LCC Workforce Staff Profile

Each year the Council produces information in relation to the make-up of its workforce. Whilst being a legal requirement, this information is also useful for workforce planning.

The information below reflects the make-up of our workforce as of January 2016, which excludes our employees in schools. This is shown by equality group and provides us with a better understanding of the people who work within our organisation.

As at the end of December 2015, excluding Schools and Casuals, LCC had a total workforce of **6,386 employees**

Age
The following is a breakdown of our workforce in terms of age group:

Age Band	% of all employees
16-24 Years	3.3%
25-34 Years	16.2%
35-44 Years	22.9%
45-54 Years	32.0%
55-59 Years	14.4%
60-64 Years	7.6%
65+ Years	3.5%

Disability

In December 2015, **72.8%** of staff had declared whether they had a disability or not. The most recent workforce representation analysis (December 2015) showed that **4.2%** of staff had declared themselves as disabled. The percentage of disabled employees at Grade 13 or above is **3.4%.**

We intend to progress a campaign to further increase the percentage of employees disclosing whether they have a disability or not.

Race

In December 2015, 83.6% of staff had declared their ethnicity. Analysis showed that 11.8% of employees are from Black and Minority Ethnic (BME) backgrounds,

The percentage of BME employees at Grade 13 or above in December 2015 was **12.6%**.

Religion and Belief

We have the following information in relation to the religion and belief status of our employees:

Religion	% of all employees
Christian	24.89%
None	13.84%
Hindu	2.48%
Muslim	1.47%
Sikh	0.81%
Other Religion	0.77%
Buddhist	0.08%
Jewish	0.05%
Prefers Not to State	1.77%
Not Obtained	53.84%

Sex

Of our employees that are non- school based our workforce equates to **73.8%** female and **26.2%** male.

The percentage of female employees at Grade 13 or above is **57.8%**.

Sexual Orientation

Within the workforce monitoring exercise **39.7%** of staff declared their sexual orientation. **1.1%** of employees declared their sexual orientation as LGB, **38.6%** declared themselves as heterosexual. **60.3%** of employees have not declared their sexual orientation.

We intend to progress a campaign to further increase the percentage of employees disclosing their sexual orientation.

About the people of Leicestershire

The population of Leicestershire

Leicestershire is an ethnically and culturally diverse county, benefiting greatly from close links with Leicester, one of the most culturally diverse cities in the UK. International migration has had, and will continue to have, an impact on both service provision/access and community cohesion across the county, as new arrival communities integrate into existing communities both within Leicestershire and Leicester.

The estimated resident population of Leicestershire is 681,600[1]. The population can be broken down by equality group to provide us with a better understanding of the people within our communities.

Age

The age of our population is important when planning services so we can meet the needs of our community.

17.8% of the population of Leicestershire are children (0-15 years) 62.7% of the population are working age (16-64 years) and 19.5% of the population are older people (65+ years)[2].

The population of Leicestershire is growing, and it is predicted to reach 753,100 people by 2037, an increase of over 96,000 from 2012[3].

However, the population is not growing uniformly for all age groups. We have an ageing population which will have implications for service provision.

Between 2012 and 2037, the total population is predicted to grow by 15%.

- The population growth in people aged 85 years and over is predicted to be nearly 190%, from 15,900 to 45,600 people.
- The population aged 65-84 is predicted to grow by 56%, from 106,000 to 164.900 people.
- The younger population, aged 0-24 years, is predicted to grow by 7% from 194,800 to 208,800 people.
- However, the adult population aged 25-64 years is predicted to reduce by 2% from 339,900 people to 333,900 people[4].

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[1] Mid-2012 population estimates, Office for National Statistics

[2] Mid-2014 population estimates, Office for National Statistics

[3] 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

Disability

16.2% of the population of Leicestershire self-report a long term illness or disability which limits their day to day activities[5]. Given the projected ageing population, it is reasonable to assume this could significantly increase in the coming years.

Nationally, it is estimated that one in four people will experience a mental health problem each year[6]. In Leicestershire this would equate to 170,400 out of 681,600 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression[7].

