

DIVERSITY ACTION PLAN 2021

Milton Keynes Council



19 January 2021

Our Diversity Action Plan

We are dedicated, we are respectful, and we are collaborative. We strive to be responsive to the needs of those we serve and those we serve alongside. At the end of 2020 we asked colleagues for their experience and thoughts about equality. Our aim is to build confidence in how we apply our professional skills and work collaboratively. These actions are the response to what colleagues said.

	What the Survey Said	Aim	Action	Who	When
1	Colleagues wanted improved leadership on equality from senior staff	Clarity in leadership messages	a. Senior member of Corporate Leadership agrees to head diversity action	Chief Executive	March 2021
		Better communication of staff profile and trends	b. An internal Diversity Advisory Group is formed - meets bimonthly to oversee the Diversity Action Plan	Chief Executive (with the Corporate Policy & Equality Manager)	Start May 2021 (shadow Group from Jan 2021)
			c. The staff profile has been published every year for the last 10 years but gets little attention - more internal communication of the profile	Corporate Policy & Equality Manager	May/June 2021
			d. More diversity messages naturally appear in 'One Council' and other council communications	Chief Executive (with the Head of Communications)	From April 2021
			e. External clients and customers: communicate expected behaviour towards staff, and apply tougher sanctions applied when abuse occurs	All Managers	From April 2021

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2	Some colleagues do not feel supported in abusive situations	Eliminate abuse and harassment	f. Policies internally and externally that tackle abuse are reviewed and updated where necessary.	Head of Human Resources	June 2021
3	The development of several diversity champions – across the diversity characteristics to provide a neutral ‘sounding’ opportunities and informal advice	More support avenues for staff	g. Up to 12 Diversity champions across the council are recruited and recognised to offer confidential, informal and neutral support to staff supplementing the role of Corporate Equality and the Unions	Head of Human Resources (with HR Business Partner – Children’s Services, Schools and Public Health)	Rolled out by June 2021
			h. All Diversity Champions are trained and a simple guide for Diversity Champions is published	Head of Human Resources (with HR Business Partner – Children’s Services, Schools and Public Health)	Rolled out by June 2021
			i. Mandatory online training is completed by everyone and must be updated every three years.	Learning and Development Manager (as part of Smarter Learning)	April 2021 Reviewed October 2021

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5	Colleagues wanted a process of reporting incidents and concerns, without triggering the formal process	All incidents are taken seriously; based on the perception of colleagues, leading to appropriate action	j. A flow diagram process linked with the Diversity Champions of how an informal process could be developed is presented to the Diversity Action Group	Corporate Policy & Equality Manager (working with Human Resources)	October 2021
6	Some teams might not be equipped to understand the impact of culture and heritage – their own and other peoples – and the impact that has on their services	Enhance professional skills across the council	k. Review of diversity training and needs after the rollout of action above l. Diversity Advisory Group considers whether further corporate guidance is required	Learning and Development Manager	October 2021
7	Colleagues felt that poor service outcomes should be challenged more often through assessment and audit	Eliminate potential indirect discrimination	m. Ensure all services adjust for those with poor language skills, those not born in the UK and those with settled or refugee status.	Corporate Policy & Equality Manager	Report to CLT May/June 2021