



City of  
**Stoke-on-Trent**

# **Equality and Diversity Workforce Report**

**Stoke-on-Trent City Council**

**1 January 2025 to 31 December 2025**



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## Introduction

Monitoring the workforce enables the Council to identify trends within employment practices, to investigate these further and implement change where appropriate. It also enables the council to fulfil its commitments to ensuring employment practices are free from discrimination and meet its obligations under the Equality Act 2010 (specific Duties and Public Authorities) Regulation 2017.

The purpose of this report is to provide information in relation to how Stoke-on-Trent City Council is complying with the Public Sector Equality Duty.

The Equality Act places a 'general Equality duty' on public sector organisation's to:

- Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
- Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
- Foster good relations between people who share and people who do not share a relevant protected characteristic

The relevant protected characteristics (or groups) for the purpose of the Public Sector Equality Duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The Public Sector Equality Duty aims to embed equality considerations into the day-to-day work of public authorities so that they tackle discrimination and inequality and contribute to a fairer society.

This report provides a summary and analysis of the organisation's workforce, excluding schools. The workforce profile is shown as at 31<sup>st</sup> December 2025, while the data is for the period 1st January 2025 – 31<sup>st</sup> December 2025.

## Stoke-on-Trent City Council Strategic Context

Our City, Our Wellbeing, is our new Corporate Strategy for 2024-2028, the plan outlines our vision and key priorities to create a thriving city for everyone.

To achieve our vision our plans have been set against seven key themes these are:

1. **Healthier** - Creating a healthier standard of living for all our citizens
2. **Wealthier** - Reducing hardship and enabling greater shared prosperity
3. **Safer** - Building empowered communities, safe from the threat of harm
4. **Greener** - Conserving our environment and living more sustainably
5. **Cleaner** - Working together to clean up our city and our communities
6. **Fairer** - Tackling inequality and improving life chances for everyone
7. **Skilled** – Providing opportunities for people to improve their skills and education

For more details about the Corporate Strategy please click the following link - [Our City, Our Wellbeing | Corporate Strategy 2024-2028 - Our City, Our Wellbeing | Stoke-on-Trent](#)

To help shape our behaviours, forge and strengthen vital partnerships across sectors and communities new corporate values have been developed. These will support us in creating new ways of working allowing us to work with the city's residents and partners to implement our corporate strategy, strengthening our commitment to our diverse city.



**Empowerment:** We will use our powers and resources, combined with the expertise of our dedicated workforce, to benefit the communities which we serve, enabling residents to shape more decisions about their lives and local environments.



**Openness:** We will be clear about the challenges that the Council is facing, how we are going to address them and whether we are making progress. We will always be open to new and better ideas.



**Empathy:** We care about the lives of our residents. We will provide help and support without judgement and will actively seek the views of our citizens to improve the services we deliver.



**Partnership:** We will be dedicated and supportive partners to all those who want to make our city a better place, forging strong relationships which span sectors and geographies.



**Stewardship:** We will take ownership of our commitments and responsibilities, be honest about where we can do better and demonstrate the utmost responsibility for the efficient use of public resources and assets.



**Representation:** We will champion our city and our citizens at every opportunity, talking up its many strengths and nurturing civic pride. We will

promote our city's culture, heritage and future potential to wider audiences without downplaying the significance of local challenges.

## **Equality Objectives**

Stoke-on-Trent City Council has developed its Equality Objectives aimed at embedding equalities within the Council's business and delivery planning process, with the aim of addressing persistent inequalities and to narrow the gap related to race, sexes (including gender reassignment), disability, sexual orientation, age, marital status, pregnancy and religion in service delivery.

Full details of the Council's Equality Objectives for 2025 – 2028 can be found in appendix 1.

Underpinning and supporting delivery against these objectives are Council strategies and plans such as: -

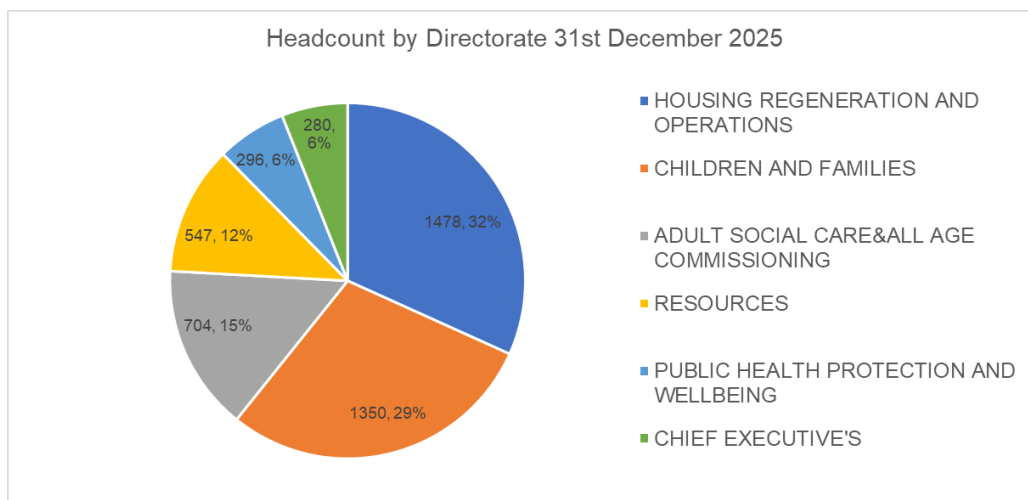
- [Living my best life - A life Course strategy for people with learning Disabilities - 2021 - 2026](#)
- ["Room to Grow" Children, Young People and Families' Strategy 2020-2024](#)
- [Health and Wellbeing Strategy 2021 - 2025](#)
- [Community Cohesion Strategy 2020 – 2024](#)
- [Workforce and Organisational Development Strategy 2021 - 2024](#)

