

# NLC Equality Outcome 7 – Influencing Decision Making Processes and Services

## Proposed Outcome

Decision-making processes and services are influenced by the contributions of young people, women, minority ethnic people and disabled people.

## Equality Evidence/Reasoning

- We know that most of the formal engagement and participation mechanisms are not reflective of the demographic makeup of our communities
- There are mechanisms in place for youth engagement, but this is again generally formal
- We need to assess some of the learning from targeted research to date (BME, Disabled people, women, young people) and understand the barriers and challenges and what we need to do to ensure these groups are engaged appropriately
- From this we need to develop targeted engagement plans to ensure voices are heard
- We need to identify opportunities and capacity building needs to create and strengthen existing mechanisms for ensuring voices are heard and CVS support is accessed
- While we need to strive to increase participation in more formal mechanisms – we need to acknowledge that some people are not ready or don't have the capability or capacity to engage in this way and that life circumstances and stages impact on this. We need to shift our thinking to more targeted approaches and how information from these is fed into the more formal mechanisms and decision-making structures to ensure decision are taken from a place of understanding needs – also linked to accountability

**We would like to invite you / your organisation to comment on this proposed outcome by completing the questionnaire linked below, or you can access this via the QR Code.**

**The questionnaire will be 'live' until 20 December. We will then gather all views submitted and finalise our outcomes and related actions and measures before publishing in April 2025.**

**If you would like more information or would like to comment in a different way, then please email [equality@northlan.gov.uk](mailto:equality@northlan.gov.uk)**

**Link to Questionnaire:** <https://forms.office.com/e/2HSfmrDENR>

NLC Equality Strategy - Equality  
Outcome 7 – Influencing Decision  
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