

Theme	Action No	What actions are we taking	What will these actions deliver	What might be the potential benefits for other protected characteristics / communities	Timescale	Is this a quick win i.e. can be achieved in next 3 - 6 months?	Lead Service	Lead Officer(s)	Progress update
Council workforce, culture and practice	1.1	<b>Undertake a programme of staff engagement with the aim of informing a review of relevant policies/procedures/support and culture and identifying further areas for action. Each department to hold sessions to engage staff and seek views followed by the establishment of task and finish groups to focus on areas for change within each department and to influence and inform wider corporate changes.</b>	Improved engagement of staff and positive feedback in terms of organisational culture, progression etc. HR Policies and Procedures which are fit for purpose. Fewer cases of discrimination and cases resolved through informal stages where possible. Organisation assessed as a model of good practice – possible external assessment/validation.	Potential for issues to be raised which lead to actions which benefit other protected characteristics such as issues and actions around further ongoing improvement of leadership and management, development and embedding of organisational values etc	Departmental engagement completed by end April 2021. Departmental Groups in place by May 2021 with reps identified for Corporate Stg Grp	Yes	N/A	Strategic Directors - Martin Samuels, Richard Sword, Miranda Cannon for CR&S	SCE Department have completed initial engagement work and established a task and finish group - see later SEC actions below. CR&S/PH have also held sessions, a summary has been produced and has been shared with staff and next steps include further potentially 'themed' discussions including proposed staff sessions on workforce profile and workforce equalities plans. CDN planning underway for staff engagement
Council workforce, culture and practice	1.2	<b>Embed a focus on tackling race equality and disadvantage into future SAT reviews.</b> Review SAT methodologies to incorporate appropriate criteria for consideration. Collate relevant findings and feed into Corporate Steering Group	Organisation assessed as a model of good practice – possible external assessment/validation	Potential for a stronger focus generally on inequality and disadvantage and equalities could impact positively across all protected characteristics	Develop methodology to incorporate by end May 2021	Yes	SAT	Lisa Boland	SAT methodology is being revised to include an explicit section and focus on equalities
Council workforce, culture and practice	1.3	<b>Undertake a review of a sample of previous employment cases where racial harassment/discrimination was the primary issue and identify any appropriate learning for future practice.</b>	Fewer cases of discrimination and cases resolved through informal stages where possible HR Policies and Procedures which are fit for purpose.	Any improvements to policies/procedures as a result could potentially be supportive and beneficial for other protected characteristics	Initial review complete. Further review by Dec 2021	Yes	HR	Craig Picknell	<b>Completed:</b> A review of some specific cases has already been undertaken as a result of issues raised by an external organisation. This identified issues which included inconsistency of management practice more generally and need to improve on practice around references. These issues were familiar and work was already ongoing eg leadership qualities, quality conversations framework, leadership development etc aimed at tackling this. <b>In progress:</b> A further sample to be reviewed after the next quarter. Reviews undertaken after any cases where discrimination/harrasment has been a key factor. An independent external equalities audit of HR policies and procedures has just been completed and the report received. The recommendations are being reviewed and
Council workforce, culture and practice	1.4	<b>Continue the delivery of the existing action plan which aims to improve BAME representation at the most senior levels of the organisation.</b>	More representative workforce across all grades including at more senior levels	Focus is specifically on Black and Asian staff	Ongoing -	No	HR	Craig Picknell	<b>Completed:</b> An action plan has been in place for some time around tackling under-representation at a senior level. Actions taken include a move to anonymised shortlisting to remove bias, streamlining and simplifying person specifications including minimising essential requirements/qualifications, and simplifying the job application process. <b>In progress:</b> There continues to be work to do in particular around opportunities to address any biases between shortlisting and appointment and further actions to progress. The latest workforce profile includes further data analysing various aspects of the recruitment process which will help in targeting the further actions
Council workforce, culture and practice	1.5	<b>Update the annual workforce profile to identify any other areas of underrepresentation across the workforce that need to be tackled</b>	More representative workforce across all grades including at more senior levels	Findings may identify other unrepresented groups for example one area of focus is around age of the workforce	2020 complete.	Yes	HR	Craig Picknell	<b>Completed:</b> The updated profile has been completed for 2020. This does not flag any significant issues over and above the under-representation of Black and Asian staff at more senior levels as per action 1.4. The updated profile has been shared with CMT. <b>In progress:</b> Updated profile to be shared with Lead Members and staff sessions to be set up for staff interested in understanding the data and the work that is underway / planned around workforce equalities.
Council workforce, culture and practice	1.6	<b>Develop and roll out a programme of unconscious bias/anti-racism training - initial focus on middle managers</b>	Improved engagement of staff and positive feedback in terms of organisational culture, progression etc. Fewer cases of discrimination and cases resolved through informal stages where possible. Organisation assessed as a model of good practice – possible external assessment/validation.	Work to address unconscious bias can potentially also help address biases not just related to race eg disability, age, sexual orientation		Yes	HR	Craig Picknell	Need to consider in light of wider research and national bodies suggested unconscious bias training in isolation is unlikely to be of benefit. A wider programme is being developed by OD with a focus on 'Inclusive Leadership' - this is part of an updated workforce equalities section for the equalities action plan and this will be shared more widely over the coming weeks.