## Current Workforce Headcount Profile<sup>1</sup>:

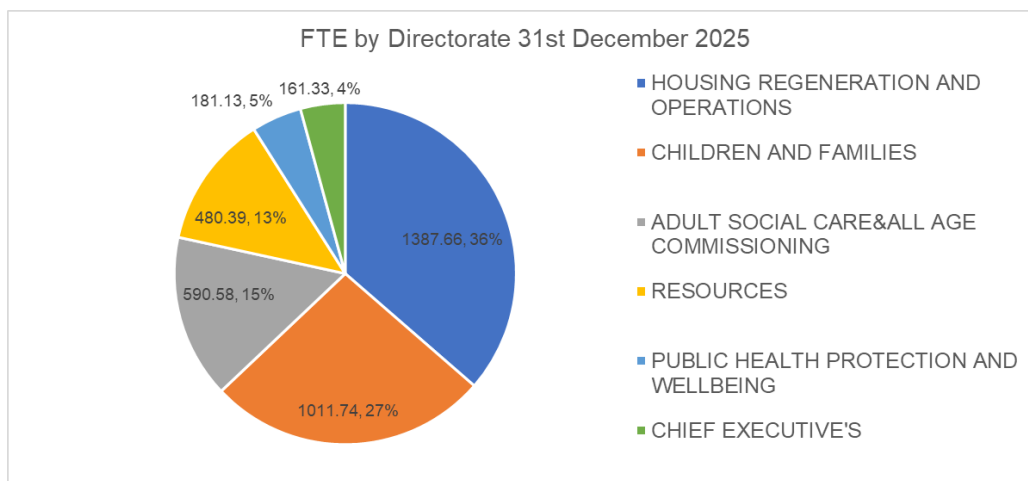
Payroll data as at 31<sup>st</sup> December 2025 (council managed employees only).

The data on the current workforce is extracted from the organisation’s payroll system. At the time of reporting, there was a recorded headcount of 4655 employees (excluding schools). The 4655 headcount equates to a full time equivalent (FTE) of 3813 employees.

The following chart illustrates headcount across the six Directorates:



The following chart illustrates FTE across the six Directorates:



<sup>1</sup> Due to limited numbers on some protected characteristics, where the number of employees is less than or equal to five, to avoid identification these figures are not shown and a \* used in their place.

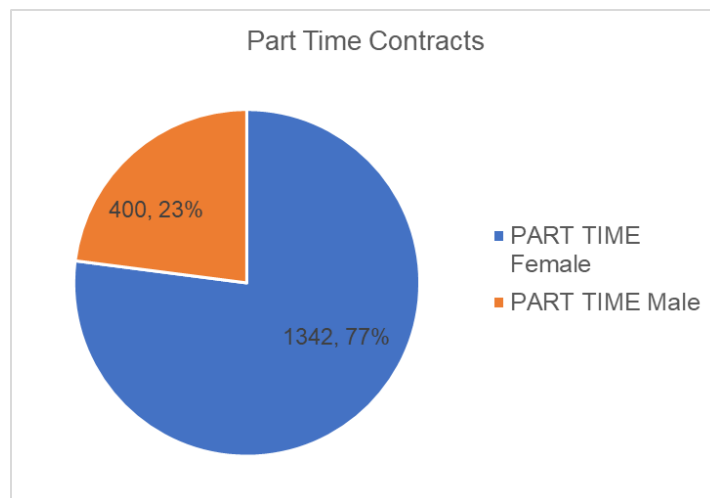
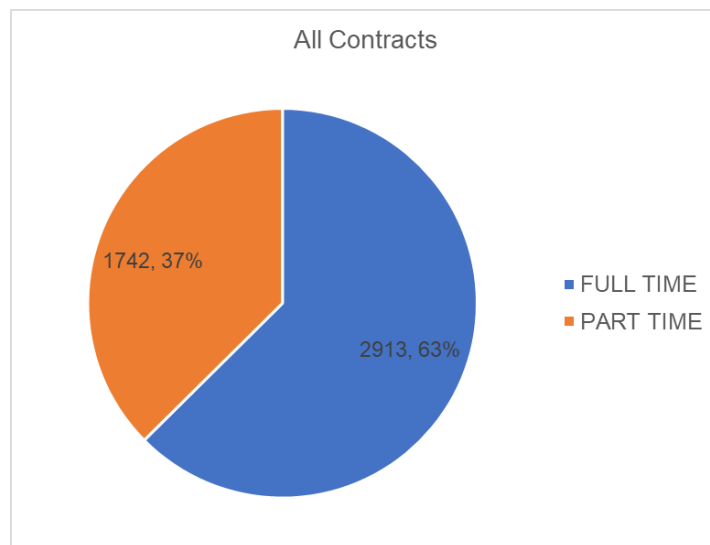
In summary the current profile for the organisation shows that:

