

REPORT TITLE: EQUALITY, DIVERSITY AND INCLUSION – ANNUAL EQUALITY REPORT 2025/26

16 JULY 2026

REPORT OF CABINET MEMBER: CLLR BECKER – CABINET MEMBER FOR HEALTHY COMMUNITIES

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WARD(S): ALL

PURPOSE

The Equality Act 2010 requires public authorities to publish information to demonstrate their compliance with the Public Sector Equality Duty and its own equality duties.

Attached as Appendix 1 to this report is the Annual Equality Monitoring Report 25/26 which summarises the activities undertaken across the council during the year demonstrating compliance with the requirements set out in the Equality Act 2010.

RECOMMENDATIONS:

1. Notes the council's equality work undertaken during the past year and notes the progress achieved towards the council's Equality, Diversity and Inclusion Action Plan

IMPLICATIONS:1 COUNCIL PLAN OUTCOME

Achieving equality, diversity and inclusion for all residents, employees, service users and visitors to the Winchester district is essential for the successful delivery of all Council Plan priorities.

2 FINANCIAL IMPLICATIONS

Delivery of the council's equality duties have been met from existing budgets for each service, including training and there are no additional financial implications.

3 LEGAL AND PROCUREMENT IMPLICATIONS

The council has a statutory duty under section 149 of the Equalities Act 2010 that requires all public bodies to consider the needs of all individuals in their day-to-day work – in shaping policy; in delivering services; and in relation to their own employees. The Public Sector Equality Duty (PSED) is a duty on public bodies and others carrying out public functions.

This report is issued as part of our statutory duties under the Public Sector Equality Duty which requires public authorities to publish information at least once a year to show how they have complied with the equality duty.

To ensure continued compliance with our legal obligations, this report forms part of the annual workplan for the equality, diversity, and inclusion corporate workstream. There are no procurement implications arising from the content of this report.

4 WORKFORCE IMPLICATIONS

No additional resources required.

5 PROPERTY AND ASSET IMPLICATIONS

None arising from the content of this report, however in making any decision that relate to property and assets, such as whether or not to dispose and acquire, which mechanism and the property and/or project development, the PSED objectives must be taken into consideration. A further consideration will be whether public property and assets are able to comply with the PSED such as design and access

6 CONSULTATION AND COMMUNICATION

Consultation on the content of the report has taken place with Executive Leadership Board (ELB) and the Cabinet member for Healthy Communities. The Equality, Diversity and Inclusion officer group meets regularly, and

reviews progress the council is making on equality issues at its quarterly meeting.

7 ENVIRONMENTAL CONSIDERATIONS

There are no environmental implications arising directly from this report.

8 PUBLIC SECTOR EQUALITY DUTY

This report has been prepared to fulfil the council's requirements under the Public Sector Equality Duty and reports on the progress achieved during 2025/26 against the agreed objectives.

9 DATA PROTECTION IMPACT ASSESSMENT

- 9.1 None required because there is no processing of personal data, or where there is processing it does not result in a high risk to the rights and freedoms of a person or persons directly or indirectly identified.

10 RISK MANAGEMENT

Risk	Mitigation	Opportunities
Financial Exposure: Failure to comply with the Public Sector Equality Duty could result in additional costs of remedial work or delay of policy implementation; or the cost of legal challenge through Judicial Review.	The council, in the exercise of all its functions, has due regard to the Public Sector Equality Duty. All decision reports have a section highlighting the necessary considerations regarding the PSED. Equality impact assessments (EIAs) are used to systematically consider equality opportunities when making a decision and is a key mechanism that allows the council to understand and work with our communities.	None.
Exposure to challenge: Failure to comply with the Public Sector Equality Duty could result in legal challenge through Judicial Review by the ECHR or dissatisfied persons / groups.		Non-compliance could lead to challenge and litigation.
Reputation: Failure to comply with the Public Sector Equality Duty could result in legal challenge through Judicial Review which could cause adverse publicity and reputational damage to the council.		Correct compliance results in due regard for all sectors of the community and enhances the council's reputation.