There are currently 3,524 people who are registered blind or partially sighted residing in Leicestershire and of these 1,956 are aged 80+. 934 people have dual sight and hearing loss[8]. We are currently in the process of determining how many people residing in Leicestershire are registered with hearing loss. It is estimated that there are more people with a sight and hearing loss within Leicestershire who have not yet registered.

During 2014/15 there were 1,225 people aged 18-64 with a learning disability who received a service. Of these, 888 (72%) were community based services such as day services or home care and 337 (28%) were permanent care placements in residential or nursing homes[9].

The number of people aged 65 or over with a learning disability who received a service during 2014/15 was much lower at 125. Of these, 60 (48%) were community based whilst 65 (52%) were in permanent care[10].

There are 1150 children with Statements of Special Educational Needs or an Education and Health Care Plan in Leicestershire. 854 of these children are

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[4] 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

[5] 2011 Census, Office for National Statistics

[6] Mind http://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/ [Accessed 22/03/16]

[7] Mind http://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/ [Accessed 22/03/16]

[8] Vista, Number of people Registered Blind or Partially Sighted in Leicestershire [as of 22/03/16]

[9] SALT return 2014/15, table LTS001a

[10] SALT return 2014/15, table LTS001a

supported in mainstream schools, with an additional 296 children supported in units attached to these schools[11].

Gender Reassignment

There are no accurate statistics available regarding the profile of those who identify as trans or transgender within Leicestershire or the UK as a whole. Gender identity is not incorporated into the Census or other official statistics.

Marriage and Civil Partnership

Within Leicestershire 275,502 people (51.7%) are married and 996 people (0.2%) are in a registered same-sex civil partnership. There is a relatively equal balance of people who are married or in a registered same-sex civil partnership across all districts and boroughs within Leicestershire[12].

Race

91.4% of the population of Leicestershire identify themselves as 'White' and 8.6% of the population are from Black and Minority Ethnic groups, making Leicestershire an ethnically and culturally diverse county[13].

This compares to 54% of the population in Leicester who identify as Black and Minority Ethnic. 17.7% of the population in Oadby and Wigston are Indian Asian, which has risen from 11.4% in 2001 and compares to only 1% in Hinckley and Bosworth, North West Leicestershire and Melton[14].

Approximately 3.8% of people in Leicestershire do not have English as their main language[15].

Religion & Belief (including no religion or belief)

Within Leicestershire there are a number of religions and beliefs followed by local people, which include Baha'i, Buddhist, Christian, Hindu, Jewish, Muslim, Pagan and Sikh faiths.

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[11] Count of SEND pupil with a Statement or Education and Health Care Plan in Unit or Mainstream provision - Feb 2016

[12] 2011 Census, Office for National Statistics

[13] 2011 census, Office for National Statistics

[14] 2011 Census, Office for National Statistics

[15] Office for National Statistics, [from Nomis on 21 March 2016]

In the 2011 census 60.3% of Leicestershire residents stated that they are Christian, 2.8% are Hindu, 1.4% are Muslim, 1.2% are Sikh and 0.7% identified as other religions. 27.1% of Leicestershire residents stated that they had no religion[16].

Sex (Gender)

There is an equal gender split between men and women in Leicestershire with 321,416 males and 329,073 females. However, between 2001 and 2011 there were almost twice as many females as males for those aged 0-4[17]. This is the only age gap where the difference between the sexes is as high. We will continue to monitor this emerging data to further plan future service delivery.

Sexual Orientation

There are no accurate statistics available regarding the profile of the lesbian, gay and bisexual (LGB) population within Leicestershire. Sexual orientation is not incorporated into the Census; however it has previously been widely acknowledged that approximately 6-10% of any population will be LGB. In Leicestershire this would equate to between 39,030 and 65,050 people. Having said this, the National Survey of Sexual Attitudes and Lifestyles found that, over an age-range from 16 to 74, 1% of women and 1.5% of men consider themselves gay/lesbian, and 1.4% of women and 1% of men think of themselves as bisexual[18]. In 2014, the Integrated Household Survey found that 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual[19]. In Leicestershire this would equate to approximately 10,905 people.

