

REPORT TITLE: EQUALITY, DIVERSITY & INCLUSION - ANNUAL EQUALITY REPORT 2024/25

17 JULY 2025

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 24/25 which summarises the work undertaken across the council during the year demonstrating compliance with the requirements as 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 Action Plan which moves the council forward towards reaching the 'achieving' standard of the LGA Equality Framework.

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. 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 Forum is provided with an update on the progress the council is making on equality issues at its quarterly meeting.

Included in the Listening Better briefing for parish councils in December, information was provided on the LGA's Debate not Hate campaign which was backed by the council earlier in the year.

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 2024/25 against the agreed objectives.

9 DATA PROTECTION IMPACT ASSESSMENT

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		Correct compliance results in due regard for all sectors of the community and enhances the council's reputation.

and reputational damage to the council.		
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

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 updated Equality, Diversity and Inclusion Framework at its meeting on 25 February (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 an annual update on the progress that the council has achieved against its Equality Action Plan, adopted by this Committee on 25 February.

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 OTHER OPTIONS CONSIDERED AND REJECTED

12.1 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:-

AG115 Equality, Diversity & Inclusion – Annual Equality Report 2023/24, 18 July 2024

AG149 Equality, Diversity & Inclusion Policy Framework, 25 February 2025

Other Background Documents:-

Local Government Association Equality Framework for Local Government.

APPENDICES: Appendix 1: Equality, Diversity, and Inclusion Annual Monitoring Report 2024/25



Equality Monitoring Report

2024/25

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. It also outlines progress made above and beyond the legislation, utilising the best practice outlined in the Equality Framework for Local Government.

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 have been taken from 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 continues to use a range of engagement methodologies to involve residents and the importance of this is recognised in its Corporate Governance Statement and Council Plan priority to "listening better". Examples of this include:

- The Live Longer Better project involves ongoing consultation with older adults to ensure that services address social isolation, physical inactivity, and health inequality.
- Half-term activity programmes delivered in partnership with ActiveMe 360 are designed following community insight, ensuring affordability and relevance for families from diverse socio-economic backgrounds.
- Feedback from attendees at Park Yoga is regularly used to adapt the sessions to ensure accessibility and cultural inclusion.
- 'Adopt a school' scheme launched by Everyone Active in 2024, which allows free access to the leisure centres for a trial period for staff, parents and pupils associated with a specific school.
- Our engagement work to support an emerging Community Resilience and Wellbeing Strategy saw consultants engage with a representative sample of our district communities. In particular, sessions with the Winchester Muslim Cultural Association and the University of Winchester Students Union sought the views of people whose voice might not always be heard.

- The Community Safety team use a variety of methods to enhance our understanding of the communities we support via citizen space (QR codes), direct survey's (Fresher's Fayre), street briefs, neighbourhood forums, dedicated inbox's i.e. neighbourhood services and community safety to gain a greater understanding of any issues as they raised with the team.
- When designing any play area refurbishment, the council actively engages with local communities through the Citizen Space platform to gather feedback and understand the specific needs and preferences of residents. This consultation process is a key step before any play area refurbishment, ensuring that the resulting design serves all users effectively and inclusively.
- Our Sustainability and Natural Environment team has participated in seminars hosted by the *Make Space for Girls* movement. Insights gained from these sessions have been integrated into our design approach, helping to create play areas and open spaces that are more welcoming and functional for girls and young women.
- Every play area refurbishment includes a thorough review of accessibility and inclusive design. We consider the needs of individuals with a range of disabilities and incorporate appropriate equipment and access features. This process is supported by guidance and training, including from Plan Inclusive Play Areas (PiPA), a specialist consultancy in inclusive play design.
- The Tenant Partnership Team offer a wide range of engagement activities to enable Tenants, Shared-Owners and Leaseholders to contribute towards Housing Services design, delivery and improvement. These include the Tenant and Council Together (TACT) Board, Housing Improvement Workshops, Complaints Scrutiny Panel, Readers Panel, and soon to be launched Housing Policy Co-Production Group, Armchair Reviews (digital engagement) and Tenant Voice Scrutiny Panel.
- Additionally, Tenants can easily contact Housing Officers and the Tenant Partnership Team via monthly Community Hubs which 'pop-up' in 4 locations across the district. The Hubs provide opportunities for tenants to raise/ report any issues of concern or access signposting to supporting partner agencies. Locating the Hubs in the community, close to (or in) major Council Estates promotes accessibility and meets tenants in trusted locations frequently visited, such as Community Food Pantries.

Equality Impact Assessments (EIAs)

An equality impact assessment (EIA) is a way of systematically taking equality, inclusion and diversity into consideration when making a decision and is a key mechanism that allows the council to understanding and work with our communities. With an established and effective EIA process in place for many years, consistency of assessments across the council has improved through use of workshops and training sessions held with officers responsible for completing EIAs. A toolkit, policy, and guidance to help with completing the form is also provided to support officers.

