

RESULTS OF EQUALITY, DIVERSITY AND INCLUSION POLICY CONSULTATION

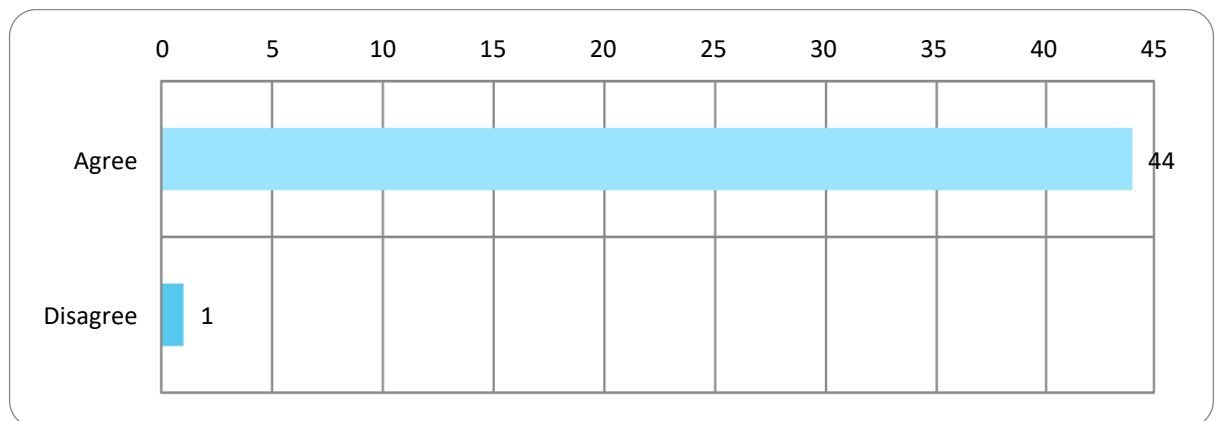
1 Summary

- 1.1 The consultation opened on 8 August and closed on 31 August.
- 1.2 153 people visited the consultation and 45 people completed the consultation.
- 1.3 The information below provides an overview of responses, collates all comments received and summarises demographic information.

