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- c. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Statutory considerations

Consideration	Details of any implications and proposed measures to address:
Equality and diversity	An Equality Impact Assessment for the Strategy has been completed and is appended to this report. In summary, the Strategy positively impacts all communities in Norwich with no one particular group disproportionately affected. It outlines the council's continued commitment to address inequality, and to promote greater levels of diversity and inclusion within the city.
Health, social and economic impact	The Strategy supports the Norwich Health and Wellbeing Partnership Strategy in that it goes beyond promoting equality for the nine protected characteristics (as cited in the Equality act 2010) to encompass socio-economic and health equality across Norwich. The forthcoming EDI Action Plan will consider measures that will complement the work of the Partnership.
Crime and disorder	The Strategy is not considered to have direct and specific crime and disorder implications.
Children and adults safeguarding	The Strategy is not considered to have direct and specific safeguarding implications, beyond the council's duty to eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
Environmental impact	The Strategy is not considered to have direct and specific environmental implications, other than considering mitigations through the forthcoming EDI Action Plan for those experiencing disadvantage as a result of environmental measures put in place by the council or other government bodies.

Risk management

Risk	Consequence	Controls required
Operational	The EDI Strategy provides the strategic direction for Norwich City Council with regard to equality, diversity and inclusion. Without it, the forthcoming EDI Policy and Action Plan could not be developed. This Policy and Plan will seek to embed equality principles across the council's workforce culture and services. Without the Strategy, no clear direction would exist, risking unfair treatment of employees and service users.	By adopting the Strategy these risks are mitigated.
Legal	The EDI Strategy has significant bearing on the council's Public Sector Equality Duty (PSED) obligations in that it enables the forthcoming EDI Policy's objectives and informs the actions that are reported within its Equality Information Report. Without it (and the aforementioned documents for which it provides strategic direction), the council would risk a breach of its PSED.	
Reputational	If the council fails to follow a clear strategic direction with regard to equality, diversity and inclusion, it is likely that it would not achieve its corporate priorities (all of which have some level of bearing on equality). This would likely generate negative perceptions of the council amongst the communities it serves, its stakeholders and peers.	

Other options considered

18. No other reasonably viable options have been identified.

Reasons for the decision/recommendation

19. It is recommended that cabinet agree and adopt the Equality, Diversity and Inclusion (EDI) Strategy 2024/27.

20. By so doing, the council will provide a clear strategic direction for equality, diversity and inclusion, providing a framework for best practice and mitigating the risks highlighted above.

Background papers: None

Appendices:

- Norwich City Council: Equality, Diversity and Inclusion Strategy 2024/27

- Equality Impact assessment for the above named Strategy.

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APPENDIX 1.

**Norwich City Council
Equality, Diversity and Inclusion Strategy
2024-27**

PLAN ON A PAGE

This Equality, Diversity and Inclusion Strategy sets out our continued commitment to tackling inequality and promoting diversity. This covers both our legal duty under the Equality Act 2010 and our wider ambition to reduce socio-economic and health inequalities in the city.

It outlines how we will work with our partners to make Norwich the best it can be for everyone, recognising that different people and communities have different needs, so it's a city where everyone:

- feels they belong
- is respected
- has a voice
- has the chance to succeed and thrive.

We want to be an organisation that makes a real difference for the people of Norwich by:

- showing respect and kindness to everyone
- giving the most help to the people who need it the most
- continuing to learn and improve
- focusing on prevention and early intervention

We have three aims which are supported by key priorities:

Aim	Priorities
Aim 1- Norwich City Council is an inclusive place to work	<ul style="list-style-type: none"> • Ensure that the profile of our workforce broadly reflects the city's population and the local labour market • Continue to develop inclusive working practices and policies • Support colleagues to develop the knowledge, skills and confidence to consider equality in all their work
Aim 2 - Our services will be joined up, accessible and inclusive	<ul style="list-style-type: none"> • Improve a range of communication platforms and channels to enhance accessibility, including for those facing digital exclusion • Undertake service-specific equalities reviews, so every service reflects our ambition • Ensure that our knowledge about the people and communities we serve informs our service planning, and that their voices are heard
Aim 3 - Norwich is a fair city where people facing inequality can share in and contribute to the city's success	<ul style="list-style-type: none"> • Ensure that Equality, Diversity and Inclusion outcomes inform wider council policies, strategies and programmes • Focus our efforts on the places and communities in the city that face the biggest disadvantages, improving our use of data to help us do this • Develop our leadership capacity and capability around equalities • Continue working with partners to influence investment and target resource • Mitigate the disproportionate inequalities of climate change impacting specific sectors of the community

Introduction

Norwich has a long history of being a radical, innovative city. We are increasingly recognised for our strong economy, quality of life and vibrancy. The city is rich in cultural and ethnic diversity which we aim to both celebrate and promote. This is central to our Norwich 2040 vision and our work with partners to achieve this. We recognise the contributions that people from different backgrounds make, and actively seek to tackle inequalities and foster good relationships across our communities. We want the city to be a fair, kind, accessible and inclusive place for everyone. This Equality, Diversity and Inclusion Strategy sets out our continued commitment to tackling inequality and promoting diversity.