The Policy Team continues to provide support to officers and review EIAs to not only ensure consistency, but also to identify and action any overarching trends.

During 2024, we published 17 equality impact assessments on the council's website as part of committee, cabinet and council reports.

Case Study:

Central Winchester Regeneration

The Council's regeneration team together with partners have continued to understand what our communities want from development and ensure this is reflected in our plans. Workshops were held with local groups and stakeholders including students at Peter Symonds College to refine and agree priority opportunities for the Station Approach Concept Masterplan. This built upon agreed development principles which themselves were borne out of initial public consultation. This shaped the design of proposals which were presented back to the community during a six-week consultation using different methods of engagement. Likewise, Jigsaw (the council's development partner for central Winchester regeneration) has continued the process of engagement with face-to-face interviews, public events, on-line engagement, interactive sessions and workshops designed to encourage high levels of attendance and participation. This has included a project with Winchester School of Art and local schools to ensure the voice of young people is heard.

Objective 2: Leadership, partnership, and organisational commitment

During 2024/25, the council has demonstrated leadership, partnership and organisational commitment to equality, diversity and inclusion through the following actions:

- Winchester has a strong and partnership focused community safety partnership that prides itself on cross authority collaboration. As a city council we have instigated co-location within housing services with STOP Domestic abuse to enhance 'the conversation' between ourselves and specialist officers as part of the Domestic Abuse Housing Accreditation (DAHA).
- The city council/community safety team continue to lead and support local, and government directives aimed at reducing violence against women and girls. A new strategy has been launched for 2025 which will see both council

and member support being committed to annual campaigns (stalking, domestic abuse) and ultimately the sign off of DAHA accreditation.

- The Live Longer Better initiative is delivered in collaboration with health partners to embed a whole-system approach to inclusive ageing and wellness.
- Strategic partnerships with local schools, voluntary groups and coaching providers strengthen the council's commitment to inclusive physical activity promotion for young people and families and ensure consistent EDI standards in programme delivery, including inclusive language and accessible venues.
- The Winchester Personal Bests event demonstrates cross-sector collaboration to promote inclusion in sport, particularly for adults who may not ordinarily access sporting opportunities.
- The council led a collaboration with Winchester City Football Club that secured more than £1M from the Football Foundation to install a £1.5M 3G artificial turf pitch that has created significantly increased opportunity for participation in sport, particularly amongst women, young people and people with a disability.
- Spaces of sanctuary – leadership and facilitation to recruit and establish a number of businesses and community spaces across the district. A Space of Sanctuary provides a physical and emotionally safe environment where people can go to seek peace and guidance to address their concerns without fear or prejudice.
- Stanmore community network was established through engagement with various local partners and key influencers to encourage collaboration that improve local connections and ultimately delivering the best services to one of our more deprived neighbourhoods.
- The Housing Improvement Workshops are designed with accessibility in mind. Each quarter, 4 workshops rotate around the major council estates. Days of the week, times and venues are varied (to include weekends and evenings) to ensure a wide demographic of tenants can attend. Venues are chosen with disability access in mind. Sessions are designed to be accessible, with one Saturday session offered as a 'family-friendly' event with a play area for children, and a BSL Interpreted session. Tailored support is offered for tenants with different access requirements such as large print materials issued ahead of time, and travel costs reimbursed. The *Actions & Outcomes* of each workshop are written in plain English and sent directly to all attendees after the sessions as well as being made available via our website. Plans to offer these as 'Easy Read' versions. A digital HIW is launching in September to further improve accessibility.

- The council's participation in networks such as the older persons partnership and Dementia Friendly Winchester improves awareness and education, internally/externally and also improves communication reach and connections.
- An Equality, Diversity and Inclusion tool has recently been implemented for our grant administration system. The tool enables the analysis of demographics and other characteristics, providing insights into the diversity of our grant applicants and the recipient. Also, in line with our Public Sector Equality Duty we ensure that all community grant applicants have an equality and diversity policy.

Equality, Diversity and Inclusion Forum

The Cabinet approved a cross-party members' Equality, Diversity and Inclusion Forum in 2022 which has continued to meet quarterly during 2024/25. During the year the forum focussed on researching and understanding the current support that exists across the district for underrepresented groups including LGBTQ+ communities, older and disabled residents. The outcome from this piece of work was to understand more about the work of the groups, what they do and whether they face any particular barriers to effectively supporting underrepresented communities in the district.

The forum learned how the council might be able to support groups through the grant funding process as well as raising awareness and signposting to other voluntary organisations.