**Gender:**

Female employees account for 61% (2582) of the workforce and male employees account for 39% (1803). Our FTE shows 58% (2119) are female employees and 42% (1594) are male employees.

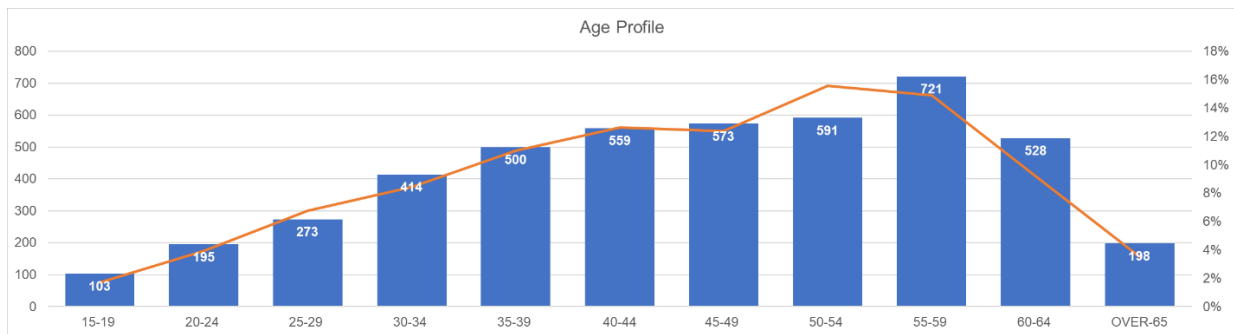
**Contract:**

2913 (63%) of employees are full time and 1742 (37%) of employees are part time, working less than 37 hours per week. The vast majority (77%) of part time employees are female (1342).



## Age:

Age profile of the workforce:



The Council's workforce is under-represented in the younger age groups – 2.2% are aged 15-19 compared to 6.4% in the City<sup>2</sup>, 4.2% aged 20-24 compared to 6.2%. Work being completed through our Educational Engagement project links us with local schools, colleges and universities. These opportunities allow us to explain about the roles and the routes into roles here at the Council.

## Disability:

Disability	Headcount at 31 Dec 2025
Declared Disability (Including Other)	197
No Disability Declared	4458

On 15th September 2023 Stoke-on-Trent City Council were reaccredited as a Level 2 Disability Confident employer, which means we are ensuring that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.

To attain this level in the scheme the Council has had to demonstrate that the way in which we advertise, recruit and retain disabled people and people with health conditions, is fair and inclusive to all.

<sup>2</sup> Mid-year population estimates, 2024, Office for National Statistics

## Ethnicity:

We hold ethnicity data on 86% (3986) of all employees which shows:

<b>Ethnicity</b>	<b>Headcount at 31 Dec 2025</b>
White: English, Welsh, Scottish, Northern Irish or British	3611
Asian or Asian British: Pakistani	74
Black, Black British, Black Welsh, Caribbean or African: African	71
Black, Black British, Black Welsh, Caribbean or African: Other Black	48
White: Other White	47
Mixed or Multiple ethnic groups: White and Black Caribbean	30
Asian or Asian British: Indian	22
White: Irish	12
Asian or Asian British: Bangladeshi	12
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	11
Mixed or Multiple ethnic groups: White and Asian	11
Asian or Asian British: Other Asian	10
Black, Black British, Black Welsh, Caribbean or African: Caribbean	8
Mixed or Multiple ethnic groups: White and Black African	7
Asian or Asian British: Chinese	6
White: Roma	*
Other ethnic group: Any other ethnic group	*
White: Gypsy or Irish Traveller	*
Other ethnic group: Arab	*
Prefer Not To Say	345
Not Declared	324

## Sexual Orientation:

We hold sexual orientation data on 2973 (71%) of all employees which shows:

