

**COUNTY COUNCIL EQUALITY PLAN 2019/20**

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| **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 | * Annual Workforce Profile Monitoring report * NCC Employer Equalities Action Plan 2018-19 * 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 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 | Offer 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. |  |  |
| **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 |
| **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, Strategic Commissioning, ASCH | ASCH Departmental Action Plan  Reduced equality related complaints |
| 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. | Group Manager, Strategic Commissioning, ASCH | ASCH Departmental Action Plan |
| 5.3 | Organise training and development to improve the support to trans and non binary young people. | Group Manager,  CFCS | CFCS Departmental Action Plan |
| 5.4 | Work with the University of Nottingham on research into the experiences of young LGBT people in local authority care. | Group Manager,  CFCS | CFCS Departmental Action Plan |
| 5.5 | Recruit more LGBT foster carers and adopters | Group Manager,  CFCS | CFCS Departmental Action Plan |