Achievement of outcome: Failure to comply with the Public Sector Equality Duty could result in legal challenge resulting in decisions being overturned by the courts. Policy implementation could also be delayed		None.
Innovation		Innovative ideas and design maybe required to ensure compliance. Increased innovation leads to a more inclusive community which is at the heart of the PSED
Local Government Reorganisation – negative impacts on staff and staff disengagement from underrepresented groups	Inclusive leadership, workforce engagement and inclusive communication throughout the preparation leading up to Vesting Day.	Empowering staff voice and co-design

11 SUPPORTING INFORMATION:

- 11.1 As a public sector organisation, the council has a statutory duty to ensure that equality and diversity are embedded into all its functions and activities as required by the Equality Act 2010.
- 11.2 The Equality Act 2010 introduced a Public Sector Equality Duty. This Duty includes the General Duty and the Specific Duties. The General Duty requires public bodies to consider how the decisions that they make and the services they deliver, affect people who share different protected characteristics. The General Duty has three main aims. It requires public bodies to have ‘due regard’ 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

11.3 This Committee approved the council's Equality, Diversity and Inclusion Framework at its meeting on 25 February 2025 (Report AG149 refers) and with it the council's equality objectives which are:

- **Understanding and working with our communities.** We will embed diversity in decision making processes, ensuring representation from all sections of our communities and making sure our decisions are based on good quality data. We will improve and develop our consultation and engagement processes and seek to inform and involve all sections of the community, but particularly disadvantaged and excluded groups, in the development of our policies and the services we provide.
- **Leadership, partnership and organisational commitment.** We are committed to delivering effective leadership at every level and developing partnerships which prioritise equality, diversity and inclusion
- **Responsive services and customer care.** We are committed to ensuring everyone can access our services and that any barriers are promptly identified and eliminated. Resources are directed to where residents need them most.
- **Diverse and engaged workforce.** We recognise the value and significance of a diverse and inclusive workforce. We will take positive steps to promote equality in employment by developing a flexible, professional and skilled workforce that is representative of the communities that we serve.

11.4 This report provides the second annual update on the progress that the council has achieved against its Equality Action Plan, adopted by this Committee on 25 February 2025.

11.5 Appendix 1 provides a monitoring report that gives examples of the work undertaken across the council during the course of the year evidencing the council's commitment to integrating the principles of equality, diversity and inclusion into everything it does. An update is also provided against the actions included in the Equality, Diversity and Inclusion Action Plan.

12. Local Government Reorganisation

12.1 As Winchester City Council prepares for Local Government Reorganisation and Vesting Day on 1 April 2028, our approach to our Equality, Diversity, and Inclusion priorities need to consider proactive transition management as well as business as usual. The establishment of the Shadow Authority within the next year, ahead of the vesting date for the new Mid-Hampshire Unitary Authority in April 2028, demands a rigorous dual-track strategy for our equality objectives.

12.2 To ensure maximum efficiency, the council will focus on the following three core operational principles:

- **Maximising 18-Month Deliverability:** We are prioritising mature, ongoing, or fully funded initiatives that directly impact our residents right now. Focusing resources on these frontline community and casework delivery areas ensures Winchester City Council continues to meet its Public Sector Equality Duty (PSED) effectively without requiring new legislative or structural overhauls during its remaining term.
- **Workforce Resilience and Stability:** Organisational mergers create natural uncertainty for staff. We are deliberately frontloading internal workforce actions, such as staff-led equality networks, corporate forums, and targeted mental health and change-management provisions to use our EDI framework as a mechanism for supporting staff through local government reorganisation. A supported, engaged workforce is a prerequisite for a successful transition.

12.3 Attached to the EDI Annual Report is an update on the progress achieved against the actions included in the Action Plan that was adopted by this Committee at its meeting on 25 February 2025 (Report AG149 refers).