Carers

Within Leicestershire 10.9% of the population provide unpaid care. This is slightly higher than the national average of 10% and is perhaps reflective of Leicestershire's ageing population. However, we recognise that care is provided for a variety of reasons, not just for older people, and that support is required for carers of all ages[20].

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[16] 2011 Census, Office for National Statistics

[17] 2011 Census, Office for National Statistics

[18] National Survey of Sexual Attitudes and Lifestyles 2010-2012

[19] 2014 Integrated Household Survey, Office for National Statistics

[20] 2011 Census, Office for National Statistics

Given the projected population growth between 2012 and 2037 in people aged 85 years and over, which is predicted to be nearly 190%[21], it is reasonable to assume that the percentage of people providing unpaid care is likely to rise over the coming years.

Gypsy and Traveller Community

In 2012/13, a Gypsy and Traveller Accommodation Needs Assessment (GTAA) Refresh was undertaken across Leicester, Leicestershire and Rutland. Using baseline data from the 2007 GTAA, caravan count data and information provided by a number of local authorities, the estimation of the number of Gypsies and Travellers across Leicester, Leicestershire and Rutland in 2012 was 588 families[22].

There are also a number of Gypsy and Traveller families who pass through Leicestershire.

Asylum Seekers and Refugees

There are no accurate statistics available regarding asylum seekers and recent refugees within Leicestershire or the UK as a whole. It is not incorporated into the census or other official statistics.

Deprivation

Leicestershire is a relatively affluent County and experiences very low levels of social-economic deprivation overall. North West Leicestershire is the most deprived district in the county, ranked 200 out of 354 local authorities in England, while Harborough is the least deprived, ranked 319 (where 1 is the most deprived). Even so, pockets of significant deprivation exist, with some neighbourhoods in Loughborough and Coalville amongst the most deprived neighbourhoods in England. These areas experience deprivation across a number of themes, such as income, employment, health and crime.[23]

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[21] 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

[22] Leicestershire, Leicester and Rutland Gypsy and Traveller Accommodation Assessment Refresh February 2013, DeMontfort University, Leicester

[23] English Indices of Deprivation, Department for Communities and Local Government, 2015

Equality Strategy Action Plan 2016 - 2020

We will develop and support a diverse workforce

EO1: To maintain or improve the Council's workforce representation in line with targets for gender, disability, sexual orientation and race by the end of March 2020

Action	Responsibility of	Deadline	How will success be measured?
Develop a simple and consistent approach to collating the data required for workforce equality monitoring	FAIT Human Resources	On-going	Feedback from those involved in reporting on Workforce Equality Monitoring. Data is readily available.
Report quarterly on progress towards workforce representation targets to the Corporate Management Team (CMT).	Business Intelligence Team	Within six weeks of the end of each quarter	Reports to CMT on workforce representation progress are delivered
Report every six months on progress towards workforce representation targets to the Equalities Board	Business Intelligence Team	July 2016 January 2017	Six monthly report on workforce representation is taken to the Equalities Board

Actions	Responsibility of	Deadline	How will success be measured?
Identify areas of work where a more detailed understanding of equalities information is required. To undertake further analysis and respond to the issues identified.	Policy Officer (Equalities) Business Intelligence Team	On-going	Areas for further analysis are agreed by the equalities Board and the issues that have been identified as a result of more detailed analysis are responded to.
Publish workforce equality information and analysis annually	Policy Officer (Equalities)	By the end of 16/17	Workforce Equality Monitoring information has been published on the Leicestershire County Council website at the end of each year.
Present published workforce equality information and analysis in a way that is easy to understand and accessible to the public	Policy Officer (Equalities)	On-going	Feedback from staff and service users
Continue to undertake a staff survey every two years and analyse data in relation to equalities (not due during the period that this action plan covers – long term commitment).	Business Intelligence Team	2017	N/A

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Action	Responsibility of	Deadline	How will success be measured?
Self-declaration			
Develop and implement a communications plan for self-declaration for 16/17.	Communications	By the end of 16/17	Plan has been developed and implemented. Possible increase in rates of self-declaration over the longer term.
Make identified improvements to Oracle Self-Service to make it easier to use and to align the categories provided with those provided on the Census, in order to allow comparison with local and national data	Policy Officer (Equalities) Human Resources	By the end of 16/17	Feedback from employees about the ease of using Oracle Self-service once identified changes have been made. Possible increase in declaration rates.
To develop a self- declaration guidance sheet (to provide key definitions and information about confidentiality, how individuals' personal information will be used and why it is important to self-declare).	Policy Officer (Equalities)	September 2016	Guidance is available. Feedback about the usefulness of the guidance. Possible increase in declaration rates.

