

Equity, Diversity and Inclusion Action Plan 2025-2027.

Action Plan

Priority	Who?	When by?
Inclusive		
Review access to Adult Services and co-produce new ways to improve accessibility with people with lived experience. This includes considering language barriers, formats for information etc.	MKCC Commissioning Team/MKCC Quality and Performance Team/MKCC EDI Steering Group/MKCC Stronger Together Board/MKCC Communications Team	31 July 2025
Develop accessible forms of information sharing for Milton Keynes' diverse communities. This includes considering language barriers, formats for information etc.	MKCC Communications Team/MKCC EDI Steering Group	31 March 2025
Deliver Cultural Competency training across Adult Services	MKCC Quality and Performance Team/MKCC EDI Steering Group	30 September 2025

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Priority	Who?	When by?
Aware		
Develop and deliver a range of training and continuous learning for staff in relation to EDI for MKCC Adult Services staff. Encourage and support partners and commissioned services to do the same	MKCC Quality and Performance Team/MKCC Commissioning Team/MKCC EDI Steering Group	30 April 2025 with ongoing monitoring of delivery
Develop auditing systems to identify any shortcomings in staff awareness	MKCC Quality and Performance Team/ MKCC EDI Steering Group	31 March 2025
Ensure EDI is transparent and focused within the delivery of services	MKCC Quality and Performance Team/MKCC Commissioning Team/MKCC EDI Steering Group	30 September 2025 with ongoing monitoring
Ensure that care and support is assessed for, and delivered in, a culturally sensitive and inclusive manner, and where possible that cultural needs are met	MKCC Social Work Teams/MKCC Commissioning Team/MKCC EDI Steering Group/MKCC Community Occupational Therapy Team	30 September 2025 with ongoing monitoring

Action Plan

Priority	Who?	When by?
Engaged		
Develop an oversight group from community organisations and faith groups to monitor the delivery of the EDI Strategy	MKCC EDI Steering Group	31 January 2025
Build on current links with communities through increased and well-resourced community engagement. This includes seeking new ways to outreach into our diverse communities	MKCC EDI Steering Group/MKCC Quality and Performance Team/MKCC Adult Services Leadership Team	31 July 2025
Develop meaningful processes to consult with our communities to ensure services are inclusive and relevant to stakeholders and service users	MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team/MKCC Communications Team	30 April 2025

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Priority	Who?	When by?
Diverse		
Promote networks within MKCC to support minoritised groups with a commitment to encourage professional development, awareness and equity	MKCC Workplace for Everyone Steering Group/ MKCC EDI Steering Group/MKCC Communications Team	31 March 2025
Promote opportunities for people from diverse backgrounds to share their lived experiences with MKCC staff e.g. workshops, guest forums etc.	MKCC EDI Steering Group/MKCC Quality and Performance Team	31 March 2025
Involve people from diverse backgrounds in policy development and other areas such as recruitment	MKCC EDI Steering Group/MKCC Quality and Performance Team	31 July 2025
Promote a workforce at all levels that is representative of our local population. This will be supported by our Workforce Race Equality Standards action plan	MKCC EDI Steering Group/MKCC Human Resources/MKCC Workforce Board	30 September 2025

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Priority	Who?	When by?
Insightful		
<p>Assess the impact of social care services on different groups through collecting and understanding population data. We will ensure that data collection is meaningful and transparent. Data will also support how we plan staff training</p>	<p>MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team</p>	<p>31 July 2025</p>
<p>Monitor providers of services to ensure they are meeting the needs of different groups. This will include identifying key performance indicators to show how well service providers are meeting needs regardless of background</p>	<p>MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team</p>	<p>31 March 2025 with ongoing monitoring</p>
<p>When planning new services ensure that decision making is based on evidence and involves different groups in the process</p>	<p>MKCC EDI Steering Group/MKCC Commissioning Team</p>	<p>31 July 2025 with ongoing monitoring</p>

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Priority	Who?	When by?
Fair		
Work with different groups to ensure that we promote fairness and equal opportunity when planning new services	MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team/MKCC Stronger Together Board	31 July 2025 with ongoing monitoring
Ensure that we are engaging with different groups/communities to identify barriers to accessing services. When we identify barriers, we will develop ways to address these. This includes developing staff ambassadors to promote equity, diversity and inclusion	MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team	31 July 2025 with ongoing monitoring
Review our policies and processes to reduce inequalities and promote social justice. We will seek advice on best practice from other public sector and private sector organisations	MKCC EDI Steering Group/MKCC Commissioning Team/MKCC Quality and Performance Team	31 October 2025

Thank you for reading this document.

If you have any comments or feedback, please contact
the MKCC People Commissioning Team at:

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