13. OTHER OPTIONS CONSIDERED AND REJECTED

13.1 Not applicable as the publication of an annual equalities report, at least every four years is a statutory requirement under the Equality Act 2010.

BACKGROUND DOCUMENTS:-

Previous Committee Reports:-

AG149 Equality, Diversity & Inclusion Policy Framework

AG161 Equality, Diversity & Inclusion Report 2024/25

Other Background Documents:-

Local Government Association Equality Framework for Local Government

APPENDICES:

Appendix 1 Equality, Diversity and Inclusion Annual Monitoring Report 2025/26



Equality Monitoring Report 2025/26

Introduction

The council has a statutory duty under both the Equality Act and subsequent Public Sector Equality Duty to ensure that equality and diversity are embedded into all its functions and activities.

As a public sector organisation, we must have 'due regard' 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

To ensure transparency, and to assist in the performance of this duty, the Specific Duties require public authorities to publish:

- Equality objectives, at least every four years; and
- Information to demonstrate their compliance with the public sector equality duty.

This annual Equality Monitoring Report is one way in which the Council is demonstrating its compliance with the duty. It aims to highlight how the council is working towards its equality objectives as set out below.

Equality objectives

To meet the requirements of the Equality Act, the council set out its equality objectives in the Equality, Diversity and Inclusion Policy and grouped these under the following four performance areas:

- (1) **Understanding and working with our communities.**
We will embed diversity in decision making processes, ensuring representation from all sections of our communities and making sure our decisions are based on good quality data. We will improve and develop our consultation and engagement processes and seek to inform and involve all sections of the community, but particularly disadvantaged and excluded groups, in the development of our policies and the services we provide.
- (2) **Leadership, partnership and organisational commitment.**
We are committed to delivering effective leadership at every level and developing partnerships which prioritise equality, diversity and inclusion.

(3) **Responsive services and customer care**

We are committed to ensuring everyone can access our services and that any barriers are promptly identified and eliminated. Resources are directed to where residents need them most.

(4) **Diverse and engaged workforce**

We recognise the value and significance of a diverse and inclusive workforce. We will take positive steps to promote equality in employment by developing a flexible, professional and skilled workforce that is representative of the communities that we serve.

These performance areas also align with the Local Government Association's Equality Framework for Local Government and are being used to benchmark our equality success.

Progress against our equality objectives

Objective 1: Understanding and working with our communities

The council has made it a priority in its Council Plan under the Listening and Learning heading to better engage with under-represented groups, so everyone in the district can have their say.

Examples of this include:

- The Communities Team supported the development of the Stanmore Network by promoting collaborative working and funding training through Community First. This led to initiatives to improve local access to activities, including Youth Options delivering indoor youth sessions at The Carroll Centre. Work on addressing food insecurity also progressed, with the team supporting the community allotment and helping the pantry increase access to fresh food through Fareshare.
- Over the past year, a range of support has been provided to Ukrainian guests under the Homes for Ukraine programme, including community coffee sessions, visa support hubs, and targeted grant funding. These initiatives reached a wide group of residents, helping them transition to the Ukraine Permission Extension Scheme and access £32,130 in financial support, primarily for children, community activities, transport, and language needs. The combined approach addressed barriers such as financial hardship, language differences, and social isolation through accessible, tailored support, while promoting integration and community cohesion in line with the Public Sector Equality Duty.
- Supported the organisation of a young person's open mic night. This project embedded equality, diversity and inclusion throughout its design and delivery by placing young people—often underrepresented in cultural decision-making—at its centre. Through accessible and participatory engagement

methods, a diverse range of young people helped shape the programme, identifying barriers such as cost, accessibility and lack of safe spaces. The project addressed these challenges by delivering a free, inclusive event and creating opportunities for young people to build skills and take active roles in delivery, thereby improving access, promoting inclusion, and supporting pathways into the cultural sector.