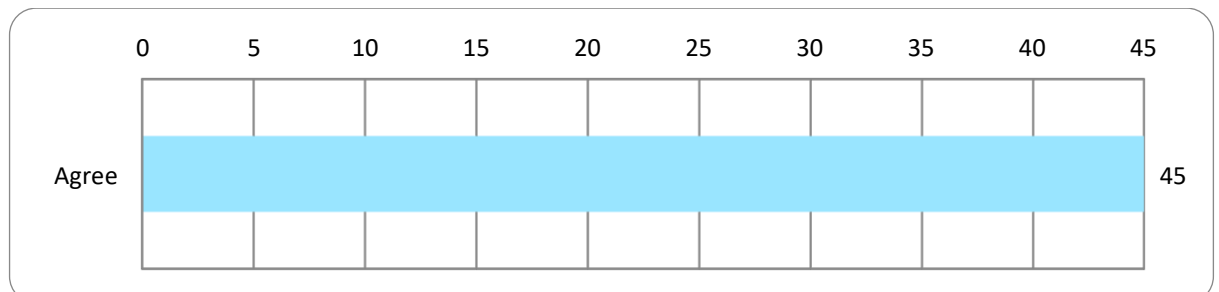
Results

2 Section 1

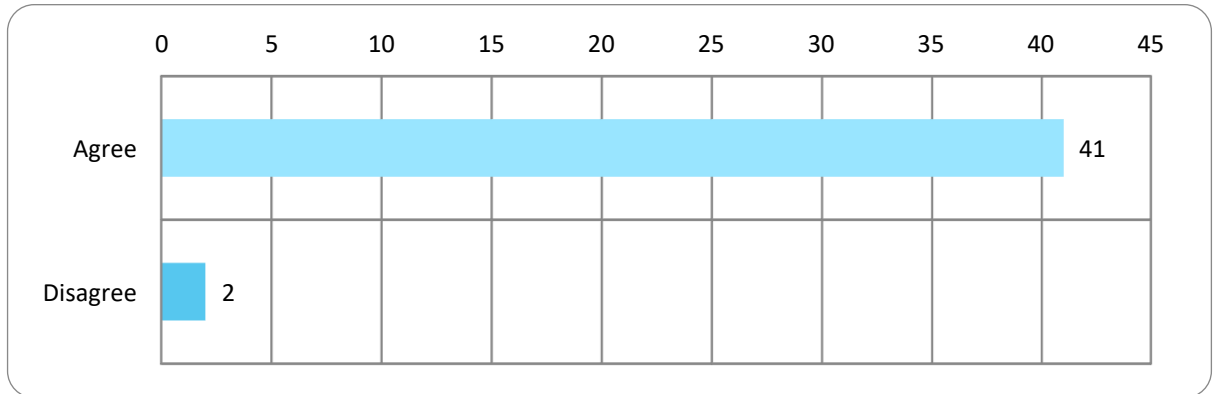
- 2.1 Do you agree or disagree with the council's aim to have a workforce that is representative of the communities we serve, with an equality profile that broadly reflects the economically active population within the District?



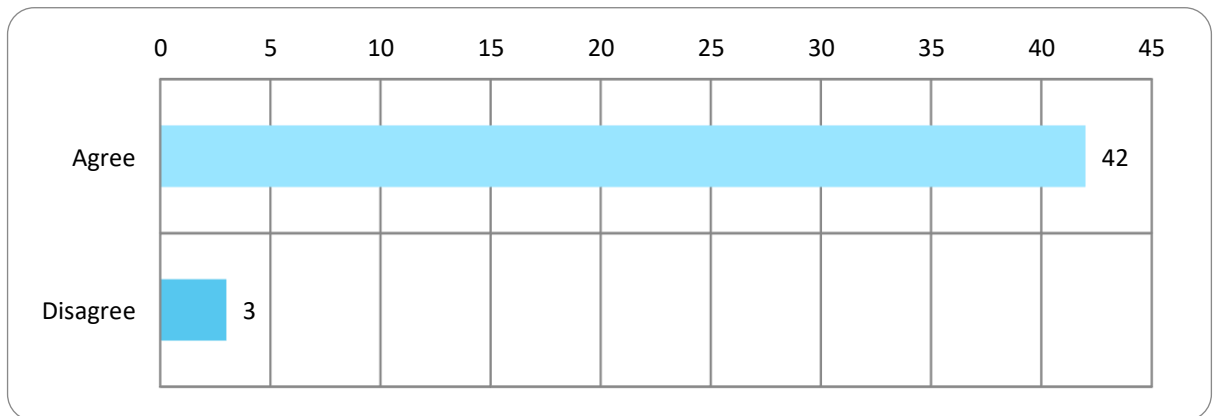
- 2.2 Do you agree or disagree with the council's aim to have a workforce that is skilled, capable and motivated workforce to deliver the best services for everyone in the district, with employees across all equality groups showing high levels of engagement and satisfaction with the council as an employer?



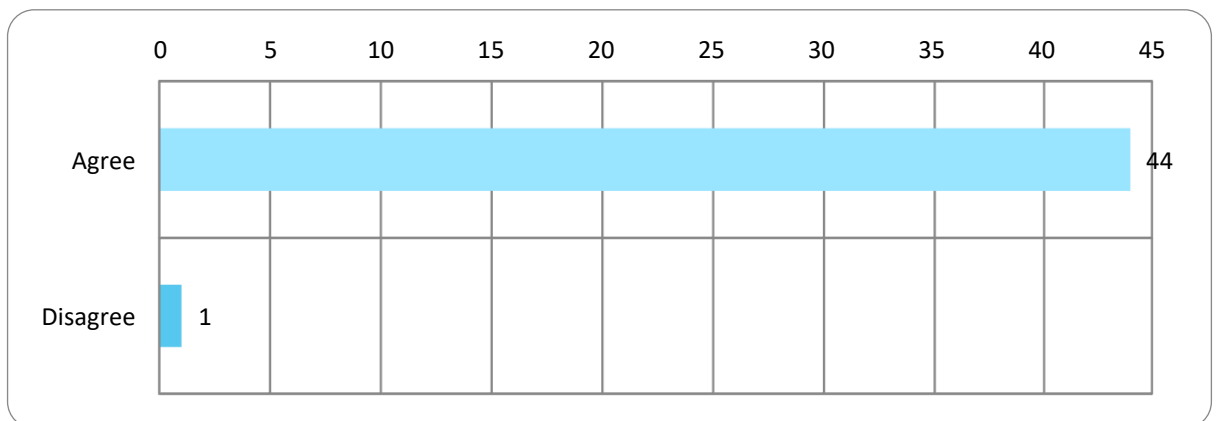
2.3 Do you agree or disagree with the council's aim to deliver services that are responsive to changes in the district and to individual need?



