

Bromsgrove District Council Equality Strategy 2026-2030

Title	Bromsgrove District Council Equality Strategy 2026-2030
Description	This Strategy sets out our commitment for progressing equality over the next two years.
Created by	Engagement and Equalities Advisor
Date created	May 2026
Maintained by	Engagement and Equalities Advisor
Next Review Date	April 2030

Version number	Modified by	Modifications made	Date modified	Status

If you need this information in another language or format, please contact us and we will do our best to help.

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Foreword

Bromsgrove is a district with strong communities, valued local traditions and a growing diversity of experiences and perspectives. As a Council, we want everyone to feel respected, included and able to access the opportunities, services and support they need to thrive.

This Equality Strategy sets out how Bromsgrove District Council will continue to promote fairness, dignity and inclusion between 2026 and 2030. It builds on the progress we have already made and reflects what we have learned through engagement with residents, community groups, partners and staff.

The strategy recognises that equality is not a separate area of work. It is an important part of how we develop services, make decisions, engage with our communities and support our workforce. By considering different experiences and understanding the barriers people may face, we can make better decisions and deliver services that are more responsive to local needs.

While Bromsgrove is often seen as a prosperous district, we know that not everyone experiences the same opportunities or outcomes. This strategy reaffirms our commitment to understanding those differences and ensuring that everyone has the opportunity to participate in community life and access Council services fairly.

As Bromsgrove prepares for significant change through Local Government Reorganisation, maintaining a focus on fairness, inclusion and understanding the needs of our communities will be more important than ever. This strategy provides a practical framework to help ensure those principles continue to guide our work in the years ahead.

I am pleased to support this Equality Strategy and look forward to working with residents, community organisations, businesses and partners to help deliver its objectives.

Councillor Karen May
Leader of Bromsgrove District Council

1. Purpose

At Bromsgrove District Council, we want everyone to be treated with fairness, dignity and respect. This Equality Strategy sets out how we will continue to do that between 2026 and 2030.

In recent years, we have listened to residents, community groups and staff to better understand people's experiences and the barriers they may face. This learning has helped shape how we deliver services, make decisions and support our workforce. While we are proud of the progress made, we recognise there is more to do.

This strategy builds on that learning and sets a clear direction for continuing to embed equality in our everyday work. Our aim is to support a district where people from all backgrounds can live, work and participate fully, and where individuals and communities feel valued and included.

The strategy will also support the Council during a period of organisational change. By maintaining a clear focus on equality, we can better understand how decisions may affect different people and communities, helping to ensure services remain fair, accessible and responsive to local needs throughout the transition to new local government arrangements.

2. Scope

This strategy applies to everyone who lives in, works in or visits Bromsgrove District. It covers all Council services and functions, our workforce and Elected Members.

It reflects the protected characteristics set out in the Equality Act 2010 and supports a consistent approach to equality across all areas of Council activity, including during any organisational change.

3. Our Legal Duties and Responsibilities

The Equality Act 2010 provides the legal framework that underpins our work on equality. It protects people from discrimination based on nine protected characteristics and places a duty on public bodies to think about equality as part of everything they do.

The Council is subject to the Public Sector Equality Duty. This means we must:

- eliminate discrimination and harassment
- advance equality of opportunity
- foster good relations between different groups

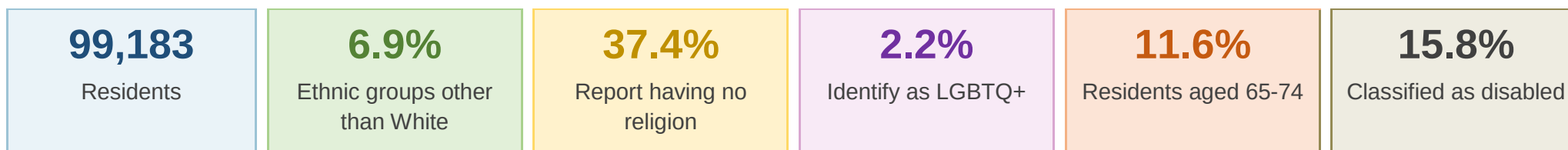
These duties reflect the way we already strive to work – by listening, learning and improving. Publishing this strategy helps us meet our legal responsibilities, but more importantly it sets out our commitment to creating a fairer, more inclusive district.