- Delivered The Live Longer Better Project which aims to support older residents to stay active and help them to feel fit, strong, energised and also stay socially connected.
- Held four drop-in public information engagement events so local people can learn more about the Community Governance Review for the Winchester Town area.
- Hosted Central Winchester Regeneration drop-in events to give residents an update on plans and ask any questions about the progress of the project.
- Developed the councils' Preventing Homelessness Strategy published in November 2025; there was a broad range of consultation during the development of the strategy and its' aims and objectives including targeted consultation with vulnerable groups and those with lived experience who have been affected by homelessness or rough sleeping.
- Delivered school holiday activity programmes to ensure our communities have access to regular opportunities to improve their physical and mental health.
- Provided a range of sports for residents with disabilities, including disability tennis, football and swimming.
- In association with Everyone Active working in partnership with Active LD to deliver low level circuit classes, which are designed to support individuals with a disability.
- Hosted the annual Mayor of Winchester's Community Awards on 12 March recognising the contributions by individuals and groups across the district who go above and beyond in service to others.

Case Study:

Live Longer Better Programme

The Council's Communities & Wellbeing team has prioritised understanding the specific needs of our older residents to address health inequalities and improve access to services. Through the Live Longer Better programme, the council embedded a strong co-production approach to actively involve individuals in sheltered housing, care homes, and those living independently who are at risk of inactivity and social isolation. Rather than adopting a top-down model, the team gathered vital lived-experience insights using informal, accessible engagement methods such as coffee mornings and one-to-one conversations. This direct community insight ensured that activities were tailored to diverse physical abilities, health conditions, and preferences. By delivering sessions in local, familiar settings, the programme successfully removed barriers related to transport and confidence. This targeted approach has ensured that previously underrepresented and isolated groups are actively

Objective 2: Leadership, partnership, and organisational commitment

During 2025/26, the council has demonstrated leadership, partnership and organisational commitment to equality, diversity and inclusion through the following actions:

- The council commissioned LUC to carry out the EqIA alongside a Health Impact Assessment, Sustainability Appraisal, and Habitats Regulations Assessment as part of an integrated approach to impact assessment throughout the plan-making process. The EqIA of the Main Modifications found that most policies have positive, neutral, or mixed impacts across protected characteristics and are broadly compatible with the three key duties of the Equality Act 2010, a conclusion that has been endorsed by the Local Plan Inspector's Report.
- The council-led Social Inclusion Partnership had lost momentum through a combination of apathy amongst member organisations and competing priorities for the council team leading the work. The Partnership has been relaunched as the Communities Inclusion Partnership, with a review of priorities and a less resource intensive, but more focused, approach. This brings diverse community and private sector organisations together, successfully fostering collaboration and connecting groups such as Citizens Advice and youth counselling services to strengthen district-wide support.

- An EDI Officer group has continued to meet regularly through the year with participants from Policy, HR, community teams, housing and corporate communications. The group has provided a valuable network to enable discussions on equality matters to take place and share example of activities and projects impacting on equality issues.

Equality Impact Assessments (EIAs)

An Equality Impact Assessment (EIA) provides a structured approach to considering equality, inclusion and diversity in decision-making, and is a key mechanism for helping the council understand and engage effectively with its communities. The council has maintained a well-established and effective EIA process for many years, with consistency in assessments strengthened through regular workshops and training for officers responsible for completing EIAs. This is further supported by a comprehensive toolkit, policy and guidance to ensure officers are equipped to complete high-quality, consistent assessments.

The Policy Team has continued to provide support to officers and review EIAs to not only ensure consistency, but also to identify and action any overarching trends. During the year the team also delivered training to officers to support officers to completed Equality Impact Assessments.

During 2025/16, we published 9 equality impact assessments on the council's website as part of Cabinet reports along with individual EIAs relevant to each of the updated Housing policies, adopted by Cabinet Committee: Housing.