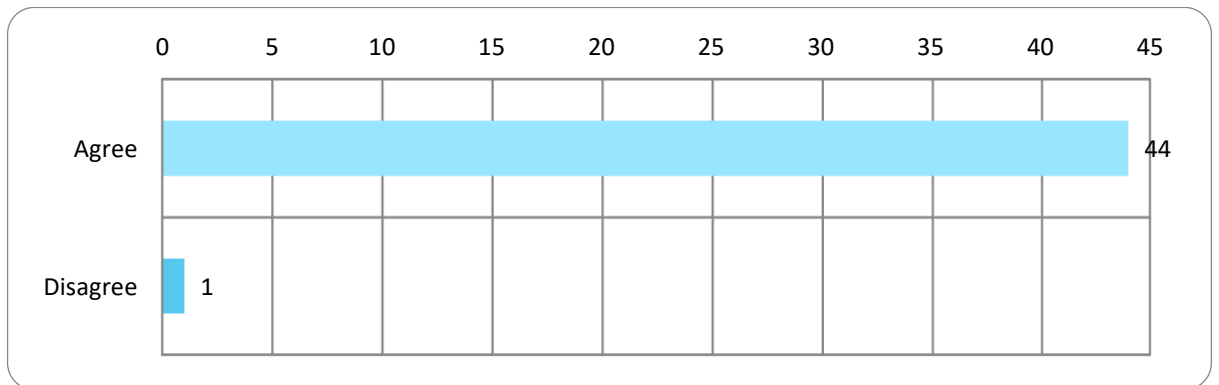
2.4 Do you agree or disagree with the council's aim to deliver services that adopt a social model of disability and difference?



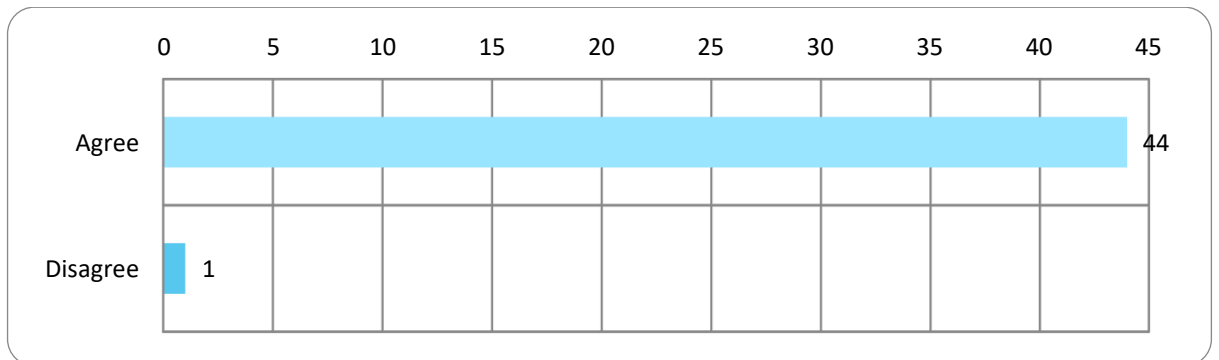
2.5 Do you agree or disagree with the council's aim to deliver services that continuously seek to improve customer experience?