We also recognise that poverty and socioeconomic disadvantage can significantly affect people’s life chances. While not a protected characteristic in law, this remains an important consideration in how we understand inequality locally.

4. Understanding Bromsgrove District

Bromsgrove District is a place where town and countryside come together, combining Bromsgrove town, larger settlements such as Alvechurch, Barnt Green, Catshill, Hagley, Rubery and Wythall, and more than 40 parishes and villages, each with its own identity and strong sense of community. Home to around 99,200 residents, the district grew by 5.9% between 2011 and 2021 and has an older population than the national average, with a median age of 45. While the population remains predominantly White, Bromsgrove continues to become more diverse over time, with residents from a range of ethnic backgrounds, faiths, cultures and life experiences contributing to the character and identity of the district.

Understanding who lives in Bromsgrove and how the population is changing helps us recognise where barriers and inequalities may exist. Factors such as age, disability, caring responsibilities, ethnicity, faith, sexual orientation and wider socio-economic circumstances can all influence people's experiences, opportunities and access to services. This evidence provides an important foundation for delivering fair, inclusive and accessible services and for shaping the priorities of the Equality Strategy.



Age and life stage

Bromsgrove District has an older population than the national average, with a median age of 45 compared with 40 across England. Residents aged 65 to 74 account for 11.6% of the population, and the number of older residents continues to grow. This demographic change highlights the importance of accessible services, digital inclusion, prevention, health and wellbeing, and opportunities for people to remain active and connected throughout later life.

Disability, health and caring

Around 15.8% of residents report that a disability or long-term health condition limits their day-to-day activities, while more than 85% describe their health as good or very good. The district is also home to thousands of unpaid carers who provide support to family members, friends and neighbours, often balancing caring responsibilities alongside work, education and other aspects of daily life.

Socio-economic inequality

Bromsgrove is generally a prosperous district, with high levels of employment and home ownership. However, around 45% of households experience at least one dimension of deprivation, and some communities experience greater challenges relating to income, health, housing and access to services. Local evidence identifies parts of Charford, Sidemoor and North Bromsgrove as facing higher levels of deprivation than the district average.

Ethnicity and culture

The district is predominantly White, with 6.9% of residents identifying with ethnic groups other than White. While less diverse than many neighbouring authorities, Bromsgrove is becoming gradually more diverse over time. Residents come from a range of ethnic backgrounds, cultures and nationalities, contributing to vibrant communities and bringing a variety of experiences and perspectives that enrich life across the district.

Faith, belief and identity

Christianity remains the largest faith group, with around 53.5% of residents identifying as Christian, while 37.4% report having no religion. Alongside this are smaller but important faith communities, including Sikh, Muslim, Hindu, Buddhist and Jewish residents. This diversity of faith, belief and worldview contributes to the identity and community life of the district.

Sexual orientation

Around 2.2% of residents aged 16 and over identify as LGBTQ+, while a larger proportion preferred not to state their sexual orientation. LGBTQ+ residents are an important part of Bromsgrove District's communities, and people's experiences may be shaped by factors including sexual orientation, gender identity, age, disability and other aspects of identity. Creating inclusive and welcoming services helps ensure everyone can participate fully in community life.

Source: ONS Census 2021 dataset via Nomis

Bromsgrove benefits from strong communities, active voluntary and community organisations, and a high-quality natural environment. However, people's experiences and opportunities are not always the same. The evidence highlights the importance of understanding the different needs, strengths and lived experiences of residents across the district, including those who may face additional barriers or disadvantage.

By using this information to inform decision-making, service planning and engagement, the Council can help ensure services remain fair, accessible and responsive to local needs, while supporting equality of opportunity and positive outcomes for all residents.

5. Equality in Practice: What We Have Learned

Between 2022 and 2026, equality has increasingly informed how our services are designed, how investment decisions are made and how we engage with communities. Equality considerations have shaped real activity across housing, regeneration, environmental services, health, community safety and support during the cost-of-living crisis.