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Actions	Responsibility of	Deadline	How will success be measured?
To include a question about gender identity on Oracle Self Service and on equality monitoring forms provided at recruitment stage	Policy Officer (Equalities) Human Resources	By the end 16/17	Gender identity is included on Oracle self-service and on monitoring forms.
Recruitment			
Explore the use of equality and diversity based scenarios or values questionnaires as part of the recruitment process (either as part of applications or interviews)	Human Resources	On-going	?
Explore opportunities to involve service users and carers in the recruitment process for key positions where there is a service delivery element.	Policy Officer (Equalities) Individual Services Human Resources	On-going	?
Continue to regularly review and promote the use of representative recruitment panels	Human Resources Policy Officer (Equalities)	On-going	Analysis of recruitment and workforce representation data in relation to protected characteristics

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Actions	Responsibility of	Deadline	How will success be measured?
Continue to provide Unconscious Bias training as part of recruitment and selection training	Learning and Development	On-going	Analysis of recruitment and workforce representation data in relation to protected characteristics
Explore possibilities for outreach work to promote job opportunities to under-represented groups	Policy Officer (Equalities)	On-going	Attendance at employment and recruitment events
Review job design of key positions in order to ensure that opportunities are available to staff members with caring responsibilities.	Human Resources Policy Officer (Equalities)		
EO2: To provide fair pay and reward to Council employees			
Carry out an equal pay audit every three years and implement the recommendations	Human Resources	In line with HR deadlines for Equal Pay Audits	Future equal pay audits continue to demonstrate improvements in areas where recommendations have been made
Explore the opportunity to strengthen future equal pay audits using the data we hold on a range of protected characteristics (in conjunction with the self-declaration campaign)	Human Resources	On-going/ Long Term	In the longer term, conclusions can be drawn from analysis of pay data for an increasing range of protected characteristics

EO4: To ensure that appropriate equality and diversity training is completed by staff and members of the County Council			
Develop new training courses where key areas of need are identified	Learning and Development Policy Officer (Equalities)	On-going	Uptake of training is reviewed regularly. Practical application of training material to job role is reviewed as part of the PDR process. Feedback from staff about how training courses could be improved.
To promote positive action initiatives (such as Spring into Action) to under-represented groups of staff via Workers' Group meetings, CIS and Staff Matters	Learning and Development Policy Officer (equalities)	By the end 2016/17	Staff satisfaction. Feedback from staff. Improvements in work force representation.
Explore the possibility of developing a 'Reverse Mentoring' programme where employees with a protected characteristic background mentor managers/ senior managers	Equalities Board Learning and Development	By the end 2016/17	Levels of participation and feedback.
Implement a new learning management system to increase efficiency in and accuracy of monitoring of uptake of Equality and Diversity Training	Learning and Development	By August 2016	Improved accessibility of data around uptake of equality and diversity training. Gaps in training can be identified and managed.

Develop and embed a consistent process by which poor uptake of mandatory Equality and Diversity training is addressed by managers	Learning and Development Policy Officer (Equalities)	By January 2017	Increased uptake of equality and diversity training in the long term
Create regular opportunities to engage with members by providing training, support and briefings	Policy Officer (Equalities) Member Learning and Development	On-going	Levels of attendance from members at training, sessions and events. Member feedback.
Explore ways to engage with employees who would not typically attend equality and diversity training or events (for example employees with protected characteristic background/ Workers' Groups delivering sessions as part of team meetings and actor workshops for hard to reach staff)	Learning and Development Policy Officer (Equalities)	On-going	
Use the Stonewall Workplace Equality Index as evidence based benchmarking tool to assess achievements and progress in LGBT equality.	Human Resources	On-going Submission for Stonewall by Sept 2016	Maintain a top ten rank in the Stonewall Workplace Equality Index (results from Stonewall in February 2017)
EO5: The Council has clear and accountable leadership for its equalities duties at all levels			
Strengthen and provide support to Leicestershire County Council's equalities bodies (Equalities Board, Equalities Forum,	Policy Officer	On-going	