<b>Sexual Orientation</b>	<b>Headcount 31<sup>st</sup> Dec 2025</b>
Same sex and opposite sex (Bisexual)	41
Same sex (gay/lesbian)	61
Opposite sex (Heterosexual)	2926
Prefer self-describe / prefer not to say	154
Unknown	1473

### Marital Status<sup>3</sup>:

We hold marital status data on 3410 (73%) of all employees, which shows:

Marital Status	Headcount at 31 Dec 2025
Married / Civil Partnership	1651
Single	1005
Divorced/Separated	238
Cohabiting	364
Widowed	32
Common Law	27
Prefer not to say	93
Unknown	1245

### Religion:

We hold religion data on 3363 (72%) of all employees, which shows:

Religion	Headcount 31 Dec 2025
Christianity	1472
No Religious Belief	1377
Prefer not to say	302
Islam	98
Other	79
Buddhism	13
Hinduism	12
Sikhism	5
Judaism	*
Zoroastrianism	*
Unknown	1292

All employees have access to review and amend their equalities data in the HR System Midview. The provision of personal equalities information within the Council is voluntary and employees have the option of choosing not to declare their information with the option to “prefer not to say” available to select.

We will continue to promote the importance of reviewing and updating our personal equality and diversity data and review our monitoring procedures from recruitment to leavers.

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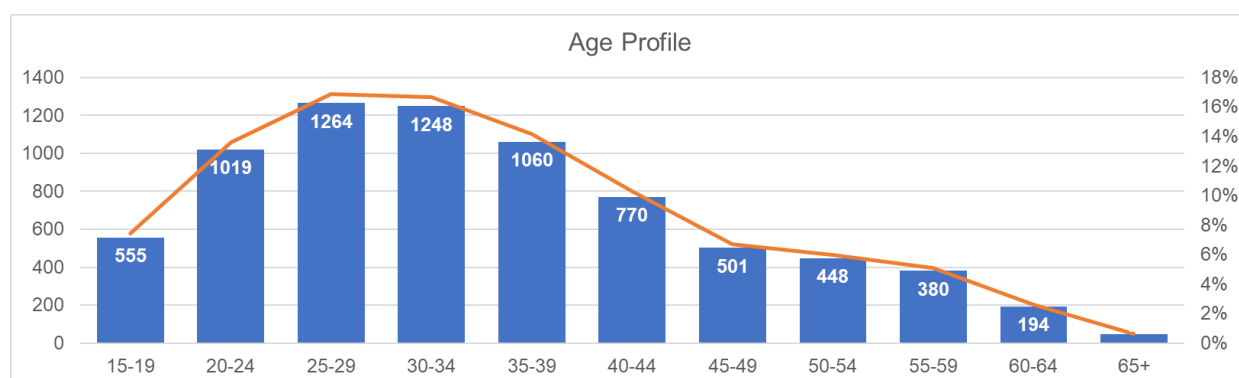
<sup>3</sup> Whilst Marriage and Civil partnership is a protected characteristic it is not a ‘relevant’ one for the purpose of the Public Sector Equality Duty

## Recruitment – advertising and applications

Our recruitment data shows that the Council advertised 455 unique posts (including multiple employee vacancies), some of the posts had to be advertised multiple times, bringing the total number of vacant posts advertised throughout the year to 576. Some of the posts advertised were multiple employee roles, meaning total vacancies advertised was 748. This generated 7,520 applications consisting of 6,434 (86%) external applications and 1086 (14%) internal applications. In addition, during the period there were three executive level posts appointed to.

Of all the applications, 4083 (54%) were female, 3437 (46%) were male.