It outlines how we will:

- deliver this ambition and the high standards we expect of ourselves
- work with partners and communities to promote equality, diversity and inclusion and the progressive building of good relations between different groups
- shape services which actively address inequality and exclusion
- build an inclusive culture within our workforce and organisation

A key reason why many people in Norwich are held back is because of inequality and lack of opportunity connected to one or more of the characteristics that are protected under the Equality Act 2010. These are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

As well as a firm commitment to deliver our legal duty under the Act regarding these characteristics, our aspirations go further to include refugees and migrants, those who have served or continue to serve in our Armed Forces, and the socio-economic and health inequalities resulting from deprivation.

All these factors can cause disadvantage around poverty, educational attainment, access to good quality jobs, health and life expectancy.

This strategy re-states our long-held commitment to tackling inequality, with our partners, not just because it is our duty but also because doing so helps create a more successful city.

We want Norwich to be a place in which everyone's hopes and aspirations can be made real. We want to ensure people are not held back by poverty and that success is shared. This Equality, Diversity and Inclusion Strategy supports that journey.

Our Ambition

We live in an unequal society and that inequality causes vastly different outcomes for different individuals, groups and communities.

Against that backdrop, we want Norwich to be as fair, kind, accessible, and inclusive as possible. We will work with our partners to make the city the best it can be for everyone, recognising that different people and communities have

different needs, so it's a place where everyone:

- feels they belong
- is respected
- has a voice
- has the chance to succeed and thrive.

We want to be an organisation that makes a real difference for the people of Norwich by:

- showing respect and kindness to everyone
- giving the most help to the people who need it the most
- continuing to learn and improve
- focusing on prevention and early intervention.

As a public sector body, we have a legal obligation under the Equality Act 2010 to have 'due regard' for advancing equality. This includes eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, advancing equality of opportunity between people who share a protected characteristic and people who do not, and fostering good relations between people who share a protected characteristic and people who do not.

However, this strategy goes beyond this legal duty. It reflects our strong political commitment to equalities, fairness and social justice, which has been the basis of our ambition to reduce socio-economic and health inequalities in Norwich. We have been working towards this for many years. We take action to address inequality and hold ourselves and others accountable for this and will continue to do so. This new strategy sets out the priorities that will shape the new actions we will take over the next few years in addition to all the existing work which continues day-to-day.

What we mean

Equality, diversity and inclusion means different things to different people. For us:

Equality means...	...ensuring that every person has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of who they are, where they come from, or what they believe.
Diversity means...	... having a range of people with various backgrounds, circumstances, lifestyles, experience and interests, in line with the variety of people that make up society.
Inclusion means...	...the sense of belonging: feeling respected, having a voice and being valued for who you are; as well as feeling a level of supportive energy and commitment from others so that you can do your best.

How we have developed the strategy

To help guide our ongoing work and the development of this strategy, we have heard from communities via representative groups and from residents across the city as well as businesses, institutions and our own employees and elected members.

We did this through community conversations, online surveys, workshops, and open calls for views, trying to enable people to tell us their thoughts in a way that worked for them. We have also drawn on analysis of a range of quantitative data sources that show the distribution and nature of inequality in the city council area. From this work, equality, diversity and inclusion are understood to be key elements for a positive and successful city like Norwich. However, listening to people is not a one-off exercise, so we plan to continue doing so as part of delivering this strategy.

Our aims

We have three strategic aims:

Aim 1 - Norwich City Council is an inclusive place to work	It is important that we have a culture that has inclusion and equality at the heart of everything we do. This is not just about the council's role as an employer: we need to be a genuinely inclusive organisation in order to achieve our other aims
Aim 2 - Our services will be joined up, accessible and inclusive	The council has duties and powers to provide a wide range of services in an inclusive way. Many of these services can play a role in creating a more level playing field for people who face inequality or exclusion.
Aim 3 - Norwich is a fair city where people facing inequality can share in and contribute to the city's success	Ensuring that all communities share in the city's success is a core part of the vision set out in our Corporate Plan. Many of the challenges we face need action by a range of partners and the council has a leading role to play in bringing together organisations across the private, public, and voluntary sectors to tackle inequalities and exclusion across Norwich.