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Departmental Equalities Groups (DEGs), Workers' Groups, Working Carers' Group and Straight Allies)	(Equalities)		
Organisational leadership send regular messages out to employees to demonstrate high level commitment to equality and diversity	Equalities Board	On-going	Messages from organisational leadership are incorporated into the Equalities communication Plan
Organisational leadership are visible in their attendance at equality and diversity training and events. The Equalities Board commit to at least one senior manager representative attending or participating in planned Equality and Diversity events.	Equalities Board	End of 16/17	A senior manager has been present at every planned equality and diversity event in 2016/17.
EO6: To ensure all members of staff feel equally valued and supported			
To review and improve how we meet the five commitments made to be able to use the 'two ticks symbol'	Policy Officer (Equalities) Human Resources Disabled Workers' Group	By end 16/17	Feedback from Disabled Workers' Group Equality Monitoring Data (recruitment)
To develop and promote materials, training or events in conjunction with the Disabled Workers' Group which tackle some of the myths and questions around disability with a particular	Policy officer (Equalities) Disabled Workers'	By December 2016	Materials, training or events have been made available to all staff

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focus on 'hidden disability'	Group		
To promote positive action initiatives (such as Spring into Action) to under-represented groups of staff via Workers' Group meetings, CIS and Staff Matters.	Learning and Development Communications Policy Officer (Equalities)	On-going	Staff satisfaction. Feedback from staff. Improvements in work force representation.
To explore the possibility of becoming involved with nationwide campaigns or initiatives (such as 'Disability Confident')	Policy Officer (Equalities)	By the end of 16/17	
To explore the possibility of developing a 'Reverse Mentoring' programme where employees with a protected characteristic/ minority background mentor a manager/ senior manager	Learning and Development Policy Officer (Equalities)	By the end 16/17	
To engage with the Disabled Workers' group to review absence management and reasonable adjustment policies and procedures and training in these areas	Human Resources	By February 2017	Absence management and reasonable adjustment policies, procedures and training have been reviewed

We will develop, commission and deliver inclusive and responsive services

EO7: To understand the effect of our policies and practices on people with different protected characteristics and human rights			
To maintain an up to date EHRIA completion programme	Departmental Equalities Groups	On-going	Planned EHRIAs have been completed and published.
To audit EHRIA completion and publication rates against numbers of planned EHRIAs in order that action can be taken where issues are identified	Departmental Equalities Groups Business Intelligence Team	On-going	Bi-annual report to the Equalities Board (see above)
To complete a screening EHRIA at an early stage for all major policy, strategy and service changes including de-commissioning of services.	Departmental Equalities Groups	On-going	See above
To complete a full EHRIA in all instances where negative or uncertain impact is identified via screening as a likely outcome, and/or where a public consultation exercise is to be carried out.	Departmental Equalities Groups	On-going	See above
Ensure that each department has a representative Departmental Equality Group, taking responsibility for advice, critique and governance of EHRIAs	Departmental Equalities Groups Policy Officer (Equalities)	On-going	There is a Departmental Equalities Group for each Department who oversee the EHRIA process
At least one member from each Departmental Equalities group to attend EHRIA training.	Departmental Equalities Groups	December 2016	At least one member of each Departmental Equalities Group has had

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			the training.
To develop a system for EHRIA auditing and quality assurance which is consistent across the organisation	Departmental Equalities Groups with support from Policy Officer (Equalities)	End of 16/17	There is a system in place whereby Departmental Equalities Groups have responsibility for the quality assurance of EHRIAs, however this is audited by the Policy Team as required
Enable and encourage the involvement of interested partners, service users and community groups in the development of the Equalities and Human Rights agenda, and in constructive challenge of LCC policy and practice	Consultation & Engagement Manager	On-going	Feedback from Leicestershire Equalities Challenge Group Bi-annual report to Equalities Board on the activities of the LECG
Maintain up to date data, in order to inform the EHRIA programme	Business intelligence Team Departmental Equalities Groups	On-going	Demographic data is available as required.

