

# Refreshing LCC's Equality Strategy for 2020-24

**Policy & Equalities Team  
Chief Executive's Department**

# LCC's statutory duties

## Public Sector Equality Duty

Consider all individuals including our employees in

- Day to day policy development and decisions
- Service delivery

Have “due regard” to the need to

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity for and within protected characteristic groups
- Foster good relations for and within protected characteristic groups

## Specific duties to

**Publish information to show compliance with the Public Sector Equality Duty**

- At least annually – workforce equalities profile, equality action plans

**Set and publish equality objectives**

- At least every four years – equality strategy

# Equality Strategy 2016-20

## **Aim 1 – We will develop and support a diverse workforce**

**EO1 Maintain or improve gender, disability, sexual orientation, race and age targets by March 2020**

**EO2 Provide fair pay and reward for Council employees**

**EO3 Ensure appropriate equality & diversity training is completed by staff and members**

**EO4 Clear and accountable leadership at all levels for its equalities responsibilities**

**EO5 Ensure all members of staff feel equally valued and supported**

## **Aim 2 – We will develop, commission and deliver inclusive and responsive services**

**EO6 Understand the effect of our policies and practices on protected characteristic groups and human rights**

**EO7 Provide information in the most appropriate and accessible way**

## **Aim 3 – We will foster good relations with and within the community**

**EO8 Empower communities across Leicestershire to be cohesive, tolerant and resilient**

# Challenges for 2020-24

Better balance of aims and objectives

Widen ownership and visibility of equalities within and outside of LCC

Improve outcomes through better evidence

Strengthen local involvement

## But also opportunities

Focus on effectiveness of partnerships and processes

Celebrate success and maximise awareness of positive work / outcomes

Show our Strategy is meaningful and relevant to everybody in Leicestershire

## Communities that are...

### **Safe, tolerant and cohesive**

- How do we define and evidence these objectives
- Are hate crime and faith work sufficient

### **Places where there is equality of opportunity**

- Indirect tensions / unfairness

### **Places where people are and feel involved**

- Collaborative decision-making

# Best practice

## Equalities Framework for Local Government

- Strong emphasis on knowing and working with communities / partners
- To shape policies, solutions and improve public participation

## Other common denominators

- Smarter / fewer aims and objectives
- Focus on cross-cutting equalities issues eg: on digital inclusion (City)

# Timeline

Key Equality Strategy milestones	Dates
Equalities Board and CMT for approval of draft Strategy	September 2019
Cabinet for approval and to consult	October 2019
Public consultation (three months) and Scrutiny	28 October 2019 – 20 January 2020
Final draft Strategy presented to Equalities Board and CMT	March 2020
Final draft Strategy and Scrutiny comments presented to Cabinet	April 2020
Approval of new Equality Strategy 2020-24 by full County Council	May 2020



# We're happy to talk!

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