Making it happen

We will only realise our ambition and our strategic aims through taking action. Much of this action constitutes our 'business as usual', routine service and business planning processes and our ongoing use of Equality Impact Assessments. However, we are also committing to some specific, additional actions that will support the realisation of our ambition.

The detail of these actions can be found in our forthcoming action plan This will cover the duration of one year with the expectation that we will build on this in subsequent years covered by the strategy, based on measuring and reviewing the effectiveness of the action plan.

This table outlines the key priorities against each of our strategic aims:

Aim	Priorities
Aim 1 - Norwich City Council is an inclusive place to work	<ul style="list-style-type: none">• Ensure that the profile of our workforce broadly reflects the city's population and the local labour market• Continue to develop inclusive working practices and policies• Support colleagues to develop the knowledge, skills and confidence to consider equality in all their work
Aim 2 - Our services will be joined up, accessible and inclusive	<ul style="list-style-type: none">• Improve a range of communication platforms and channels to enhance accessibility, including for those facing digital exclusion• Undertake service-specific equalities reviews, so every service reflects our ambition• Ensure that intelligence about the people and communities we serve inform our service planning, and that their voices are heard
Aim 3 - Norwich is a fair city where people facing inequality can share in and contribute to the city's success	<ul style="list-style-type: none">• Ensure that Equality, Diversity and Inclusion outcomes inform wider council policies, strategies and programmes• Focus our efforts on the places and communities in the city that face the biggest disadvantages, improving our use of data to help us do this• Develop our leadership capacity and capability around equalities• Continue working with partners to influence investment and target resource• Mitigate the disproportionate inequalities of climate change impacting specific sectors of the community

Accountability and impact

The responsibility for achieving both our legal duty on equality and realising the ambitions of this strategy lies with the whole organisation, with every officer and councillor having a role to play.

Delivery of the strategy and action plan will be overseen by the Strategy Manager. They will report to the senior leadership team on progress of actions and impact, through the annual Equality Information Report.

The Equality Information Report will also be considered by Cabinet. The report includes data on our recruitment, workforce, customers, tenants and wider demographics of the city, as well as data that shows the patterns of socio-economic and health inequalities in the city. Although there are a range of factors that contribute to changes in these data, it provides some insight into how well we are meeting our aims, for example, in the diversity of our workforce.

[ENDS]

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APPENDIX 2:



High level equality impact assessment for strategic programmes



Programme title	Equality, Diversity and Inclusion Strategy 2024-27	Programme start date	This strategy will come into effect following approval by Cabinet in January 2024.
Team	Strategy	Directorate	Community Services
Senior leadership team sponsor	Helen Chamberlain	Role	Head of Strategy, Engagement & Culture
Officer completing	Joe Siggins	Role	Digital Inclusion Officer

What are the main aims or purpose of the programme?

As a public sector body, we have a legal obligation under the Equality Act 2010 to have 'due regard' for advancing equality. This includes eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, advancing equality of opportunity between people who share a protected characteristic and people who do not, and fostering good relations between people who share a protected characteristic and people who do not.

This new strategy sets out the priorities that will shape the new actions we will take over the next few years, in addition to all the existing work which continues as part of our business-as-usual practice.

The refreshed Equality, Diversity and Inclusion (EDI) Strategy covering the period 2024-2027, outlines our 3 main aims as we seek to address the existing inequality within Norwich, in addition to promoting diversity and inclusion throughout our community.

Our 3 aims are:

1. Norwich City Council is an inclusive place to work.
2. Our services will be joined up, accessible and inclusive.
3. Norwich is a fair city where people facing inequality can share in and contribute to the city's success.

How does it fit with other services and policies, and how does it support our [corporate objectives?](#)

The Equality, Diversity and Inclusion Strategy underpins all of the council's existing policies relating to the promotion of Equality, Diversity and Inclusion. This strategy seeks to ensure that considerations around EDI and their outcomes inform wider council policies, strategies and programmes moving forward.

This new strategy also aims to help the council work towards the delivery of its commitments as highlighted within our corporate plan to:

1. Help people *live independently and well in a diverse and safe city* - through recognising and tackling existing inequalities that form a barrier to members of our community from living the independent and safe lives they wish and deserve to.
2. Promote efforts to ensure *the city has an inclusive economy in which residents have equal opportunity to flourish* – through working with partners and our communities to create an environment that allows people to feel they belong, are respected and heard, whilst working to maximise the opportunities they have to succeed and thrive within Norwich.
3. Ensure *Norwich City Council is in good shape to serve the city* – through efforts to make sure the profile of our workforce broadly reflects the city's population and the local labour market, whilst continuing to develop inclusive working practices that support colleagues to develop the knowledge, skills and confidence to consider equality in all their work.