As a service provider, we have used community insight, feedback and lived experience to reduce barriers and improve access. As an employer, we have continued to strengthen an inclusive workplace culture, supported by fair recruitment practices, staff learning and reasonable adjustments.

5.1 Economic Development

The Council played a central role in regenerating key sites and improving housing access. This includes leading the redevelopment of the former Council House site at Burcot Lane, delivering 61 new low-carbon homes with 18 affordable units, and enabling major investments such as the £14 million housing development in Hagley. Regeneration projects and consultations, such as the Market Hall redevelopment and Local Plan engagement, ensured residents had an influential voice in shaping future development and housing provision.

5.2 Communities Which Are Safe, Well Maintained & Green

Through investment in parks and community spaces, the Council has supported wellbeing, social connection and a sense of belonging.

Improvements at Brook Road Park, alongside planned enhancements to Sanders Park Café and its car park, will improve accessibility and create more inclusive community facilities. These improvements will help ensure that people of all ages, backgrounds and abilities can access and enjoy these spaces, while encouraging greater social interaction and community participation. The Council has also supported cultural inclusion through plans for a new Fringe Festival and continued funding for community-led environmental projects through its small grants funding programme.

Equality is strengthened when neighbourhoods are safe, accessible and well maintained. The Council invested in new refuse vehicles, district-wide bin upgrades and street-cleaning machinery to improve the cleanliness and reliability of services used by all households. Environmental enforcement, including action against fly-tipping and illegal vape sales, protected vulnerable residents and helped maintain safe local environments. Community safety consultations further embedded inclusive engagement in setting local priorities.

5.3 Living Independent, Active & Healthy Lives

The Council supported opportunities for all residents to lead healthier lives, including free Couch to 5K programmes that encouraged accessible physical activity. Community events such as annual Christmas lights switch-ons promoted social cohesion and inclusion. The new energy-efficient homes at Burcot Lane also advanced equality by reducing energy bills and improving living conditions for residents at risk of fuel poverty.

5.4 Cost of Living Support & Financial Resilience

The Government's Household Support Fund (HSF), which operated until March 2026, provided targeted assistance to residents experiencing financial hardship. Working with Citizens Advice Bromsgrove and Redditch and local voluntary and community organisations, the Council helped distribute more than £189,000 of support during the final phase of the programme, including over £103,000 through local community organisations and £84,000 in direct payments to eligible households. The delivery of HSF highlighted the value of partnership working and targeted support in reaching residents most affected by the rising cost of living.

Although HSF has now ended, the Council continues to work with Worcestershire County Council and local partners to help residents access support through the new Crisis and Resilience Fund and other available assistance programmes.

5.5 Leadership, Participation and Investment

The Council demonstrated its commitment to equality through inclusive engagement and opportunities for participation. This included delivering interactive democracy sessions for students from Chadsgrove School and Specialist Sports College, helping young people with additional needs to engage with local democracy and understand decision-making processes. The Council also worked with local voluntary and community organisations to support residents facing disadvantage and to strengthen community involvement across the district. The establishment of Spadesbourne Homes Ltd created an opportunity for income generated from Council-owned housing to be reinvested into local services and priorities, supporting long-term benefits for Bromsgrove communities.

5.6 Voluntary, Community & Partnership Support

The Council continued to deliver its long-running Equality Small Grants Scheme, supporting small voluntary and community groups working with older people, disabled residents, LGBTQ+ communities, women, families, ethnic minority groups and others experiencing inequality. Over the years, the scheme has provided over £99,000 in funding to more than 90 groups, ensuring sustained investment in grassroots equality projects that directly benefit the district's diverse communities.

5.7 Workforce Development and Organisational Culture

The Council continues to promote a working environment based on fairness, dignity and respect. Learning and leadership activity, including Dignity at Work training, supports a culture where equality is part of everyday practice and service delivery. Further detail on the Council's approach as an employer is set out in section 8.

