

Appendix B

Draft Equality and Diversity Strategy

Summary of Responses (April 2008 – June 2008)

Comments	Response
Overall/General comments	
The strategy needs to reflect the fact that we have not yet collected information on Sexual Orientation and Religion or Belief but that we are working to incorporate it in the employee data verification exercise.	The strategy will be amended to reflect this comment.
A few respondents felt that there was a lack of information on Sexuality and Homophobia and that it needs to be embedded within the strategy.	Agreed that the strategy needs to more effectively identify what the Council will do to achieve sexual orientation equality. A section to address this will be written.
Some respondents identified the lack of reference to the Gypsy / Traveller community and questioned what the Council was doing / going to do to address the issues they face.	Agreed that the strategy needs to more effectively identify what the Council will do to achieve equality for the Gypsy / Traveller community. A section to address this will be written.
It was generally felt that the strategy should embed the community cohesion agenda.	The work being done to develop a Community Cohesion Framework will be incorporated into the strategy.
There was concern raised that by moving to a single strategy specific issues would be diluted - especially around disability.	The strategy will be supported by Action Plans for each of the six equality 'strands' – race, disability, gender, age, sexual orientation and religion or belief. These will identify what the Council will do to achieve equality for each strand.
It was suggested that a workers group for gender issues be established.	This comment will be considered by HR.
It was suggested that more needs to be done in terms of the Performance Management of equality and diversity, particularly in relation to employment.	In addition to the work being done to integrate equalities and diversity into the Council's new performance management framework, HR is currently working on identifying performance indicators and targets for key areas such as recruitment and training. This will be better reflected in the Strategy.
Some staff raised concern at continuing incidents of discrimination and prejudice happening within the Council which aren't reported due to a perception that nothing will be done about it.	This comment will be considered by HR.

One respondent felt that the front cover needed to reflect the requirement to produce a Disability and Gender Equality Scheme under relevant legislation.	The cover will state that the Strategy incorporates the Disability and Gender Equality duties.
Accessibility of the Strategy	
The Disabled Workers Group asked if an easy to read version could be produced.	This will be produced.
Purpose of the Strategy	
Respondents generally agreed with the proposed purpose of the Strategy.	None required.
Context	
Respondents generally agreed with the proposed context of the Strategy.	None required.
Equality and Diversity Objectives	
Respondents generally agreed with our proposed equality and diversity objectives. However, it was noted that we need to make sure partners take this forward.	None required.
Achieving our Equality and Diversity Outcomes and Objectives	
Some staff raised the issue of the lack of career development opportunities at the Council for women and black and ethnic minority people.	This comment will be considered by HR.
Achievements Section	
It was noted that the Gypsy and Travellers exhibition toured many museum sites not just the records office.	This information will be incorporated into the strategy.
Proposed PIs	
Respondents who completed the questionnaire were asked to rank, in order of preference, the 17 proposed performance indicators (PI's) which will be used in measuring progress on equality and diversity. The results are recorded in the opposite column. A full list of the proposed Performance Indicators is at the end of this table.	PI' s 2 and 10 were the most preferred, however the numbers of respondents was too few for any analysis to be meaningful.
Training	
Can Equality Impact Assessment (EIA) training be made mandatory?	Training is available for all staff that are responsible for undertaking EIAs.

Concern was raised about instances of subtle discrimination in some Council departments where certain individuals are discretely identified as 'high flyers' by management and provided with more opportunities and training than others.	This comment is being considered by HR.
Could there be a separate toolkit for managers to explain what the strategy means for them and their staff?	The Council produced its 'Making Equality and Diversity Custom and Practice' toolkit in 2006, which will be revamped and reintroduced as a training tool for managers and their staff.

Proposed Performance Indicators for Equality and Diversity

	Performance Indicators
1.	Level of the Equality Standard for Local Government achieved
2.	Perceptions that people in the area treat one another with respect and consideration
3.	% of citizens satisfied with the overall service provided by their authority
4.	% of complainants satisfied with the handling of their complaint
5.	Reporting and recording of all hate incidents
6.	Fair treatment by local services (disaggregated by equality strand)
7.	% of people who feel that their local area is a place where people from different backgrounds can get on well together
8.	% of respondents who feel they belong to the local area
9.	% of adults surveyed who feel that they can influence decisions affecting their local area
10.	% of people who feel that Leicestershire is a place where local ethnic and other differences are respected
11.	%age of employees with a disability
12.	%age employees from black and minority ethnic communities
13.	Top 5% earners: women
14.	Top 5% earners: black and minority ethnic
15.	Top 5% earners: with a disability
16.	% staff who believe that their managers treat them with fairness and respect
17.	% staff who believe that the organisation is committed to equality and diversity