The following chart gives a breakdown of applications by age group

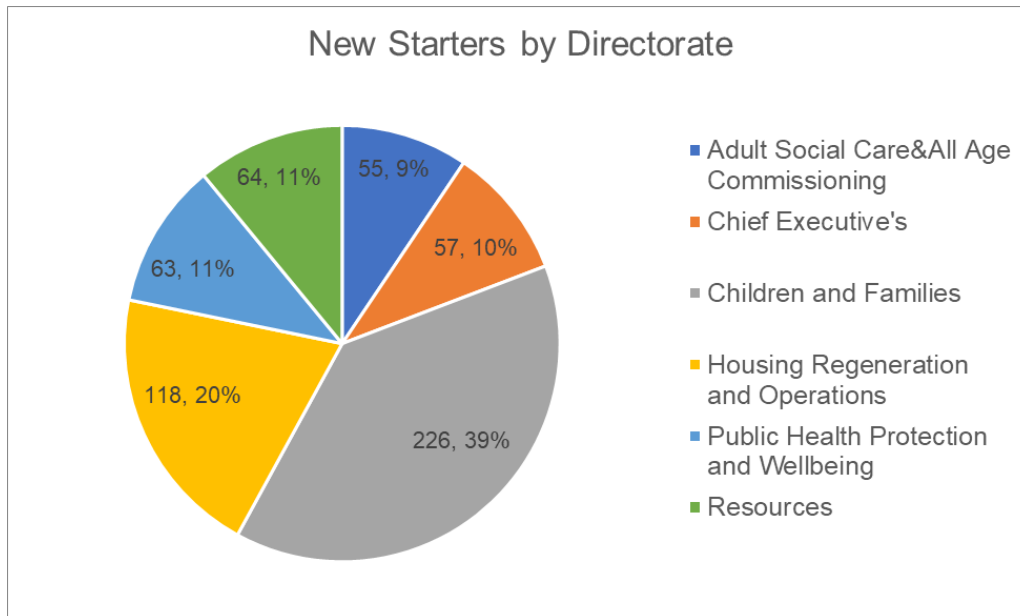


- 4529 were English/Welsh/Scott/N Irish/British – White (60%), 514 were African - Black/African/Caribbean/British (10%), 426 were Pakistani – Asian or Asian British (6%), 340 were Indian – Asian or Asian British (5%) and 221 unknown or prefer not to say (3%) with the remaining 1490 made up of other ethnic categories (20%).
- In relation to sexual orientation 261 were not specified (2%), 253 were prefer not to say (3%), 6538 were Heterosexual (87%), 246 were bisexual (3%), 172 were same sex (3%) and 50 self-described.
- 57 applications were from people declaring themselves as having a disability. 7463 (99%) declared no disability. Part of the local authority's commitment to fulfilling lives through greater independence and employment is to interview all disabled applicants who meet the minimum criteria.
- For the three executive roles appointed to over the period, 32 applications were received. Two respondents did not provide any demographic information. Of the 30 who did, the majority (43%) of applicants stated their ethnicity as White British. 73% of applicants stated they did not have a disability, with 10% of applicants stating, 'prefer not to say' and remainder did not answer. Three out of ten applicants were 35-44 years old (30%), with approximately one in four applications received from the 55-64 age group (27%). 50% of the applicants

stated they were heterosexual with one applicant who was LGBTQ+ - the remainder did not disclose. The gender split was 23% female, 77% male.

## New Starters and Leavers

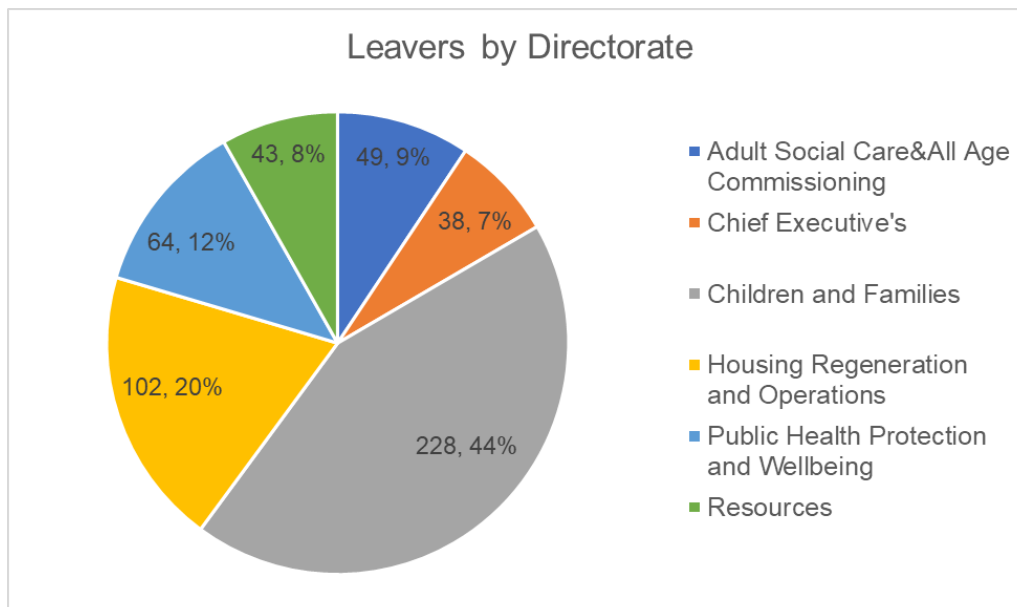
The total number of employees who started at the Council between 1st January 2025 and 31st December 2025 was 556. There were a further 467 TUPE transfers.



The graph shows how the New Starters were distributed across the organisation.

## Leavers

The total number of employees leaving the organisation was 499, of these 11 were through redundancy, 152 resigned and 141 were due to the end of a fixed term, casual or temporary contract, 69 retired with the remaining 178 were due to various other reasons. This equated to an 8% turnover rate (FTE) and a 12% turnover rate (headcount). A further 51 staff were TUPE transferred to another organisation.



## **Maternity and Paternity Leave**

Stoke-on-Trent City Council has a range of family-friendly policies and practices.