Going forward the Equality, Diversity and Inclusion (EDI) Officer Group will be reviewing draft Equality Impact Assessments (EIAs) to provide constructive challenge, expert advice and assurance that potential impacts on different protected groups have been fully considered. The group examines the evidence, analysis and proposed mitigations within each assessment, helping authors identify any gaps, strengthen their assessment of equality impacts, and ensure compliance with the Public Sector Equality Duty. This review process supports informed decision-making and promotes the development of policies, programmes and services that are fair, inclusive and accessible to all

**Case Study:
Spaces of Sanctuary Project**

The Communities' Team has demonstrated a clear commitment to delivering effective leadership and building inclusive partnerships through the district-wide Spaces of Sanctuary project. This initiative supports local organisations in providing welcoming, safe environments where residents can seek guidance without fear or prejudice. To drive standards across the network, the council developed and rolled out online Equality, Diversity, and Inclusion (EDI) training covering critical topics such as embedding inclusion, identifying barriers, and tackling bias. This training has been widely adopted by external partners for their own internal development and was used to launch the council's new Staff Identity Network Groups. By proactively expanding the scheme, including an innovative awareness campaign in public facilities - the council has grown the network to 25 registered spaces.

Objective 3: Responsive services and customer care

- The new build River Park Pavilion replaced an outdated, inaccessible cricket pavilion with a new, fully inclusive facility designed to modern accessibility standards. It introduced step-free access, accessible changing rooms and toilets, improved layouts for wheelchair use, and enhanced lighting and wayfinding, alongside flexible spaces for wider community use. By removing physical barriers, enabling participation for people of all abilities, and creating a shared community venue, the project supports equality of opportunity, reduces discrimination, and promotes inclusion and social interaction in line with the Equality Duty.

Case Study

Winchester Personal Bests & Aqua Bests Events

The council is dedicated to ensuring that its services are responsive to the needs of all residents by identifying and promptly eliminating barriers to access. The Winchester Personal Bests & Aqua Bests events provide a fully inclusive, supportive, and structured environment specifically designed for individuals with learning disabilities, physical disabilities, and autism, a demographic significantly less likely to access traditional sports provision. To ensure customer care was tailored appropriately, reasonable adjustments were embedded throughout the delivery, including autism-friendly environments, adapted communication formats, and specially trained volunteers, earning the event official Autism Friendly status from the National Autistic Society. By directing resources to where they are needed most, this responsive service acts as a vital gateway, successfully building participant confidence and actively signposting individuals into sustained local sporting pathways such as football, boxing, yoga, and parkrun.

Objective 4: Diverse and engaged workforce

Over the past year, the council has worked to be an employer of choice, creating a workplace that is inclusive and welcoming to everyone.

- Continued to operate a hybrid working approach enabling staff to work a blend of in office and remote working whose job role and job duties are suitable for hybrid working.
- The council is an accredited Living Wage Employer.
- The refreshed Staff forum, which has a representative from all the services of the council, is an inclusive safe and welcoming place to share feedback with management.
- Staff Identity Network Groups (SINGs) the council is proud to champion diversity and inclusion, and the forming of SINGs creates a safe and welcoming spaces where staff can connect through shared aspects of identity or lived experience, inspire and support one another, and contribute positive change across our organisation.
- Included in the Workforce Report 2025/26 (Report AG186) is a section that provides data on the gender profile of the council. Employees are encouraged to update their ethnicity and disability status on a voluntary basis to facilitate equality monitoring and improve our workforce data.