5.8 Impact and Learning

Taken together, this work shows how the Council has continued to embed equality, inclusion and fairness into everyday practice. The activity delivered between 2022 and 2026 reflects learning from previous strategies, engagement with communities and staff, and a growing understanding of how people access services and opportunities in different ways.

This work demonstrates how equality considerations are increasingly part of how the Council plans, delivers services and works with partners. The learning from this period provides a strong foundation for the Equality Objectives set out below and will continue to inform how the Council develops its approach in a practical and proportionate way.

6. Equality During Change

Bromsgrove District is entering a period of significant change as preparations continue for the transition to a new unitary authority in North Worcestershire from April 2028. Throughout this period, equality will remain an important consideration in how services are planned, reviewed and delivered. Understanding how different people and communities experience change will help ensure decisions are informed by local evidence, community insight and an awareness of potential barriers.

We recognise that change can affect people in different ways. Factors such as age, disability, caring responsibilities, income, language, rurality and digital access can influence how residents access services, information and opportunities to participate in decision-making. Considering equality impacts at an early stage helps us better understand these differences and supports fair, accessible and inclusive outcomes.

We will continue to work with residents, community organisations, partners and staff to understand lived experiences and identify emerging issues as plans develop. This will help ensure that the diverse needs of Bromsgrove's communities remain visible throughout the transition and that local insight continues to inform decision-making.

Equality will also remain an important consideration for our workforce. As organisational arrangements evolve, we will continue to support staff through fair processes, clear communication and access to appropriate wellbeing, learning and development opportunities.

The Council will continue to make appropriate use of digital technology to support service delivery and decision-making. Where digital tools are used, they will be applied in a proportionate and transparent way, with appropriate safeguards, human oversight and consideration of accessibility and inclusion.

7. Equality in Service Delivery

The Council aims to deliver services that are fair, clear, and accessible. This means taking a thoughtful and proportionate approach to equality when services are designed, reviewed, and delivered.

7.1 Thinking about Equality in Decisions

The Council has an established Equality Impact Assessment (EIA) process to help ensure equality considerations are taken into account when developing policies, reviewing services and making decisions. Equality Impact Assessments help the Council understand how proposals may affect different people and communities, identify potential barriers and consider opportunities to promote equality, inclusion and accessibility.

Equality Impact Assessments form part of the Council's decision-making framework and are completed for key decisions taken by Cabinet and Council, as well as for other proposals where there may be a significant impact on residents, communities or employees. The level of assessment undertaken will be proportionate to the scale, nature and potential impact of the proposal being considered.

The Council provides equality guidance, supporting templates and access to advice to help officers consider equality impacts in a practical and proportionate way. Rather than taking a rigid, one-size-fits-all approach, officers are expected to be able to explain how equality has been considered, drawing on available evidence, engagement findings, local knowledge and professional judgement where appropriate.

This reflects the Council's legal duties while recognising the realities of service delivery and decision-making. Equality considerations are particularly important when services are reviewed, redesigned or reduced, and as Local Government Reorganisation progresses. Considering equality at an early stage helps the Council understand potential impacts on residents, communities and the workforce and ensures these are reflected in planning, decision-making and service delivery.

7.2 Using Equality Information and Learning

The Council publishes equality information each year to show how equality is being considered across its work. This includes information about the Council's workforce including the gender pay gap, and where appropriate, people who use its services.

Reviewing this information helps build understanding of how different groups experience employment and access services, and where barriers may exist. Equality monitoring also highlights gaps in understanding and where further insight could be helpful. Monitoring activity remains proportionate and focused on supporting learning and improvement rather than meeting targets for their own sake.

7.3 Equality in Commissioning and Procurement

Many services are delivered by partner organisations, and the way services are bought and commissioned can influence people's experiences. When procuring goods and services, whether delivered directly by the Council or on its behalf, the Council considers equality, fairness and accessibility in a proportionate way.

Suppliers and partners are expected to share a commitment to inclusive and respectful practice and to meet their responsibilities under equality law. By being clear about expectations and encouraging fair access to opportunities, including for local businesses and community organisations, the Council seeks to ensure public money is used responsibly and supports positive outcomes for people who live, work or visit the district.

