

COUNTY COUNCIL EQUALITY PLAN 2019/20

Aim 1	We will develop and support a diverse workforce		
EO1: To maintain or improve the Council's workforce representation for gender, disability, sexual orientation, ethnic origin and age every year			
	Action required	Responsibility of	Progress will be monitored by
1.1	Identify and eliminate the barriers to under-represented groups being in leadership positions.	Human Resources	<ul style="list-style-type: none">• Annual Workforce Profile Monitoring report• NCC People Strategy Equality Action Plan 2019• Reports to Corporate Equality Group and Personnel Committee• Stonewall Workplace Equality Index• Disability Confident Employer assessment• CIPFA benchmarking
1.2	Address the under-representation of women in the most senior posts in the Council by equipping them for more senior leadership roles through the next phase of the Leadership Development Programme and access to career development support.		
1.3	Offer learning and development opportunities, including coaching, to support existing line managers to progress their careers as well as enabling aspiring managers to develop the skills to take on their first management post.		
1.4	Review current graduate trainee programme and develop a new localised model to attract graduates with diverse characteristics.		
1.5	Assess value of internships to graduates with disabilities via the Leonard Cheshire Change 100 initiative.		
1.6	Work with partners to attract apprentices with a range of protected characteristics.		
1.7	Encourage all managers to identify and make full use of any reasonable adjustments to recruit and support disabled		

	people in work and retain them in employment wherever possible. This includes ongoing work to support employees experiencing stress and poor mental health.		
1.8	Use Stonewall's Workplace Equality Index to improve the Council's recruitment, development and retention of its LGBT workforce.		
1.9	Improve disclosure rates of protected characteristics by continuing to encourage existing employees to declare and update their personal data to provide a more robust baseline for the ongoing analysis of workforce profile data.		
1.10	Develop idea of digital personnel files (employee passports) where personal information including equality data travels with the employee throughout their employment.		
1.11	Improve recruitment statistical information to understand the points where candidates with a protected characteristic drop out of the process and identify appropriate actions.		
1.12	Develop action plan to promote engagement with the Armed Forces Covenant to open up job opportunities to armed forces leavers and to continue to support reservists, former Forces personnel and their families.		
1.13	Progress to become a Disability Confident Leader by 2021.		
1.14	Refresh guidance and support for people facing terminal illness (Dying to Work)		
1.15	Development of guidance on the menopause.		
1.16	Promote a range of gender specific health and well-being initiatives.		

1.17	Promote training and awareness-raising around those with caring responsibilities, Dementia Friends, Workplace Buddies, Mental Health First Aiders and ensuring support initiatives are inclusive, accessible and fit for purpose.		
1.18	Engage with Timewise to maximise flexible working.		
1.19	Maximise the benefits of external funding streams eg Access to Work to support and enable people with long term health conditions and disabilities to access and remain in work.		
EO2: To provide fair pay and reward to Council employees			
2.1	Deliver the actions identified to reduce the Council's Gender Pay Gap.	Human Resources	Gender Pay Gap report Pay Policy Statement
2.2	Consider extending pay gap reporting to ethnicity, LGBT+ and disability.		
EO3: To ensure that appropriate equality and diversity training is completed by all employees			
3.1	Monitor the completion of mandatory equality and diversity e-learning by all employees.	Human Resources Line managers through EPDRs	EPDRs Induction Checklists E-learning completion records
3.2	Monitor the completion of the full suite of people management learning activity by all managers.		
Aim 2	We will develop, commission and deliver inclusive and responsive services		
EO4: To understand the effect of our policies and procedures on people with different protected characteristics			
4.1	Carry out equality impact assessments and meaningful consultation on all proposals to introduce, change or withdraw services where they have a potential impact on people with protected characteristics.	Managers Equality Officer	Published equality impact assessments Reduced equality related complaints
EO5: To provide inclusive and responsive services that are accessible to everyone			
5.1	Incorporate picture symbols onto Notts Help Yourself website to increase accessibility for people with learning disabilities.	Group Manager, ASCH	ASCH Departmental Action Plan Reduced equality related complaints Joint Strategic Needs Assessment

5.2	Assess the ability of dementia specialist care home providers to meet the needs of people not born in the UK when undertaking reminisce sessions.		
5.3	Organise training and development to improve the support to trans and non binary young people.	Group Manager, CFCS	CFCS Departmental Action Plan Joint Strategic Needs Assessment
5.4	Work with the University of Nottingham on research into the experiences of young LGBT people in local authority care.		
5.5	Recruit more LGBT foster carers and adopters.		