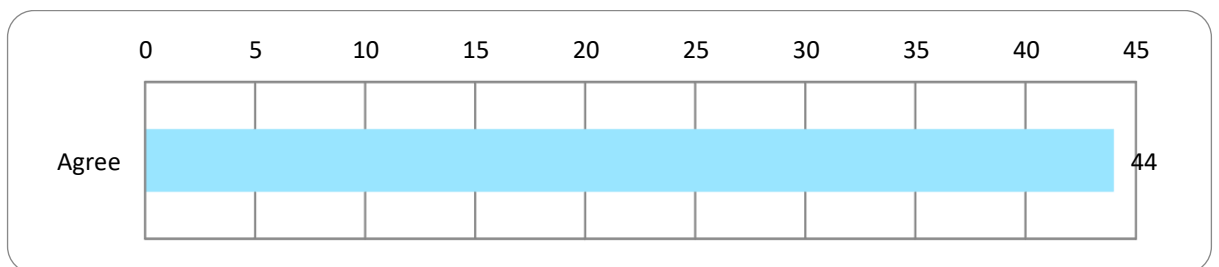
2.6 Do you agree or disagree with the council's aim to use high quality evidence and insight to develop consultation and engagement mechanisms that increase the participation and needs assessment of under-represented, disadvantaged or socially excluded communities and individuals?



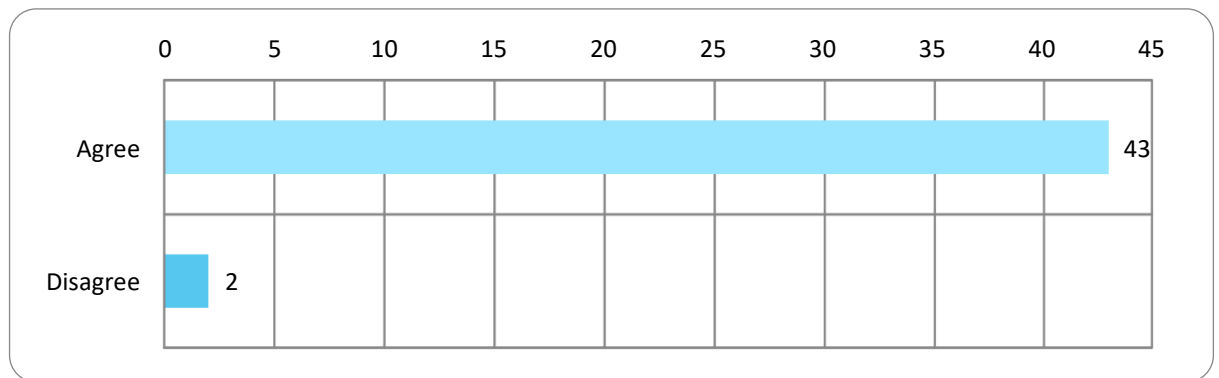
2.7 Do you agree or disagree with the council's aim to use high quality evidence and insight to equip staff with the evidence, data and tools they need to develop a comprehensive understanding of the communities they serve?