8. Equality as an Employer

Our workforce plays a vital role in delivering services. Creating an inclusive working environment helps staff feel respected, supported and able to do their best work.

Equality in employment is about embedding it in everyday practice, supported by policies, training and leadership. Delivering learning around dignity at work, inclusion and respectful behaviour helps ensure equality is not treated as an add-on, but as part of how the organisation operates.

As the Council prepares for the transition to a new unitary authority as part of Local Government Reorganisation, we will continue to support staff through fair processes, clear communication, opportunities to engage with change and access to wellbeing and development support. We recognise that organisational change can affect people differently and will continue to consider equality, diversity and inclusion throughout the transition. This learning-based approach will help support staff wellbeing, resilience and fair decision-making.

Embedding equality within workplace culture helps ensure the Council remains a place where people feel respected, valued and supported to work collaboratively, contribute their skills and experience, and deliver inclusive, high-quality services for our communities.

8.1 Equality in Everyday Employment Practice

The Council has a range of employment policies that apply to all staff and prospective employees. These policies set shared expectations around behaviour, fairness, support and accountability, helping to create a working environment that is inclusive and respectful.

Rather than being viewed as stand-alone documents, these policies support everyday practice — guiding how people are treated, how issues are addressed and how decisions are made. They cover areas such as equality of opportunity, dignity at work, flexible working and work–life balance, and provide a framework for preventing and addressing discrimination, bullying and harassment. The Council keeps these policies under review to ensure they continue to reflect how the organisation works and evolves.

8.2 Learning and Support for an Inclusive Workplace

An inclusive working culture relies on people having the confidence, awareness and understanding to apply equality principles in their roles. Equality learning supports this by encouraging reflection on how behaviours and decisions affect colleagues and the communities the Council serves.

The Council's approach to learning is shaped by its wider values and culture, and is embedded through a range of activity, including Dignity at Work training, induction, refresher learning, targeted workshops and access to guidance and resources. This supports a consistent approach across the organisation, in the same way that equality learning informs service design and delivery.

This approach helps to:

- promote fair and respectful behaviour at work
- support inclusive leadership by managers and Members
- recognise and value different perspectives and experiences
- build confidence in addressing issues such as discrimination, bullying or harassment
- maintain a working environment where people feel safe, valued and supported

As the Council prepares for the transition to a new unitary authority, supporting an inclusive workplace will remain important. We will continue to provide staff with learning, guidance and support that helps them understand and apply equality principles in their day-to-day roles. Maintaining a positive and inclusive culture will help support staff wellbeing, resilience and fair decision-making, while ensuring employees feel respected, valued and able to continue delivering high-quality services for our communities.

9. Engagement and Listening

The Council believes that listening to people helps us make good decisions. Engagement is about learning what matters to people and understanding how Council decisions may affect them. By hearing from a wide range of voices, the Council can build a better picture of local needs and use this insight to help shape services, policies and partnership work where appropriate.

9.1 How We Approach Engagement

The Council's Engagement Policy sets out how engagement is planned and delivered. It reflects learning from previous activity and supports an approach that is flexible, proportionate and suited to different communities.

Engagement is planned based on who the Council needs to hear from and the most appropriate ways to involve them. In practice, this means the Council seeks to:

- plan engagement proportionately and make effective use of available resources
- encourage participation from a wide range of people, including those less likely to take part
- provide suitable opportunities for involvement, recognising different needs and circumstances

Good engagement is not just about collecting feedback. It is also about being open and realistic about what can be influenced, and using what people tell us to improve understanding over time. The Council seeks to be clear about why engagement is taking place and how feedback will be used to help manage expectations.

Where appropriate, engagement insight is considered alongside other information to help inform decisions within available resources. Over time, this approach supports stronger relationships with communities and more meaningful ongoing conversations.

The Council's Engagement Policy sets out how we will continue to involve residents, communities, partners and staff in decisions that affect them. As the Council prepares for the transition to a new unitary authority, engagement will remain an important way of understanding different experiences, identifying potential barriers and ensuring a wide range of voices are heard. The insight gained through engagement helps build our understanding of local needs and supports informed, fair and inclusive decision-making. By listening to people and learning from their experiences, we can continue to develop services and policies that are responsive to the communities we serve.