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Review and update EHRIA training course content and materials.	Learning and Development A & C Strategic Lead –Equalities	September 2016	Increased uptake of EHRIA training. Quality of EHRIAs is increased. Feedback from DEGs regarding quality of EHRIAs.
Promote EHRIA training sessions on CIS, in Staff Matters and Managers Digest.	Policy Officer (Equalities) Communications	In advance of planned training sessions – dates TBC.	Training sessions have been promoted. Attendance rates are good.
Ensure that LCC keeps up to date with developments in legislation and case law in relation to Equalities and Human Rights. Supplement this by sharing good practice in partner organisations and elsewhere, and by making full use of advisory bodies such as the Equalities & Human Rights Commission and external training providers, if required.	Departmental Equalities Groups Equalities Board Policy Officer (Equalities)	On-going	LCC avoids legal challenge. Success stories/ best practise examples
Ensure that the Equalities Board continues to oversee equalities effectively by making sure that it is representative of LCC departments and retains links with worker's groups and other interested parties who may be able to inform service development.	Chair of Equalities Board	On-going	
Commissioning Services (including service specification design, procurement, contract compliance, contract renewal and de-commissioning services)			

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Develop a template for procurement (for use in the pre-qualifying questionnaire) which ensures that Equality and Human Rights considerations are taken into account as part of this process.	ESPO? Policy Officer (Equalities)	? February 2017	Pre-qualifying questionnaires include Equality and Human Rights Considerations and are applied consistently
Ensure that all staff with responsibility for contract monitoring are adequately trained in Equality and Human Rights compliance	Learning and Development Or contract monitoring	On-going	Monitor the uptake of mandatory training. The new learning management system 'The Hub' will be able to provide greater level of detail in terms of the uptake of training within teams
Ensure that equalities monitoring data is collected consistently from commissioned service providers, and tested against mitigation actions recorded in EHRIAs.	Contract Monitoring/ Compliance Team	On-going	Contract monitoring indicates that commissioned service providers are compliant with Equality and Human Rights requirements
Take a broad approach to cost effectiveness during procurement to ensure that wider considerations such as community cohesion, social value and combating social isolation are valid considerations.	ESPO? Procurement		
Service Delivery and Review			

Ensure that staff members who are involved in service delivery are aware of Leicestershire County Council's Equality & Human Rights policies via training, supervision Performance Development Reviews.	Learning and Development Managers	On-going	Reviewed as part PDR Fewer complaints from service users with regards to Equalities
Review Equality Improvement Plans relating to in-house services at intervals appropriate to timescales for the specific service's development.	Service specific – overseen by Departmental Equalities groups	On-going	Audit/ Quality assurance. Development of form to assist with this.
Use good practice examples from departments to develop a form to assist with reviewing Equality Improvement Plans.	Departmental Equalities Groups Policy Officer (Equalities)	December 2016	There is a form in place which can be used across the organisation.
Where voluntary community groups deliver services that were previously delivered by the Council, they are supported to develop their understanding of equality, diversity and human rights and their responsibilities in relation to this.	Policy Officer (Equalities)	**On-going**	We have made training, resources and/or support available to voluntary community groups
EO 8: To provide information in the most appropriate and accessible way			
Ensure that services are accessible to everyone who is likely to use them, by providing information in Plain English, with a range of different formats and languages available where required	Policy Officer (Equalities)	On-going	Information in a range of languages and formats is available.