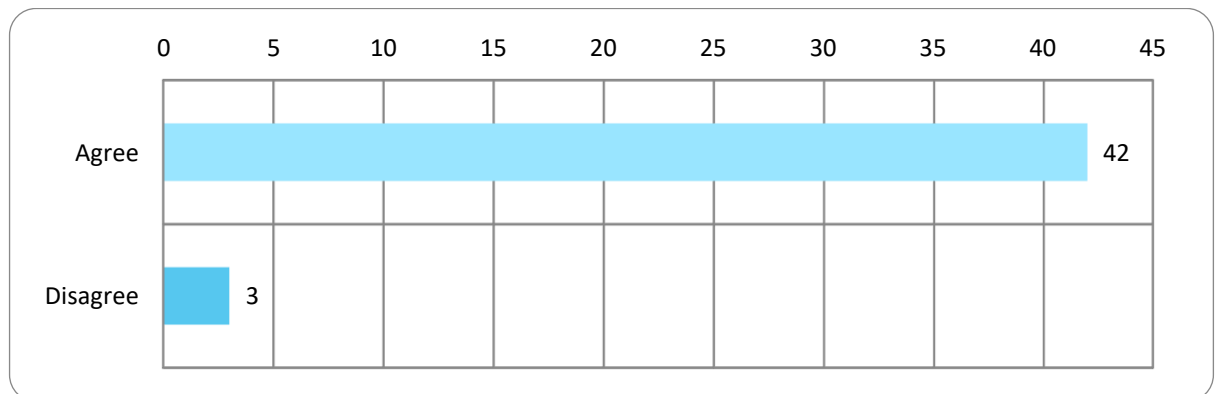
2.8 Do you agree or disagree with the council's aim to use high quality evidence and insight to equip staff with the evidence, data and tools they need to develop a comprehensive understanding of the communities they serve?



2.9 Do you agree or disagree with the council's aim to encourage all our communities to play an active role in civil society across the district?



2.10 Do you agree or disagree with the council's aim to Celebrate diversity and show solidarity with our communities through significant events, including but not limited to Black History month, LGBT+ Pride, Holocaust Memorial Day, Remembrance Sunday, International Women’s Day and a wide range of religious festivals?



3 Section 2

3.1 If you disagree with any of the proposed aims for 'Equality of opportunity in employment and training', please tell us how you think we could achieve this objective?

3.1.1 take your concerned citizen serious

3.1.2 I disagree with the 'economically active bit' there are a lot of retired people in Three Rivers Area who should be meaningfully represented in all policy decision making areas

3.2 If you disagree with any of the proposed aims for 'Equality of access to services', please tell us how you think we could achieve this objective?

3.2.1 A social model of disability shouldn't be used exclusively, the medical model of disability can be valid too.

3.2.2 you suck.

3.2.3 I don't know what 'adopt a social model of disability and difference' means. I am also very unclear on whether these are 'aims' or 'objectives' given the different wording of the questions. I am not even sure if the questions make sense...is it possible to agree or disagree with an aim? or should we be asked to support or not support the aim?

3.2.4 deliever - spell check anyone?

3.2.5 I don't think services should be responsive to changes. I think the council should represent those already living here and be active in resisting changes imposed from beyond the district unless they are clearly in the interests of the locals already here. Eg the London ULEZ zone coming out to the the Three Rivers birder with its serious and significant cost implications for patients and families visiting Mount Vernon hospital or acting as a housing overspill for Wembley.

I have no idea what a social model of disability and different means. In plain English I want a council delivering an economically sound set of services, as legally obligated on District Councils but no more, efficiently and courteously.

3.3 If you disagree with any of the proposed aims for 'Knowledge and understanding of all our communities', please tell us how you think we could achieve this objective?

3.3.1 take your concerned citizen serious

3.3.2 It is not the council's job to pick up the pieces where other public services have failed. The council should provide services equally to all who request them and provide adequate information publicly as to what those services are. I do not want taxpayer's money spent on faffing about, overpaid officers without direct front line jobs liaising ineffectually etc etc. An recent example of this is the 'stakeholders' who put out a cycle and walking plan for Chorleywood where it emerged that not a single one of them had any local knowledge of Chorleywood, how the roads and paths are actually used or the impact on all sorts of local residents who are not 'single childless fit young things' if the plan they had signed off went ahead

3.4 If you disagree with any of the proposed aims for 'Celebrating diversity, promoting inclusion and enhancing community life in partnership with communities', please tell us how you think we could achieve this objective?

3.4.1 we do not need to celebrate for every pronouns.