This work is ongoing and will continue into the 2025/26 and consideration will be given to the potential for inviting representatives from groups to give a short talk to the forum or wider group of elected members to raise the profile and awareness of the good work that they do. Officers would also explore the possibilities of staff to use their volunteering days to support these organisations.

Furthermore, the council continues to work alongside local partners on specific EDI issues, playing an active role in group such as:

- Winchester District Older Persons Partnership
- Dementia Friendly Winchester initiative
- Winchester District Health and Wellbeing Partnership Board
- Social Inclusion Partnership
- Winchester City of Sanctuary

Objective 3: Responsive services and customer care

There are many examples of how the council is seeking to improve equality in the access to and delivery of its services:

- The Live Longer Better programme offers low-cost activities tailored to older people with mobility limitations or long-term health conditions, delivered in accessible community settings.
- Our community outreach programmes delivered by ActiveMe 360, provides targeted community sessions in areas identified through local data as having low physical activity rates, such as Winnall, Highcliffe and Stanmore.
- The Health Walks Programme offers weekly, free walks led by trained volunteers, catering to different fitness levels and reducing isolation for participants.
- WCC Saver card scheme was taken up by 300 residents, allowing affordable access to our leisure facilities for people who might otherwise be unable to do so. There is also a variety of programme including SEN swimming sessions, junior gym, over 50s programming designed to complement not compete
- Virtual tours and routes of WSLP available on their website to help people be familiar with the centre before attending.
- The Homes for Ukraine programme offers support to Ukrainian guests that is shaped and led by need. Support includes cultural awareness, British Council English speaking courses, employment support, and increasing access to local services.
- The Community Safety Team are often the eyes and ears of the council when out on patrol/site visits so often the first port of call to members of the public about community safety concerns i.e. safe guarding, ASB crime and it is our mission to ensure the service most appropriate (internal and external) to manage those concerns, are put in touch with the individual to help with a resolution.
- Proactively providing documents in alternative formats, including translating documents into Ukrainian and providing Easy Read versions of information such as Voter ID changes.
- Ensuring consultation and engagement activities are accessible for all residents, for example by providing paper copies of online surveys and developing Easy Read explanations of local plan proposals.
- Working to ensure 100% completion rate of EDI training for employees and councillors, as well as supporting additional training opportunities in response to issues identified by employees e.g. autism awareness.
- Providing accessible buildings and sites through dedicated disabled parking bays, ramps at entrances and exits, power assisted doors, a hearing loop in the city offices reception and an accessible lift in both the city offices and Guildhall.

- The Tenant Partnership Team have a strong commitment to EDI and collaboratively designing engagement activities for council tenants in direct response to their expressed needs.

Objective 4: Diverse and engaged workforce

Over the past year, work has continued to ensure the council is a local employer of choice and provides an inclusive and welcoming environment for all.

- Volunteer walk leaders in the Health Walks programme come from a wide range of backgrounds and are trained to deliver welcoming, safe, and inclusive walks.
- The Winchester Personal Bests event involves volunteers from community groups and day centres encouraging people from diverse backgrounds to gain experience in event delivery.
- An EDI Officer Group continues to meet regularly with participants from HR, housing, community teams, community safety, corporate communications etc. The group has strategic oversight of equality, diversity and inclusion across the council's activities both internally and externally, complementing the work of the member's forum and monitors the council's progress against its equality objectives, ensures consistency across the council in its approach to applying EDI principles and work to reduce any duplication and provides subject specific knowledge on EDI issues when called upon e.g. as part of equality impact assessments or consultations on new policies.

In addition, the council continues to:

- Report the composition of its workforce annually to Audit and Governance Committee.
- Manually collect data on ethnicity, religion, sexuality, gender and age at the recruitment stage to ensure we are applying a fair and consistent recruitment process.
- Utilise interview panels and standardised interview questions to ensure all candidates are judged fairly and equally on their competence.
- Publish and report on our Gender Pay Gap in line with government guidelines.
- Conduct an annual Staff Satisfaction Survey and analyse the results by protected characteristic.
- Support all staff through a range of health and wellbeing measures including Mental Health First Aiders, Domestic Abuse advocates and a contracted counselling service.
- Fulfil its requirements as a Disability Confident Employer by guaranteeing interviews for all disabled candidates that meet the essential criteria for a job

Equality, Diversity and Inclusion Action Plan

Monitoring report – June 2025

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	March 2025		Tenant Engagement Self-Assessment nearing completion. First Session with Tenant Co-production Group scheduled for 24 th July to determine the best format and key priorities for the redraft of the engagement plan, as well as agreeing how best to work together. An EqIA is underway.
1.2	Finalise and launch Listening Better Toolkit	Simon Howson	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 2025
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		<ul style="list-style-type: none"> • Annual Audit of crime & disorder undertaken, the subsequent Strategy and Action Plan 2025-26 is due to be published. • Summer ASB patrol plan in place, with £20K secured from the OPCC for bespoke patrols in hot spot locations. • £30k secured via an external partner/OPCC to provide intervention and diversion to young people who are coming to partners attention or at risk of offending. • Violence Against Women and Girls (VAWG) and Stalking Strategies in place for 2025-26.