This strategy also works to guide the council's future activity, so that it may assist Norwich to realise its aspirations of becoming a truly *Fair City* as outlined within the Norwich 2040 City Vision.

What outcomes do we want to achieve, why and for who?

A full breakdown of the additional actions the council will be taking to promote equality, diversity and inclusion will be published in a forthcoming action plan and this Equality Impact Assessment will be updated to reflect those.

However, the strategy does outline 10 priority areas that we will focus on over the coming 4 years, all of which will contribute towards the realisation of our ambition to reduce the level of inequality across the city.

Our key priorities as mentioned within the strategy are:

- Ensure that the profile of our workforce broadly reflects the city's population and the local labour market.
- Continue to develop inclusive working practices and policies.
- Support colleagues to develop the knowledge, skills and confidence to consider equality in all their work.
- Improve a range of communication platforms and channels to enhance accessibility, including for those facing digital exclusion.
- Undertake service-specific equalities reviews, so every service reflects our ambition.
- Ensure that our knowledge about the people and communities we serve informs our service planning, and that their voices are heard.
- Ensure that Equality, Diversity and Inclusion outcomes inform wider council policies, strategies and programmes.
- Focus our efforts on the places and communities in the city that face the biggest disadvantages, improving our use of data to help us do this.
- Develop our leadership capacity and capability around equalities.
- Continue working with partners to influence investment and target resource.

By having clarity within our organisation around our priorities relating to EDI, the council will be better equipped to deliver a coordinated effort to address local inequality, take further action to advance feelings of inclusion and encourage wider diversity covering all nine protected characteristics.

The responsibility for achieving both our legal duty on equality and realising the ambitions of this strategy lies with the whole organisation, with every officer and councillor having a role to play.

Delivery of the strategy and action plan will be overseen by the Strategy Manager. They will provide annual reports to the senior

leadership team and Cabinet on progress of actions and impact, through the council's Equality Information Report.

To help us develop this strategy and communicate our ambition to reduce local inequalities and promote diversity and inclusion, we consulted residents, community groups, councillors and internal council staff on the strategy.

- Residents were invited to participate in an online public consultation, asking questions about their views on equality, diversity and inclusion, their community and the council.
- Community groups were offered small grants to run workshops and provide brief reports of their views of equality, diversity and inclusion and their lived experience.
- Councillors were invited to share their views on equality, diversity and inclusion and the council's approach to the agenda.
- Council officers were offered a survey and workshops were facilitated engaging staff from across services and with a range of characteristics; this included gathering views on current experience of working in the council, council services, the actions the council is undertaking and areas for improvement.

The full Strategy and an "easy read" version were uploaded to the council's Get Talking Norwich website with visitors invited to contribute their thoughts by answering a series of questions. The consultation ran from Monday 14 August 2023 to Sunday 17 September 2023.

Will anyone be disproportionately affected by the programme (customers, employees, those with protected characteristics or groups in the wider community)?

No one particular group of people will be disproportionately affected by this strategy, including those with protected characteristics. This strategy outlines our continued commitment to addressing local inequality experienced by all groups of people. This strategy will help us improve our understanding and identification of local inequalities, as well as the opportunities we can all take to reduce such inequalities and promote greater levels of diversity and inclusion within the city.

In addition to the consultation this strategy went through, we have drawn on a range of data and analysis to inform the development of this strategy, including:

- State of Norwich – a visual summary of some key statistics about the people, place and economy of Norwich
- Equalities Information Report – an annual report as part of our Public Sector Equality duty that provides key data on the characteristics of residents, council customers and workforce.
- NODA report – a report on spatial distribution of inequality in the city council area commissioned from the Norfolk Office of Data Analytics to provide an evidence-base and analysis of neighbourhood-level data.

All of which help to illustrate the challenges we seek to address and are accessible by council staff and the general public.

If yes, will these be adverse impacts (specify whether high, medium or low impacts)?

N/A- No impact identified

If yes, can the impacts be

a) justified?

N/A- No impact identified

b) mitigated?

N/A- No impact identified

What is the reason for the proposal or change (financial, legal etc)? *The Equality Act requires us to make this clear.*

As outlined earlier in this assessment, as a public sector body, Norwich City Council has legal obligations under the Equality Act 2010 to have 'due regard' for advancing equality within our local authority boundary area. This strategy, along with other existing related policies and our corporate plan, will help ensure we continue to meet these legal obligations.

Please email assessment to: strategy@norwich.gov.uk - for the assessment to be final, the relevant people agreeing it must sign off this section

Officer completing EqIA	Joe Siggins	Date	07/11/2023
SLT sponsor	Helen Chamberlin	Date	09/11/2023
Equality lead (strategy team)	Nick Bodger	Date	07/11/2023