3.4.2 As soon as you celebrate or privilege some minority group you simultaneously discriminate against everyone else. The more society is artificially subdivided into 'identities' the more divisive it becomes, not least because open minded people who didn't so notice nor discriminate previously is suddenly forced to be aware and take a position as well as engendering a feeling in the minority group of being somehow 'in need of support'. Britain was a much more harmonious community and country to live in before every day (it seems) was some sort of 'special' day or part of a special week eg small boats, black lives, rainbow nation, walking, health-condition, wheelchair over 50s users, blended families etc etc. I'd rather (and have) live alongside everyone rather than be pushed into smaller and smaller subdivisions (in which I don't even necessarily see myself, even though technically I may fit the description)

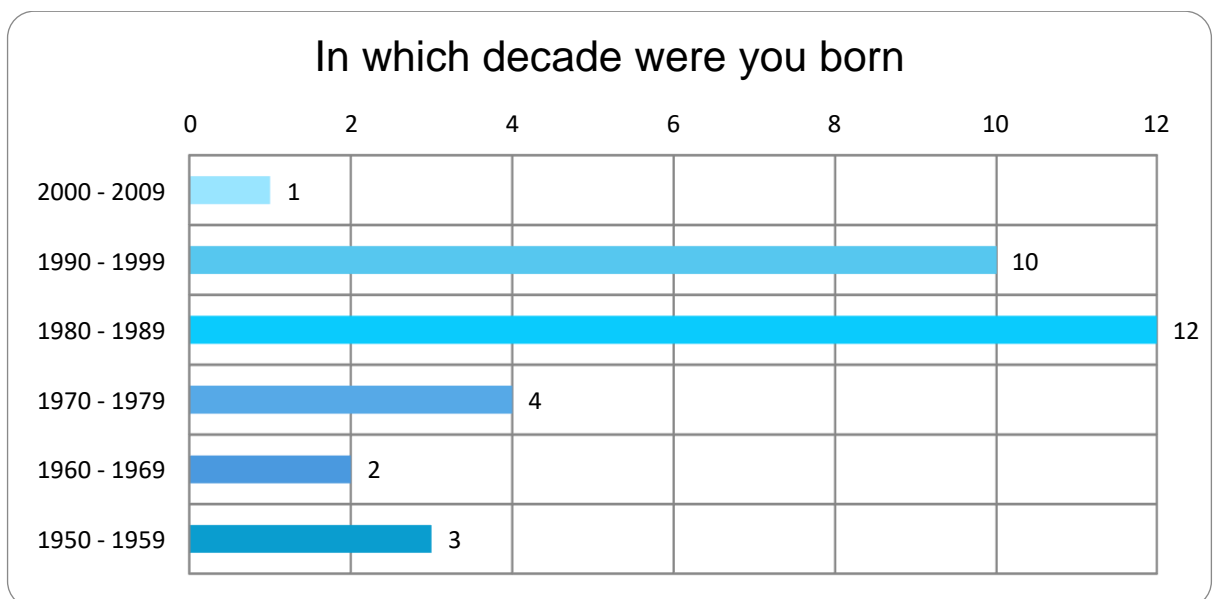
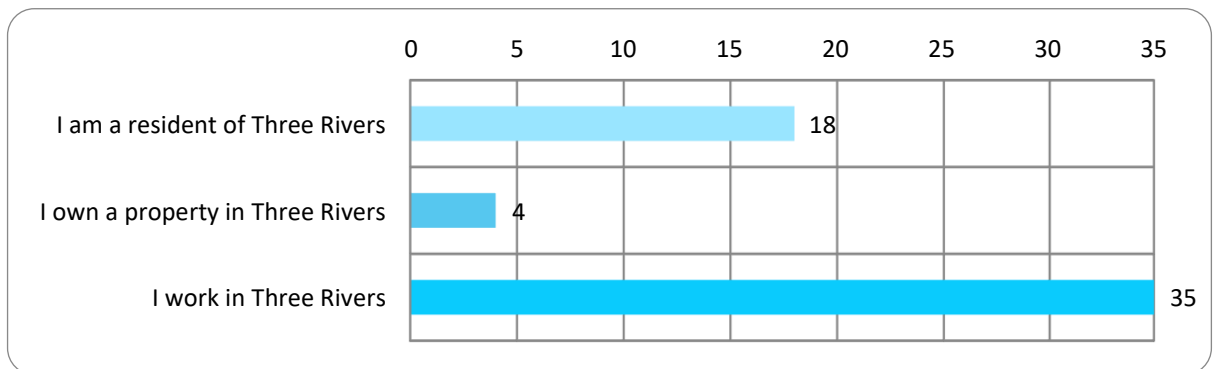
3.5 Any other comments

3.5.1 we do not need to celebrate for every pronouns.

