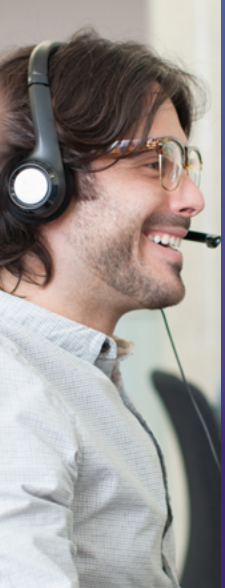


Equality, Diversity & Inclusion Strategy

2026 - 2028



Introduction



This Equality, Diversity and Inclusion (EDI) Strategy provides us with a way to benchmark and improve our next phase of short-term work, as Worcestershire County Council, for the period of 2026 to 2028.

It is guided by the Equality Framework proposed by the Local Government Association (LGA). Full information about the Framework, including its themes and measures can be found at [Equality Framework for Local Government \(EFLG\) 2021](#).

The Framework is divided into four modules:

- understanding and working with your communities
- leadership, partnership and organisational commitment
- responsive services and customer care
- diverse and engaged workforce

Our governance structure at Worcestershire County Council incorporates all four of our directorates:

- Adults and Communities
- Chief Executive's Unit
- Children's Services
- Economy and Infrastructure

Each directorate takes responsibility for the EDI work. This phase of strategy means we will monitor and report the same way as before, but assign an objective related to the themes within the LGA framework to each directorate.

Working together with corporate teams, our Directorate Equality Groups (DEGs) meet and agree actions to deliver the key objectives. Meeting quarterly and reporting progress to our Strategic Diversity Leadership Group, this governance structure means we are aware, accountable and clear on the EDI remit, and what our success and challenges are from 2026 to 2028.

Our next priority is to develop a set of action plans for each DEG in order to map out how we deliver against each objective. These will be reviewed quarterly, and a report of our progress will be published annually, in line with our Public Sector Equality Duty compliance and other reporting requirements.



Our objectives



1. We will deliver a forward thinking plan that strengthens engagement and enhances communication with providers and the people who use our services.

Equality Framework module:
Understanding and working with your communities

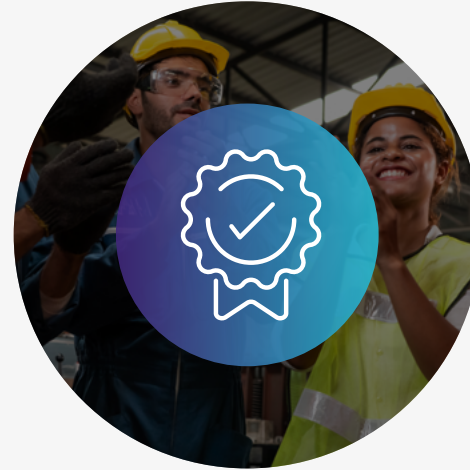
This will be lead and delivered by our DEG for Adults and Communities, in conjunction with our corporate EDI team.



2. We will ensure our new and current projects and services are accessible, placing inclusion at the heart of our community.

Equality Framework module:
Leadership, partnership and organisational commitment

This will be lead and delivered by our DEG for Economy and Infrastructure, in conjunction with our corporate EDI team.



3. Customer feedback will inform and guide service provision, with an EDI lens, to understand and tackle barriers

Equality Framework module:
Responsive services and customer care

This will be lead and delivered by our DEG for Children's Services, in conjunction with our corporate EDI team.



4. We will make sure equality, diversity and inclusion are part of how we lead, make decisions, and deliver our corporate services.

Equality Framework module:
Diverse and engaged workforce

This will be lead and delivered by our DEG for Chief Executive Unit, in conjunction with our corporate EDI team.