10. Measuring Progress

Measuring progress helps the Council understand how well it is meeting its commitment to equality, accessibility and inclusion. We use information, feedback and insight to understand how people experience our services, identify areas of good practice and highlight where further action may be needed. Sharing this information helps support openness, learning and informed decision-making.

The Equality Strategy 2026-2030 builds on the learning, achievements and experience gained through the Council's Equality Strategy 2022-2026, while responding to current priorities and future challenges.

An annual update on progress against this strategy will be provided through the Council's reporting arrangements. This will include key achievements from both the current and previous Equality Strategy, helping to demonstrate the difference this work is making, support accountability and identify opportunities for further improvement. As the strategy is implemented, we will continue to review and strengthen our activities in response to feedback, emerging needs, changing legislation and best practice. In terms of measuring success, we will develop a performance evaluation and reporting framework which will align with the priorities set out in the strategy.

11. Equality Objectives 2026-2030

The Council publishes equality objectives to guide its approach to equality, diversity and inclusion over the period 2026 to 2028. These objectives provide a clear focus for how the Council will continue to embed equality in its work, particularly as it operates within a changing local government context.

Objective 1: Continue to Deliver Fair and Accessible Services

Continue to deliver services that are fair and accessible by identifying and addressing barriers where reasonable and proportionate, and keeping services under review to ensure they meet local needs.

Objective 2: Strengthen Inclusive Engagement and Communication

Strengthen engagement and communication so that residents are informed and able to share their views, in line with the Council's engagement approach.

Objective 3: Improve Understanding of Our Communities and Support Inclusion

Improve understanding of local communities to support inclusion, promote respect and strengthen community cohesion.

Objective 4: Support an Inclusive and Representative Workforce

Support an inclusive workplace where employees feel respected, supported and able to contribute, promoting fairness across recruitment, development and progression.

12. Equality Action Plan

The Equality Action Plan translates these objectives into practical actions. It focuses on continuing to embed equality into everyday work, supporting learning and preparing for future change. The plan will be kept under review to ensure it remains relevant, proportionate and effective.

13. Contact Us

We welcome feedback and involvement from residents, partners and community groups.

Email: equalities@bromsgroveandredditch.gov.uk.

If you need this information in another format or language, please contact us and we will do our best to help.

Equality Action Plan 2026 - 2030		
Theme	What we will continue to do	Examples of how these are being delivered
Understanding Our Communities Better <i>(Supports Objectives 1, 2 & 3)</i>	• Use available information (including service feedback, engagement, complaints and partner insight) to understand how people experience services and identify any differences between groups • Apply this understanding to inform service planning, review and improvement • Where analytical tools or AI-supported insight are used, remain mindful of limitations and potential bias, and balance this with professional judgement and local knowledge. • Use available evidence to consider potential equality impacts linked to service change, including work associated with the Local Government Reorganisation.	Equality Impacts: Equality considerations built into quarterly performance and service monitoring reports to support informed decision-making. Service Feedback and Complaints Data: Using feedback and complaints data to identify recurring themes and improve services, including understanding differing experiences across groups. Equality Data and Evidence: Using available data proportionately to inform service planning, policy development and Local Government Reorganisation activity. Family Hub Services: Using tools such as pre- and post-questionnaires to measure the outcomes, understand impact and improve delivery.