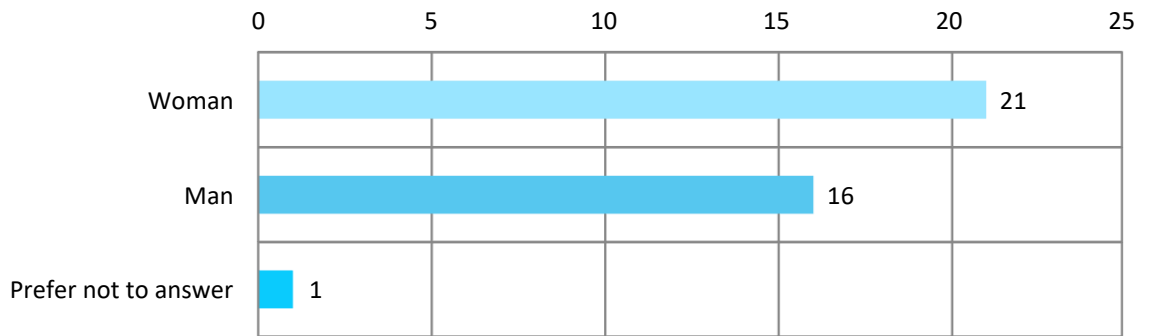
- 3.5.2 I thought it was excellent that you mentioned those on the autistic spectrum. I wondered if you could also include somewhere an aim to recognize, destigmatize and celebrate neurodiversity in our residents.
- 3.5.3 I believe the council should do events that bring a range of different cultures together at one event rather than isolating and celebrating one at a time. The wider groups/community are still non the wiser or don't get a chance to embrace those other cultures with the current model.
- 3.5.4 This survey was not very accessible. The language was hard to understand and comes across very "Councily".
- 3.5.5 No other comments - important we are seen as an inclusive organisation.
- 3.5.6 There are instances in my experience where staff are not conscious about some members of staff cultural differences and this results in tat part of community to not receive the best service.
- 3.5.7 Stop carving us up. Stop trying to chivvy us politically. Promote Live and Let Live