For the period 1st January 2025 – 31st December 2025, 54 employees started maternity leave and 11 of these employees returned to work in the same period. A further 43 employees started maternity leave in 2025 and returned to work in 2026. All who took maternity leave returned to work and were still with the council as of the 31st December 2025.

During this period, 18 employees took paternity leave – eleven employees took 2 weeks leave, with seven taking 1 week.

## **Pay and Grading**

Stoke-on-Trent City Council has a job evaluation scheme in place to ensure that jobs are objectively assessed, while avoiding prejudice or discrimination. All employees are paid as per the [Pay Policy Statement 2024 – 2025](#) which is reviewed on an annual basis.

As per the Equality Act 2010 (specific Duties and Public Authorities) Regulation 2017, Gender Pay Reporting Legislation requires employers with 250 or more employees to publish statutory calculations annually showing how large the pay gap is between their male and female employees. We are required to publish this data separate from this report on our own website and the Gender Pay Gap service government website. The deadline for March 2024 data publication is 30 March 2025.

## Workforce Development Opportunities

The Learning and Development team aims to support the Council's vision by designing and delivering training, aligned with the corporate priorities and strategic objectives and to ensure compliance with mandatory training. Where required external providers will be procured to deliver certain topics.

In addition to the corporate Learning and Development team the Children and Family Learning and Development Academy and Adult Social Care Workforce teams work to support their staff in designing and delivering courses that meet their specific sector needs.

Training is provided in subjects to support the skills, knowledge, behaviours and professional development across the organisation.

In 2025 employees attended the following mandatory Equality and Diversity training:

- 1333 employees completed the Equality and Valuing Diversity e-learning
- 386 employees attended the Respect and Inclusion session, as part of induction

The annual number of employees attending these courses will fluctuate dependent upon the mandatory time scales to attend refresher training and the number of new starters.

Our employees have also had access to a wide range of other Equality, Diversity and Inclusion courses, including those provided by Inclusive Employers as part of our membership courses are available via different delivery methods either face to face, online or via e-learning widening accessibility to learning.

Some of the courses accessed by our employees are:-

- Hate Crime Awareness
- Modern Slavery
- Inclusive Communications and Courageous Conversations

During 2025 we renewed our membership to Inclusive Employers recognising the benefit it gave us in accessing relevant and up to date Equality, Diversity and Inclusion information and training that we can share with staff.

Courses are made available to all employees and access or learning requirements are identified at the time of booking. Any additional support required is assessed by a teacher trained practitioner as part of the learning programme. Should additional needs be identified by the learner, a bespoke course or 1:1 on site support is made available.

## **Updates and continuing work**

The City Council is committed to reviewing and enhancing its policies, procedures, and employee benefits to create a workplace that employees take pride in. A key component of this process is the input from our employee network groups, which receive strong support from senior management. These groups help identify areas for improvement, ensuring that our employees are given the support, development, and recognition they deserve to thrive and deliver excellent service to the community. This initiative is guided by the Equality, Diversity and Inclusion Objectives 2025-2028 and the continued work of the dedicated Equality, Diversity, and Inclusion officer. Below, we highlight some of the key achievements from the past year and outline our plans to build on these efforts in 2025.

Over the past twelve months as a council, we have:

- Re-established our Early Careers Network who work with colleagues who are new to their career, new to a career in the public sector or in local government and support with learning, development, education and awareness for those in the early stages of their careers.
- Established the organisations first Women's Champions who work to promote gender equity across the organisation, raise concerns, questions or highlights from the women who make up our workforce and support the organisation and other women to ensure that our policies, practice and services are all considerate of the needs of women in our organisation and wider community.
- Developed an internal Equality, Diversity and Inclusion policy to ensure all work environments are free from all forms of discrimination as well as an Equality, Diversity and Inclusion newsletter which runs internally to improve awareness and engagement with EDI activity and progresses.
- Hosted several Hate Crime Awareness Sessions in partnership with Uniting Staffordshire Against Hate with the aim to improve knowledge and understanding of Hate Incidents and Hate Crimes and how to respond if you are a witness to a crime or have a lived experience.
- Developed our Equality, Diversity and Inclusion statement that is attached to every job description.
- Worked with our Staff Networks to deliver and attend events including attending Stoke-on-Trent Pride and Community Iftar events, plans for hosting a coaching and mentoring introductory session in the new year of 2026 for Early Careers Network members.
- Worked to develop our internal support resources around obtaining Reasonable Adjustments to support colleagues' ability to do their jobs comfortably and sustainably.
- Reassessed our process to Equality Impact Assessments to ensure quality of the documents is to the best of our ability and ensure full transparency in decision making to our colleagues and our community.

