

Equality Strategy 2013-2016: Consultation responses received**How can the Strategy be improved?**

	Suggested Actions
1	Include sensory disabilities, gypsy and traveller and asylum seeker information into the people profile
2	Change the estimate of mental health to 1 in 4 to reflect the national increase
3	Change the LCC workforce staff profile to reflect the workforce excluding school staff to create clearer links to our workforce equalities targets
4	Include information about gender reassignment in staff profile
5	Link this Strategy to the Equality Duty to showcase how you show due regard in your equalities practice
6	Amend the Equalities reporting structure to include Leicestershire Working Together and the Equalities Forum
7	Re- write Appendix 1 with less jargon
8	Broaden priority equality objective 8 to enhance understanding of equality to all residents in the County as well as the County Council
9	Needs to be some recognition of parent/carers of disabled children/young people and young carers as part of the Carers Strategy
10	Include bullying in the workplace
11	Ensure consultation and engagement is embedded fully throughout the Council, particularly with the deaf/ hard of hearing community
12	Focus on understanding the residents of the County Council and their equality needs
13	Reference the potential economic benefits from community cohesion and equalities activity
14	This must not be a paper exercise but a realistic one
15	Would benefit from the more pro active work that the Council is prepared to do
16	Strengthen information regarding Equality and Diversity training for employees
17	Endeavour to implement the Strategy fully without any bias
18	Refer to the financial constraints and/ or recognition of how this may impact on the implementation of the Strategy
19	Focus on the practical things that we are going to do to
20	Achievable action plan is the most important thing
21	Keep the new Strategy clear and concise
22	Ensure spelling, formatting and grammar is right

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