		Using Insight to Inform Strategy: Applying consultation findings and local evidence to inform strategies including in our Shared Homelessness Strategy.
Making Our Services Easier to Access and Use <i>(Supports Objectives 1 & 2)</i>	• Apply the Council's approach to equality (Section 7) within service design and policy development. • Use feedback and insight to identify and address barriers to access where reasonable and proportionate • Communicate clearly with residents about service changes, including those connected to the Local Government Reorganisation. • Where reasonably practicable, ensure public-facing information reflects accessibility guidance and good practice. • Keep services under review to help understand how changes may affect different residents and communities over time.	Parkside Access Audit: Improving access to services by identifying barriers and implementing reasonable adjustments. Inclusive Play Audits: Creating more inclusive environments by reviewing accessibility across public spaces and delivering targeted improvements. Social Housing Allocations Policy Review: Improving fairness and accessibility through inclusive policy development supported by Equality Impact Assessments. Equality in Decision-Making: Embedding equality considerations within committee reports to support transparent and informed decisions. Consultation and Service Design: Engagement activities such as the Local Plan consultation used to shape services and policies based on resident feedback. Clear and Accessible Communication: Providing information in plain English and accessible formats when services or policies change.
Listening to People and Supporting Their Involvement <i>(Supports Objectives 2 & 3)</i>	• Deliver engagement activity in line with the Council's approach (Section 9), providing opportunities for people to be involved in local decision-making • Work with voluntary, community, cultural and faith organisations to support dialogue and improve understanding • Where appropriate, use accessible communication tools to help widen participation. • Consider engagement findings alongside other information to help inform decisions and service development over time.	Community Engagement Activity: Delivering engagement linked to regeneration, housing and service planning. Inclusive Engagement Methods: Using a mix of digital and non-digital approaches (e.g. online surveys, paper forms, face-to-face engagement) to reach diverse communities. Annual Places Survey and Budget Survey: Informing service improvement through regular corporate and service surveys and the effective use of resident feedback.

		Partnership Working: Working with voluntary, community and faith organisations (e.g. Bromsgrove Community Wellbeing Theme Group, Family Hub Network) to strengthen engagement and understanding. Community Collaboration: Working with residents and groups (e.g. allotment associations) to co-design services and improve local spaces.
Bringing Communities Together and Valuing Differences <i>(Supports Objectives 2 & 3)</i>	• Support inclusion and community cohesion through partnership-led activity, where resources and capacity allow. • Maintain awareness of hate crime reporting processes and use available information to help understand local issues and trends. • Continue to engage with voluntary and community sector organisations during periods of change. • Take care to ensure Council communications are respectful and inclusive, including where AI-supported tools are used.	Community Investment Fund and Equality Small Grants Scheme: Strengthening community cohesion and shared spaces by supporting inclusive, community-led activity, with over £1 million invested through the Community Investment Fund and £10,000 through the Equality Small Grants Scheme. Community Safety and Prevention: Delivering coordinated programmes to support safety and security, including prevention activity, awareness campaigns, Designing Out Crime initiatives and partnership working through the Safer Bromsgrove Tasking Group. Neighbourhood Services and Local Environment: Providing reassurance and helping to reduce anti-social behaviour and improve local environments, by working with partners to carry out Community Safety Assessments and Environmental Visual Audits. Hate Crime Awareness and Reporting: Raising awareness and promoting support services through engagement and campaigns to increase reporting and ensure safe, accessible systems for vulnerable victims and witnesses. Community Engagement and Involvement: Delivering events, outreach and engagement activity to raise awareness, alongside supporting volunteering, community-led initiatives and groups (including SEND networks) with resources, venues and connections.

Supporting our Workforce and Building an Inclusive Workplace (Supports Objective 4)	• Use workforce equality information already collected to help understand staff experiences and identify patterns over time. • Provide managers and Elected Members with guidance and advice to support fair, inclusive leadership and everyday decision-making. • Build on existing learning and development activity to promote inclusive ways of working, support wellbeing and encourage fair treatment at work. • Where new technology is used in workforce-related processes, consider potential equality implications and maintain appropriate human oversight. • Continue to promote awareness of wellbeing support and encourage a working environment where staff feel able to seek support when needed.	Workforce Data and Insight: Improving equality data within HR systems to better understand staff experiences and inform workforce planning. Training and Development: Delivering equality, diversity and inclusion training to staff, managers and Members to support inclusive leadership. Wellbeing Support: Promoting the Employee Assistance Programme and wider wellbeing support to staff. Inclusive Policies: Ensuring HR policies reflect inclusive practice and support fairness. Staff Engagement: Delivering the annual Staff Survey and using findings to improve workplace culture and staff experience.
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