## **Race Equality Working Group and Ethnically Diverse Staff Network**

The Race Equality working group has continued to work on its action plan to strive towards achieving the targets set. Some of the key work that has taken place over the last year is:-

- Ethnically Diverse Staff Network group continues to meet bi-monthly, in addition to the Race Equality Task and Finish group
- Recommitted to the Social Care Workforce Race Equality Standards for the fifth year in a row; reviewing exit interviews, improving our data and adjusting policies to make changes and meet our statistical targets
- Established a relationship between Uniting Staffordshire Against Hate, whose mission is to educate Staffordshire on the importance of recognising and responding to hate incidents and hate crimes.
- Evaluated internal EDI training to ensure it effectively prepares staff to contribute to an anti-racist workplace.
- Created a supportive environment for staff to share their experiences and support one another

### **LGBTQIA+ Employee Network**

Over the last 12 months the network group has continued to grow, with regards to giving advice and support to not only our managers and other Local Authorities, but also to individual staff and their families:

- Our partnership with Staffordshire Police and Staffordshire Fire and Rescue continues to grow and strengthen. By working together, we are fostering a more collaborative approach to public services, benefiting both the City and the wider Staffordshire area
- We attended Stoke-on-Trent Pride in June 2025 and continue to look at how we can approach the event more collaboratively as a council but also with our local partners across the city as well as considering how we can continue embedding the principals of Pride throughout the whole year.
- The network group is proactive in raising awareness, ensuring its presence is known across all services and within every Council venue.
- The Network continues to celebrate awareness days throughout the year to ensure all Network members can get involved and create a safe space for colleagues to be their authentic selves all year round.

### **Disability & Neurodiversity Inclusion Network (DNIN)**

The Disability & Neurodiversity Inclusion Network continues to promote disability inclusion, increase awareness of neurodiversity, and encourage best practices relating to disability across all levels of the organisation. Through a combination of policy input, awareness initiatives, and direct support, the Network continues to shape an inclusive council culture that respects and values the contributions of disabled and neurodivergent staff. Its impact can be seen across several critical areas:

- Reconfirmed our commitment as a Disability Confident Employer with a goal to achieve Leader status

- The organisation has begun to look at educational opportunities for staff members to take part in to improve understanding and awareness of Disability and Neurodivergent conditions further.
- The Network continues to support in the development of our existing Neurodiversity policy.
- Network has developed a range of practical resources, toolkits, and guides specifically for neurodivergent staff and their managers.
- The Network continues to support the development of resources that will make it easier for staff to access support, guidance, and information.
- The Network offers hands-on guidance, addressing issues and uncertainties as they arise. This includes advice on compassionate communication and helping managers adopt inclusive practices.
- Collaborating with senior leadership to influence policies, strategies, and decisions
- As an expert resource for staff at all levels within the council to access, the Network reviews and advises on council policies, ensuring they align with best practices in disability inclusion.

The DNIN has not only impacted policies but has also started to profoundly influence the council's workplace culture. Its work ensures that disability and neurodiversity are integral to our understanding of diversity and inclusion. By continuing to advocate for an accessible and equitable workplace, the Network reinforces the council's commitment to a culture where all employees, regardless of ability, are respected, supported, and empowered.

### **Perimenopause and Menopause Working Group**

Over the past 12 months the council has seen its Perimenopause and Menopause Working Group grow and develop. The purpose of setting the group up was to develop an open and supportive culture for all colleagues experiencing the perimenopause and menopause. Since then, it has provided an environment which allows managers to understand how to support staff and how the perimenopause and menopause can affect individuals. The group has also given colleagues a safe place to meet with others and discuss any issues they may be having and possible improvements that could be made. This has been done through:

- Developing a learning course on the Menopause for colleagues to learn and understand more around the topic of Menopause and Perimenopause. We are excited to see this course launched in 2026.
- Access to Henpicked, offering additional resources and guidance on menopause in the workplace and how to be a menopause friendly employer.
- Hosting a Menopause Café to mark World Menopause Day and bring people together across the organisation and recruit a number of new members that wish the benefit from the work of the network throughout the organisation.
- Supporting staff through guidance and signposting to resources.
- Continuing developing a hub of information for all staff to access on our internal site.

- Updating the Menopause Policy that was initially published in October 2023 to ensure continued support for staff members going through the Menopause or Perimenopause.
- Regular group meetings hosted both virtually and in person to ensure maximum participation.
- Continued work with the charity Period Power who provide our Civic Centre with sanitary products for our staff members to use as needed.

### **Early Careers Network:**

In the last 12 months the Early Careers Network has been re-established. Whilst there are no fixed criteria to join the Network it is aimed at staff in their early local government careers, completing apprenticeship or internship, be working in an entry-level or graduate position, or even have recently changed careers. The Network aims to work with staff who are looking for support, networking and professional development opportunities. The Network have been doing this through:

- Hosting several sessions since their re-establishment including 'An introduction to coaching and mentoring'.
- Attending the organisations Equalities Board, where key stakeholders attend for the Network's members to have their voices heard.
- Working closely with the EDI Officer to continue developing resources, tools and activities that support the Networks main objectives of development, ease in adjusting, connecting and supporting members, ensuring consistency in their early experiences at the council and supporting members build their confidence in the workplace.

