



Telford & Wrekin Council Corporate Equality, Diversity and Inclusion Strategy 2022-2026

Telford & Wrekin Council works to protect, care and invest to create a better borough and our Equality, Diversity and Inclusion Strategy 2022-2026 sets out our commitment to equality, diversity and inclusion, both as a large local employer and as a provider and commissioner of services.

This means we will work to ensure that Telford and Wrekin is free from discrimination but also do everything we can to positively promote equality, diversity and inclusion across our borough.

It sets out our proposals for not only fulfilling our legal and ethical duties but also to promote a culture where the diversity of our workforce and our communities is positively valued.

Our commitment

We recognise that within our society there is widespread inequality. The council is committed to opposing unlawful discrimination and promoting equality of opportunity.

Our vision

An inclusive and open Council that works with local residents, organisations, partners and employees to build communities that are great places to live and work – where our leaders are committed to equality, and take positive action to ensure that everyone feels they belong.

Diversity is celebrated and thrives at all levels of our organisation, and every community can access the services and support they need.



Our approach and priority areas

We have identified four key priority areas that we will focus on over the next four years, which are supported by an Action Plan to ensure delivery and measure impact:

1. Leading our organisation and communities

As a local authority it is important our staff and our residents understand our position on equality, diversity and inclusion and what to expect from us, both as an employer and through our service delivery. We will make this commitment clear and be accountable for it, ensuring decision-making is based upon evidence and impact analysis.

2. Supporting our workforce and elected members

We want to become a more diverse and inclusive employer and place a strong emphasis on diversity and inclusion in all our employment practices. We will ensure that our employees have an influential voice in shaping our Council priorities and policies, and are supported and developed so they can thrive at work and deliver the best services they can for local people. We will also make sure that employees and elected members have access to learning and development to provide them with awareness, knowledge and understanding of equality and diversity.

3. Serving our customers

Our customers include residents of the borough, people working here and visitors to the area. It is important to remember that many come from different backgrounds and have different needs. We will work to better understand our customers, remove barriers and make sure all council services are accessible to all.

4. Celebrating and promoting the diversity of the borough

By recognising and raising awareness of the different communities in Telford and Wrekin and celebrating the different cultures and faiths, we will encourage our communities to come together, break down barriers and further support one another.

Monitoring and reporting

We will monitor our performance against our equality objectives and continue to challenge progress. We will publish an annual report of our progress against our performance indicators and a summary of what we have achieved against our action plan.

Further information including the full Equality, Diversity and Inclusion Strategy and supporting Action Plan can be found at www.telford.gov.uk/equality