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Promote the interpretation and translation service internally on CIS, in Staff Matters and Managers' Digest.	Policy Officer (Equalities)	On-going	Feedback from service users. Feedback from frontline staff. More requests for information in different formats or languages.
Engage with service users who have specific communication needs in order to ensure that service users are aware of the interpretation and translation service and to identify areas where we can improve our communication methods and approaches.	Engagement and Consultation Manager	On-going	Feedback from service users/ Leicestershire Equalities Challenge Group about accessibility of information
Keep the Leicestershire County Council website up to date with information about services and ensure that this information is accessible to a wide range of users.	Web team/IT services Policy Officer (Equalities)	On-going	The website has up to date information. Feedback regarding the accessibility of information.
Monitor the impact of moving to online/ digital services and removing face to face services	?	On-going	Where there is a change to online/ digital services in place of face to face services an EHRIA has been completed and there

			are mitigations in place
Re-establish our links with the Deaf community and re-state our commitment to the BSL charter	Policy Officer (Equalities)	December 2016	Feedback from Deaf community.

We will foster good relations with and within the community

EO9: To empower communities across Leicestershire to be cohesive, tolerant and resilient

Building Relationships and Engaging with Communities

Actions	Responsibility of	Deadline	How will success be measured?
Explore the possibility of developing training or resources for front line staff and elected members to develop their role in building good relationships between LCC and the community/ communities that it serves and between different communities and/or people with different protected characteristics	Learning and Development	Long term	Training is implemented. Feedback from training. Feedback from service users.
Continue to hold regular Equality and Diversity events throughout the year, including commemorative events which are open to the public	Policy Officer (Equalities)	On-going	Attendance at events. Feedback following events. Handset surveys at the end of events, where appropriate.

Explore the opportunity to hold a 'Human Library' event - pilot internally and consider whether there is value in holding further events and promoting externally	Policy Officer (Equalities)	End of 16/17	Attendance and feedback following the event.
To undertake a 'community mapping' exercise and explore whether we have links into under-represented communities. Where we identify that we don't have a link into an under-represented community group, we will make links, for example through the Leicestershire Equalities Challenge Group, local area co-ordinators or by identifying 'community champions'.	Policy Officer (Equalities)	End of 16/17	A community mapping exercise has been completed and we have links into under-represented communities.
To provide support to the Inter Faith Forum, with the intention of encouraging joint working on shared aims between its members.	Policy Officer (Equalities)	Nov 2016 – Conference

On-going. | Annual conference has been organised (Nov 2016)

We have promoted and engaged with other activities organised by members of the Inter Faith Forum. |
Continue to work with the Leicestershire Equalities Challenge Group to strengthen consultation with key community groups	Engagement and Consultation Manager	On-going	
Develop an equalities communications plan (internal and external combined) which can be delivered via the intranet, website, social media and local news (newspapers, radio and TV)	Communications	By end 16/17	Measure and report on media coverage and social media reach.
Community Safety			

Action	Responsibility of	Deadline	How will success be measured?
To work with local partners to protect the public, prevent crime and to promote strong, integrated communities via the Prevent and Hate Action Plan. To work to combat potential or actual community tension.			
To establish a county wide Hate Plan that highlights key actions against each of the LLR (Leicester, Leicestershire and Rutland) priorities and to assist the delivery of the plan across the 7 District and Borough Councils. LLR Strategy priorities for 2016-17 for Hate (these will also be linked to the Police and Crime Plan 2015-17) include: a. Raising awareness b. Improving our response c. Re-assuring and strengthening communities d. Cyber Safety	Community Safety Team	End of 16/17	Action Plan is in place and there is progress towards the actions identified.
To support the Prevent Action Plan and the multi-agency Prevent Steering Group	Community safety Team	End of 16/17	There is progress against the Prevent Action Plan
Partnership Working			
Action	**Responsibility of**	**Deadline**	**How will success be measured?**

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Continue to work collaboratively with partners; including supporting and contributing to the work of the Leicestershire Equalities Forum (LSEF) and other associated partnership projects. This might include joint events. Establish clear aims and objectives when working in partnership with other organisations.	Policy Officer (Equalities)	On-going Report on partnership working by end 16/17	Report on partnership working and joint campaigns. Review of partnership working activities to establish whether we have achieved the desired outcomes from the piece of work. Increased social media reach as a result of joint events. Attendance at joint events. Feedback from joint events including handset surveys, where appropriate.

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