Case Study:

Domestic Abuse Housing Alliance (DAHA) Intersectionality Project

Developing a diverse, engaged, and culturally competent workforce requires equipping staff with the analytical tools to understand how different forms of disadvantage overlap. Through the council's ongoing commitment to the Domestic Abuse Housing Alliance (DAHA) accreditation, Housing Operations established a dedicated priority area focused on intersectionality and anti-racist practice. While experiencing leadership transitions in this specific strand, the council-maintained momentum via its Operational Group to ensure continuity. Frontline staff conducted comprehensive research and analysis into homelessness approaches over a three-year period where domestic abuse was a factor. By evaluating case data through the lens of protected characteristics and demographics, the workforce has gained a deeper, data-driven understanding of client needs and service gaps. This active engagement with equality data empowers staff to recognise where individuals face multiple, intersecting disadvantages, driving service improvements across the wider partnership and fostering a more responsive workforce culture.

Additionally, the council continues to:

- Publish and report on the Gender Pay Gap in accordance with UK legislation, ensuring compliance with Equality and Human Rights Commission requirements.
- Report annually on the composition of its workforce to the Audit and Governance Committee.
- Meet the commitments as a Disability Confident Employer by ensuring that all disabled applicants who satisfy the essential criteria for a role are offered a guaranteed interview
- Undertake an annual staff satisfaction survey, analysing results by protected characteristics. This year's survey, we will be using staff forum and SING's to support the Employee Survey action plan. We will no longer be collecting data on Age, Gender or length of service.
- Provide comprehensive health and wellbeing support to all staff, including access to Mental Health First Aiders, Domestic Abuse Advocates, and an external counselling service.

Equality, Diversity and Inclusion Action Plan

Monitoring Report – June 2026

No.	Action	Responsible	Target date	RAG	Progress updates
Objective 1: Understanding and working with our communities					
1.1	Develop and publish updated housing consultation and engagement plan	Charlotte Bailey	Feb 2027 for remaining items (Original March 2025)		Transparency, Influence and Accountability (TIA) HQN Mock inspection - complete (June 2026). TIA Self-Assessment nearing completion in preparation for Social Housing Regulator Inspection - (date TBC). Tenant Partnership and Engagement Plan 2025-2030 – complete; and formally adopted through Cabinet Committee: Housing (Feb 2026). EqIA – complete. Further supporting policies and procedures in development include: • Tenant Partnership Team Operational Procedure • Resident Consultation and Coproduction Policy • Digital Engagement and Social Media Policy • Communication and Feedback Procedure • Household Data Collection Strategy (includes the development of an 'Ethical Data Collection Toolkit' and the Tenant Voice Panel). Target completion date: Feb 2027
1.2	Finalise and launch Listening Better Toolkit	Simon Howson	Sept 2026 (Original March 2025)		There has been a delay in progressing the guidance which builds on our existing approaches to engagement owing to staff vacancies and available resources. This work will be completed by September 2026

No.	Action	Responsible	Target date	RAG	Progress updates
1.3	Work in partnership with the police and other partners to tackle serious violence, anti-social behaviour domestic abuse and hate crime.	Sandra Tuddenham	Ongoing		- Annual Audit of crime & disorder undertaken, the subsequent Strategy and Action Plan 2025-26 was published. - ASB Grip patrols (outside of core patrols) in response to a Grant funded opportunity. The Grip Patrols were subject to an extension from July 2025 to March 2026. A new diarised partnership Summer Campaign is in place (running May to September 2026) in relation to the management of ASB in open spaces, this is planned, minus further grant fund opportunity. - Successful grant fund application of £37k for 2025/2026, providing intervention and diversion to individuals 12 – 25yrs who are demonstrating risk factors related to ASB, Offending and/or Homelessness. - The delivery of Violence Against Women and Girls (VAWG) and Stalking Strategies/Action Plans for 2025-26. - Completed – the CS Team supported local and National awareness raising campaigns related to Domestic Abuse, Stalking and Hate Crime. This is in collaboration with external partners i.e. Women's Services, Hampshire Constabulary.
1.4	Put in place processes to collect more data on the protected characteristics of our service users, including on complaints data where possible.	Simon Howson Steve Lincoln	Ongoing		This work is ongoing and wherever possible processes are being put in place to collect equality data. Further work is underway to update our online complaints form to collect equality data voluntarily from complainants.

