

Draft Outline Equality Strategy Action Plan 2020/21

The County Council's Equality Strategy 2020-2024 has two aims:

- **Leicestershire County Council has high levels of leadership and works to continually improve its performance in advancing equality of opportunity and celebrating diversity and inclusion through its operations**
- **Leicestershire is a place where there is equality of opportunity and good relations with and within its communities**

As a Local Authority, we are required to meet the general equality duty (also known as the Public Sector Equality Duty) under the Equality Act 2010 to:

- to eliminate discrimination, harassment, victimisation and other prohibited conduct; and to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not

And, under the Equality Act 2010 (Specific Duties) Regulations 2011, to:

- Set specific measurable Equality Objectives every four years; and
- Publish sufficient information, in a form that is easily accessible to the general public, to demonstrate 'due regard' to the Public Sector Equality Duty

The Council's objectives for 2020-21 and how these are to be delivered and reported are set out in the following sections of this Action Plan.

The Public Sector Equality Duty means we look at:

How policies and practices affect our employees			
We fulfil our duty by	Lead	Deadline	Success measures
D1. Collating workforce equality monitoring data on a quarterly basis	Business Intelligence, Chief Execs	September 2020 March 2021	Workforce equality monitoring data is available to be reviewed by the Equalities Board for decision on appropriate responses to trends
D2. Annual publication of workforce equality profile	Policy Team, Chief Execs	July 2020	The workforce equality profile is published on the Council's website by the due deadline
D3. Annually publication of Gender Pay Gap reporting	People Services, Corporate Resources	April 2021	Gender Pay Gap data is published on the Council's website by the due deadline and in accordance with HMG requirements
D4. Monitoring and responding to progress against the Council's representative workforce targets for 2020-21. These are: BAME 15.5% and Grade 13+ 14.6% Disability 4.8% and Grade 13+ 4.7% Women at Grade 13 65.3% Declaring sexual orientation 58.2% LGBT 2.4%	Equalities Board, Departments	September 2020 March 2021	Data monitored by Equalities Board and Departmental Equalities Groups for appropriate corrective action
Other people affected by our policies and procedures			
We fulfil our duty by		Deadline	
D5. Undertaking a screening Equalities & Human Rights Impact assessment (EHRIA) at an early stage of all major policy, strategy and service changes including redesign of	Departments (DEGs)	Ongoing	Identifying, completing and reviewing EHRIAs (including Equality Improvement Plans) against departmental

services			programmes
D6. Completing a full EHRIA analysis in all instances where screening identified a negative or unknown impact as a likely outcome and / or where a public consultation exercise is to be carried out	Departments (DEGs)	Ongoing	Identifying, completing and reviewing EHRIsAs (including Equality Improvement Plans) against departmental programmes
D7. Publishing completed screening and / or full EHRIsAs	Departments (DEGs), Web	Ongoing	Up-to-date list of published EHRIsAs by department on the Council's website

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Objective 1: Improve our understanding of the people we serve to make informed, evidence-based decisions which deliver the best outcomes for all			
Action	Lead	Deadline	Success measures
1.1 Complete an equalities evidence base for Leicestershire and share with partners	Business Intelligence, Chief Executive's Dept	June 2020	Equalities information published on LSOR
1.2 Review and update the Council's Equality Monitoring Policy and Guidance	Policy Team, Chief Executives Dept	March 2021	Equality Monitoring Policy statement published on-line Improved equality data for service users
Objective 2: Foster good relations with and within our communities, inform and involve our citizens to increase participation across all groups, addressing barriers to participation of under-represented groups			
2.1 Explore with partner authorities and organisations how to support faith and belief communities in Leicestershire	Policy Team, Chief Executives Dept	December 2020	Host or facilitate an annual event attended by over 30 representatives Event evaluation
2.2 Host an annual Holocaust Memorial Day Event	Policy Team, Chief Executives Dept	February 2021	Host an annual event attended by over 30 representatives Event evaluation
2.3 Review and update the Council's policy and guidance on making information accessible to everyone	Policy Team, Chief Executives Dept	March 2021	Making Information Accessible Policy and guidance produced

2.4 Complete a review and of the council's approach to consultation and engagement and recommendations for action	Communities Team, Chief Executives Dept	March 2021	Increased representation of all sections of the community in engagement and consultation
2.5 Enable and encourage the involvement of communities of interest in service changes, consultations and completion of Equality and Human Rights Impact Assessments through the work of the Leicestershire Equalities Challenge group	Communities Team, Chief Executives Dept	March 2021	Increased representation of all sections of the community in engagement and consultation
Objective 3: Deliver inclusive and responsive services to improve equality of outcomes and satisfaction amongst the people we serve			
3.1 Review and update the council's approach to equality impact assessment	Policy Team, Chief Executives Dept	March 2021	Positive feedback on revised process and EHRIA template Equality related complaints are reduced Equality related legal action is reduced
3.2 Investigate benchmarking and award schemes to drive improvement and deliver best practice in equalities	Policy Team, Chief Executives	March 2021	High performance for equality confirmed by independent audits
3.3 Implement BSL Video Relay Interpretation	Policy Team, Chief Executives Dept	March 2021	VRI BSL Interpreting available to front line staff for service users
Objective 4: Show leadership for equality, work with others and celebrate and promote success			

4.1 Develop and deliver a communications campaign to promote equality, diversity and inclusion	Communications Team, Corporate Resources	March 2021	Analytics on reach and engagement
4.2 To refresh and support delivery across the districts / boroughs of the Leicester, Leicestershire and Rutland Hate Action Plan	Community Safety Team, Children and Family Services Dept	March 2021	As per Plan
4.3 To support the Prevent Action Plan and the multi-agency Prevent Steering Group.	Community Safety Team, Children and Family Services Dept	March 2021	As per Plan
4.4 Work collaboratively with partners including supporting and contributing to the work of the Leicester Shire Equalities Forum (LSEF) and other associated partnership projects.	Policy Team, Chief Executives Dept	March 2021	Joint campaigns and products
Objective 5: Develop a skilled and committed workforce that reflects our communities			
5.1 Develop an action plan to improve recruitment, retention and progression to Grade 13+ of BAME employees	Policy Team, Chief Executives Dept People Services, Corporate Resources	March 2021	Improved representation of BAME employees at Grade 13+
5.2 Deliver actions from the Valuing Difference action plan	Policy Team, Chief Executives Dept	March 2021	Increase satisfaction amongst disabled staff

5.3 Support staff networks to celebrate diversity and promote equality	Policy Team, Chief Executives	March 2021	Increased engagement in staff networks and events
5.4 Promote self-declaration of protected characteristics amongst staff	People Services, Corporate Resources	March 2021	Increase self-declaration of protected characteristics amongst staff
5.5 Promote the completion of mandatory equalities training	People Services, Corporate Resources	March 2021	Mandatory training rates improve
5.6 Provide development opportunities to members on equality and human rights	Policy Team, Chief Executives	March 2021	Minimum of two member sessions provided per year
5.7 Participate in the Stonewall Workplace Employment Index 2020/21	People Services, Corporate Resources	September 2020	Maintain position in Top 100
5.8 Renew Disability Confident accreditation	People Services, Corporate Resources	June 2020	Upgrade from Level 2 (Employer) to Level 3 (Leader)

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