### **Women's Champions:**

The Women's Champions play an important role in creating a workplace where women feel heard, represented and supported since their establishment in October of 2025. Through their ongoing engagement with colleagues, they provide a trusted point of contact for raising experiences, sharing concerns and celebrating achievements. The Champions help amplify women's voices across the organisation through having representation from every directorate of the council, ensuring that lived experience informs decision-making, policy development and cultural change. Since their first meeting they have supported the organisation by:

- Beginning planning initiatives for International Women's Day 2026 including a short-term mentoring opportunity and support for a local Women's charity.
- Working closely with other groups including the Perimenopause and Menopause Working Group.
- Creating a safe, open space for colleagues who want to share experiences, seek guidance or raise concerns in a supportive environment.
- Shining a light on the contributions of women at every level of the organisation, ensuring accomplishments are recognised and valued.

### **Endometriosis Friendly**

We proudly joined the Endometriosis Friendly Employer scheme. In doing so we became only the second local authority in England to have pledged our commitment

to supporting staff with endometriosis. Since joining the scheme, we have had several employees volunteer to be Endometriosis Champions. Our Champions are dedicated to supporting colleagues, increasing awareness around Endometriosis and reinforcing our dedication to fostering a work environment that prioritises employee well-being and inclusivity.

### **Fostering Friendly**

Fostering Friendly is an initiative developed by The Fostering Network, the UK's leading fostering charity. The program helps employers adopt policies that promote fostering and offer support to their foster carer employees. Stoke-on-Trent City Council is proud to be a Fostering Friendly employer and has been actively encouraging prominent local businesses over the past year to pledge their support for children in care.

### **Celebrating our diverse culture**

As one of the largest employers in the city our employees are from diverse backgrounds, races and faiths, working together supporting our communities. We want to celebrate the culture within the council, sharing information and dates of religious festivals, national and international days and to highlight the ongoing work towards equality, diversity and inclusion. We celebrated Ramadan, International Day Against Homophobia Transphobia and Biphobia (IDAHOBiT), International Women's Day, Pride month, Learning Disability week, Black History month, Disability History Month, Diwali and Christmas, as well as many more. We have shared internal communications and hosted events where colleagues highlighted stories of the diversity of their backgrounds and experiences.

In 2026 we aim to build on our commitment to strengthen the communities understanding of what we as a council do to embrace diversity. The Equality Diversity and Inclusion Officer role will be working with our Community Cohesion team playing a key part in community engagement across Stoke-on-Trent helping to strengthen communities and making it a great place to live.

New Equality objectives have been developed and published in 2025 and are intended to help the council improve the delivery of inclusive services, employ a diverse workforce and provide equality of opportunity for all staff.

## Appendix 1 - Equality and Diversity Objectives 2025 – 2028

Stoke-on-Trent City Council is dedicated to upholding its responsibilities under the Public Sector Equality Duty. To meet this obligation, we are required to produce a set of equality objectives every four years.

The equality objectives for 2025-28 are based around the Equality Framework for Local Government. The framework has been provided by the Local Government Association and is intended to help councils improve the delivery of inclusive services, employ a diverse workforce and provide equality of opportunity for all staff. They have four modules of improvement; understanding our communities, leadership, services, and customer care, and diverse and engaged workforce. These have influenced the objectives set out below. In addition, the objectives are designed to align as closely as possible with the priorities and objectives outlined in the new Our City, Our Wellbeing strategy and the seven key priorities:

1. Healthier - Creating a healthier standard of living for all our citizens
2. Wealthier - Reducing hardship and enabling greater shared prosperity
3. Safer - Building empowered communities, safe from the threat of harm
4. Greener- Conserving our environment and living more sustainably
5. Cleaner - Working together to clean up our city and our communities
6. Fairer - Tackling inequality and improving life chances for everyone
7. Skilled – Providing opportunities for people to improve their skills and education

The Council's aim is to embed equality into being an integral part of the way the Council works at the heart of everything we do as a service provider, a decision maker, a commissioner, and an employer. We are committed to ensuring that all our staff and residents are treated equally and fairly. Outlined below are four key objectives

1. Better understand and engage with our local community
  - a. Ensure everyone has the opportunity to play a part in contributing to and influencing our approach to community engagement
  - b. Build our presence up within the community
2. Improving the diversity and cultural competence of leadership within the council
  - a. Leaders across the council who are knowledgeable advocates for the equality and diversity agenda
  - b. A more representative senior leadership team
3. Provide accessible and equal services
4. Develop a diverse and engaged workforce
  - a. Our workforce is representative of the city's diversity
  - b. A workforce that is engaged, feels safe, appreciated and has a sense of belonging

The full objective details can be found in the attached document [Equality Objectives 2025-2028](#)