No.	Action	Responsible	Target date	RAG	Progress updates
1.5	Development of Community Action Programmes for our most deprived local areas and communities, co-produced with local people and including a review of the social determinants of health.	Steve Lincoln	March 2026		The council's Health Priorities Statement was approved in 2025, recognising the key factors contributing to health inequalities in our more deprived communities. Initial focus on Stanmore, as the district's community with the greatest overall level of deprivation. A range of activities has been undertaken at community settings in Stanmore, including: • Stanmore Community Network to improve joined up working amongst agencies. • School holiday sports programmes for children. • Live longer better programme for older people. • Work with key community partners to increase volunteering levels.
Objective 2: Leadership, partnership and organisational commitment					
2.1	Develop an internal EDI Officer Group to agree and deliver this action plan and provide a forum for raising any cross-service issues.	Simon Howson	December 2024	Complete	A cross-service officer subgroup has reviewed the Equality, Diversity and Inclusion Action Plan for Responsive Services and Customer Care, identifying strong examples of effective service-level activity across the council. Building on this, work is recommended to further enhance the framework by introducing clearer organisation-wide principles and expectations for inclusive service delivery. These will provide clear guidance to teams on accessibility, inclusive communication, and responding to diverse customer needs
2.2	Develop guidance for officers on using inclusive	Simon Howson/ Jade Mizen	March 2025	Complete	Guidance given to senior managers and service leads.

No.	Action	Responsible	Target date	RAG	Progress updates
	language, including training opportunities.				
2.3	Continue to work with the Winchester Social Inclusion Partnership.	Melissa Fletcher	Ongoing		The Social Inclusion Partnership is now renamed the Community Inclusion and Networking Partnership, being run quarterly last meeting in February 2026, next in person meeting 8 July 2026
2.4	Equality training opportunities for members	David Blakemore/ Simon Howson	Ongoing		All Councillors are required to complete a suite of online compliance training modules, including on “The Importance of Equality, Diversity & Inclusion”. As of the end of June 2026, 29 councillors had successfully completed this module, with a further 16 registered but still to complete.
Objective 3: Responsive services and customer care					
3.1	Develop and deliver internal training on understanding and completing equality impact assessments.	Simon Howson	January 2025		Following successful training sessions held in 2025, the training presentation slides are available to all staff, with further training available on request. The EDI officer group will commence reviewing EqlA in the autumn.
3.2	Review our Procurement Policy and processes to ensure equality standards are embedded.	Patrick Tuite	September 2026 (Original - September 2025)		Stock wording to be provided within all refreshed Procurement Templates. All tenders issued by the Procurement team will feature Public Sector Equality Duty drafting, all other templates will feature the wording as and when they are updated

No.	Action	Responsible	Target date	RAG	Progress updates
3.3	Provide guidance and advice to Corporate Heads of Service on integrating equality objectives into their 2025-26 service plans.	Simon Howson	January 2025	Complete	Actions in service plans are aligned to the Council Plan priorities, which include the priority to be a Listening and Learning council.
3.4	Implement a set of equality questions into our grant application process.	Jane Chuhan	Spring 2025	Complete	New EDI questions implemented for new grant applicants from March 2025.
3.5	Continued support for the City of Sanctuary movement and for refugees to our district.	Melissa Fletcher	Ongoing		Project ongoing. We are continuing to encourage organisations to join the scheme. EDI training and resource guide available to those who join the organisations who join the scheme.
3.6	Provide opportunities for disadvantaged groups to be involved with physical activities and sports. This includes priority work with young people in areas of high deprivation, adults with learning and physical disabilities, and older people.	Calum Drummond	Ongoing		- WCC's sports coaching provider (ActiveMe 360) continue to provide regular physical activity and sport sessions to disadvantaged groups, with focus on: - Stanmore - Wickham - Winnall - All Saints - Weeke - A cricket festival is set to take place on Friday 17 July 2026 bringing together schools to celebrate the opening of the new River Park Pavilion. - AM360 also provide sports activities during February, October and May half term to children within disadvantaged communities. In October