4 Section 3

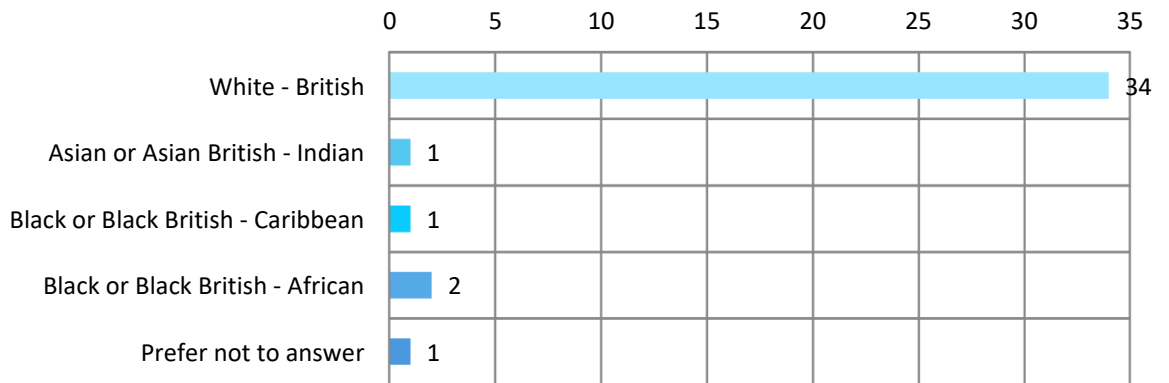
4.1 Demographic information



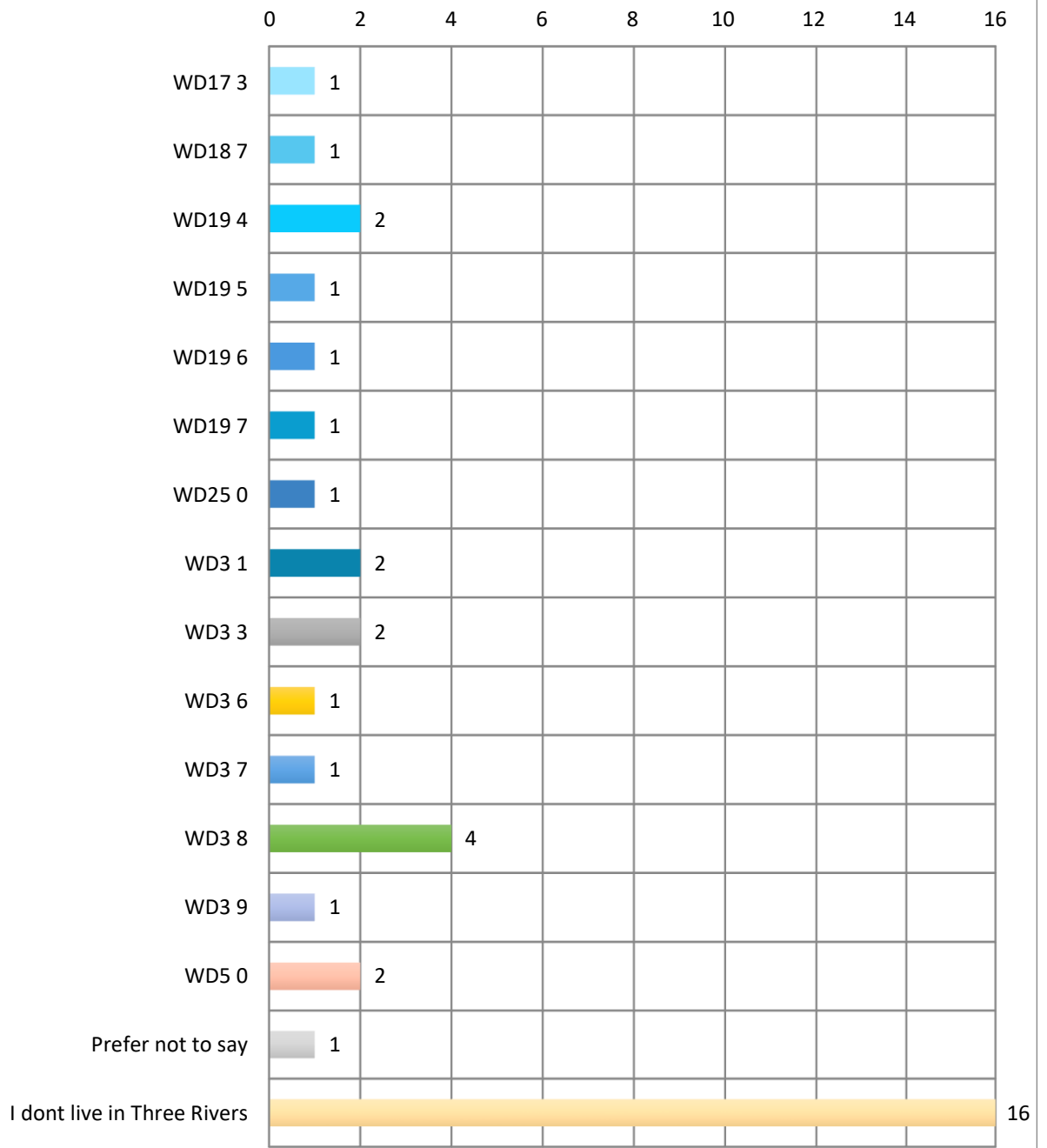
This question is about your gender identity Do you identify as



What is your ethnic group



Please select the beginning of your postcode



4.1.1