No.	Action	Responsible	Target date	RAG	Progress updates
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	June 2025		This work is ongoing and wherever possible processes are being put in place to collect equality data. Further work is required to update our complaints form to collect equality data
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		Community action programme for Stanmore included in Service Plan 2025/26. Initial work started to pull together content based on existing activity across the council.
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		Officer group established with organisation wide representation. The group has met regularly since the first meeting in December 2024.
2.2	Develop guidance for officers on using inclusive language, including training opportunities.	Simon Howson/ Jade Mizen	March 2025		Guidance given to senior managers and service leads.
2.3	Continue to work with the Winchester Social Inclusion Partnership.	Charlotte Bailey	Ongoing		The Social Inclusion Partnership continues to meet regularly. The most recent quarterly members meeting was held in June 2025. 3 subgroups are continuing activities in Health Inequalities, Food Resilience and Financial Inclusion.

No.	Action	Responsible	Target date	RAG	Progress updates
2.4	Equality training opportunities for members	David Blakemore/ Simon Howson	December 2025		All Councillors are required to complete a suite of online compliance training modules, including on Equality, Diversity & Inclusion. As of the end of March 2025, 95% of councillors had successfully completed this module.
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		Three training sessions delivered in January 2025 to 26 officers from across the council. Positive feedback received and appetite for “network” of trained officers to share expertise and act as critical friends.
3.2	Review our Procurement Policy and processes to ensure equality standards are embedded.	Julie Mahoney	September 2025		The council’s Contract Procedure Rules (updated February 2025) explicitly require that all procurement activities and contract management processes comply with obligations to eliminate unlawful discrimination and promote equality of opportunity.
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		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		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 and we’re continuing to look for organisations to join the scheme – produced downloadable poster to promote the scheme and

No.	Action	Responsible	Target date	RAG	Progress updates
					advertised to parish councils in March Parish Connect.
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		<ul style="list-style-type: none"> WCC's sports coaching provider (ActiveMe 360) continue to provide regular physical activity and sport sessions to disadvantaged groups. In particular children at; <ul style="list-style-type: none"> - Stanmore - Wickham - Winnall - All Saints - Weeke primary schools AM360 also provide sports activities during February, October and May half term to children within disadvantaged communities. 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.
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	August 2026		<ul style="list-style-type: none"> Consultations have taken place with residents to understand what activities interest them. Activities and instructors have now been confirmed and are running for 10 weeks at three sheltered housing schemes in Winchester and Denmead, providing: <ul style="list-style-type: none"> - Tai chi (QIGong) - Steady and strong dance - Better balance We are working with Everyone Active and other instructors to provide additional classes

No.	Action	Responsible	Target date	RAG	Progress updates
					to the general public at care homes and community venues, including: <ul style="list-style-type: none"> - Unit 12 (Winnall) - Carroll Centre (Stanmore) - Wickham Community Centre - Whiteley Community Centre - Methodist Homes Association (MHA) in Winchester and Alresford - Winchester Heights Care Home Weeke St Giles
3.8	Targeted support and assistance for Ukrainian guests living in the district under the Homes for Ukraine programme.	Melissa Fletcher	September 2026		Providing a programme of support which includes: <ul style="list-style-type: none"> • Employment support • Access to English language intensive courses • Integration support: housing/communities – resettlement, cultural, enabling access to services, building links with HCC, supporting hosts and enabling Ukrainians to live independently • Financial support to enable community integration and increase employment opportunities
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.

No.	Action	Responsible	Target date	RAG	Progress updates
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		The Learning and Development Plan was reviewed and agreed by ELB in July 2025.
4.2	Review Disability Confident status for the organisation.	Jamie Cann	March 2026		There has been a delay in progressing this action owing to staff vacancies and available resources.
4.3	Trial numerical, clerical and literacy aptitude tests for recruitment to lower graded posts (adjusted for neurodiverse applicants).	Jamie Cann	March 2026		There has been a delay in progressing this action owing to staff vacancies and available resources
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	March 2026		Four new mental health first aiders have been trained to provide resilience across the council. HR are working with the Change Enablement Lead to scope work to increase resilience and provide refresher training for managers to support colleagues through change

No.	Action	Responsible	Target date	RAG	Progress updates
4.6	To consider establishing staff-led equality networks for employees.	Jamie Cann	September 2025		This is a staff-led initiative, enabled by HR. Colleagues are exploring options for a faith-based peer support group (due to launch July 2025)