No.	Action	Responsible	Target date	RAG	Progress updates
					2025 we had 92 children, February 2026 we had 101 and in May we had 63. - WCC work in partnership with Everyone Active and the University of Winchester to organise a day of sports activities to adults with physical and learning disabilities which takes every September at the Winchester Sport & Leisure Park. This year, the event is set to take place on Thursday 3 September 2026. - Regular weekly community Live Longer Better classes take place in Stanmore (Carroll Centre), Wickham, Weeke and in Chesil Lodge for adults over 65. So far, we have engaged with over 200 adults.
3.7	To develop a Live Longer Better Programme within sheltered housing schemes to provide opportunities for tenants aged 65+ to be more active.	Calum Drummond	Ongoing (Original August 2026)		- Live Longer Better programmes completed in four Winchester care homes (Winchester Heights, Brendon Care, Westacre and The Dower House). Equipment was provided at the end of the 4-month programme to embed continued physical activity. - Regular weekly balance and dance classes take place at Eastacre, Normandy Court, Hyde Lodge and King Harold Court.
3.8	Targeted support and assistance for Ukrainian guests living in the district under the Homes for Ukraine programme.	Melissa Fletcher	September 2027 (Original September 2026)		Providing a programme of support which includes: - Employment support - Qualification comparisons - Integration support: housing/communities – resettlement, cultural, enabling access to services,

No.	Action	Responsible	Target date	RAG	Progress updates
					building links with HCC, supporting hosts and enabling Ukrainians to live independently
3.9	Continuation of a targeted cost of living programme both directly and via the voluntary sector and local charities, including Council Tax hardship grants.	Simon Howson	Ongoing		Working with partners, the council continues to provide information and signposting to residents who need help with the cost of living.
Objective 4: Diverse and engaged workforce					
4.1	Refresh our Learning and Development Policy to improve consistency in access to training for all employees.	Jamie Cann	March 2026	Complete	HR reports on progress against the Learning and Development Plan annually to Audit and Governance Committee
4.2	Review Disability Confident status for the organisation.	Jamie Cann	March 2027		HR have completed an initial assessment which confirms the council complies with the “Disability Confident Committed employer” standard (Level 1) and work is ongoing to identify what needs to be completed to achieve Level 2 recognition
4.3	Trial numerical, clerical and literacy aptitude tests for recruitment to lower graded posts (adjusted for neurodiverse applicants).	Jamie Cann	March 2026	Closed – not continued	Since the action plan was developed, the Service Lead: HR has determined that given the HR implications of LGR, this action is no longer an organisational priority. In addition, our recruitment policy states our commitment to make reasonable adjustments to enable people to participate fully in the

No.	Action	Responsible	Target date	RAG	Progress updates
					recruitment process. This action is no longer being progressed
4.4	To promote the council as a Dementia Friendly employer using training and communication campaigns.	Jamie Cann	Ongoing		E-learning is available for all staff and members. The Communities team recently hosted a “Dementia Awareness Bus” to promote awareness of dementia within the community
4.5	To provide appropriate mental health training for frontline employees and managers, organise refresher training for mental health first aiders, and provide a range of wellbeing focussed initiatives including short workshops around national events.	Jamie Cann	Ongoing (Original March 2026)		Subsequent to the training of four new mental health first aiders trained to provide resilience across the council, HR continue to work with the Change Enablement Lead to scope work to increase resilience and provide refresher training for managers to support colleagues through change
4.6	To consider establishing staff-led equality networks for employees.	Jamie Cann	Ongoing (Original September 2025)		We have already established four employee led ‘staff identify’ network groups - Christian Network, Women’s Network, Carer’s Network and Disability Network. Further groups may be added based on staff interest