Council workforce, culture and practice	1.7	<b>Implement a corporate reverse mentoring scheme building on the pilot scheme undertaken in health and social care</b>	Improved engagement of staff and positive feedback in terms of organisational culture, progression etc. Organisation assessed as a model of good practice – possible external assessment/validation.	Focus is specifically on Black and Asian staff although the model could in due course be considered for other protected characteristics eg disability particularly where there is under-representation and / or need to build better understanding and awareness		No	HR	Craig Picknell	<b>Completed:</b> A second cohort is underway in SCE. <b>In progress:</b> Consideration being given to how this can be progressed as a wider corporate approach and this forms part of the workforce equalities plan referenced in the previous action
Council workforce, culture and practice	1.8	<b>Ensure a focus on supporting progression and development of Black employees</b> specifically within existing coaching and mentoring programmes such as those run by the Young Employees Network, and look to develop a more focused mentoring programme	Improved feedback from staff in terms of culture, progression etc	Focus is specifically development of Black and Asian staff		Yes	HR	Craig Picknell	<b>In progress:</b> Consideration being given to how this can be progressed as a wider corporate approach and this forms part of the workforce equalities plan referenced in the previous action
Council workforce, culture and practice	1.9	<b>Include as part of Black History Month an employee focused black culture day</b> to celebrate black history and culture through engagement of our staff	Improved engagement of staff and positive feedback in terms of organisational culture, progression etc. Organisation assessed as a model of good practice – possible external assessment/validation	N/A	Feb-22	No	HR / Comms/ Equalities	Craig Picknell / Eq Manager	Work not yet started. To be considered for 2022 Black History Month.
Crime	2.1	<b>Hate crime action plan:</b> Pursue discussions with the VCS in order to further ensure the voice of the BLM campaign is amplified and any key ways to assist with this agenda are conveyed by community representatives, so that agencies can better respond.	Number of discussion sessions/workshops with VCS representatives with respect to the BLM agenda.  Number of new actions identified following discussions with VCS representatives.	Greater confidence by communities with protected characteristics (other than ethnicity) to report hate crime.	12 months / 2021-22	No	Community Safety	John Leach / Daxa Pancholi	29-3-2021 - Leicester Community Coordinator (Community Safety) supporting the DMU Stephen Lawrence Research Centre (SLRC) 'Stephen Lawrence Legacy' event. 21/04/2021 Leicester Community (Community Safety) Supporting the TREC colour of justice conference that will be considering the impact of disproportionate in the criminal justice system of black people. 24/04/2021 - Leicester Community Co-ordinators (Community Safety) attending the DMU Stephen Lawrence Research Centre (SLRC) Stephen Lawrence Memorial Day Event.
Crime	2.2	<b>Hate crime action plan:</b> Provide resources to Local Schools for Teachers and parents around how to discuss racism and right to protest.	Number of resource packs provided to xx schools.	Greater confidence in the police and other partners, ensuring proportionality	Within the next 6 months	Yes	Community Safety / Education	John Leach / Daxa Pancholi / Sue Welford	Some work undertaken via the Prevent Education Officer. Need information from Sue Welford/ Education on this
Crime	2.3	<b>Hate crime action plan:</b> Deliver Social Media responses via the Safer Leicester Partnership to the Black Lives Matter campaign (Practical responses to a protest).	Number BLM tweets and retweets supported through the Safer Leicester Partnership	Greater confidence by communities with protected characteristics (other than ethnicity) to report hate crime.	12 months / 2021-22	No	Community Safety	John Leach / Daxa Pancholi	This area of work will be subsumed into the Hate Crime action plan
Crime	2.4	<b>Hold to account through the Safer Leicester Partnership the Police and OPCC</b> for reporting on arrests by racial/ethnic identity in order to identify any concerns.	Data on arrests by racial/ethnic identity.	Greater confidence in the police and other partners, ensuring proportionality	12 months / 2021-22	No	Community Safety	John Leach / Daxa Pancholi	Discussions underway requesting this information as part of SLP data dashboard from police.
Crime	2.5	<b>LCC enforcement action:</b> Ensure Leicester City Council's enforcement actions are considered to ensure fair and proportionate regulatory action is always taken.	Data on enforcement captured to include racial/ethnic identity indicators.	Greater confidence in the police and other partners, ensuring proportionality	12 months / 2021-22	No	Regulatory Services	John Leach	
Crime	2.6	<b>Knife crime:</b> Delivery of the City's Knife Crime Strategy with key actions to ensure victims from the black community are appropriately supported and any perpetrators are appropriately supported out of knife crime.	Delivery of the City's Knife Crime Strategy including reporting on outcomes by racial/ethnic identity.	Greater confidence in the police and other partners, ensuring proportionality	12 months / 2021-22	No	Community Safety	John Leach / Daxa Pancholi	BLM will be incorporated within all media campaigns, marketing and communications on the strategy, promoting positive messaging and challenging the negative narrative of stigma communities around knife crime. The SLP will request outcome reporting on it's key themes of work to includes outcomes by racial/ethnic identity (please see 2.4).

Crime	2.7	<b>Knife crime:</b> Develop street based and targeted group sessions for young black people who are connected to the issues of knife crime.	Development of xx group sessions for young black people leading to xx % positive feedback from participants regarding advice and support received.				Community Safety / Youth Services	Caroline Tote	<p>Ongoing</p> <ul style="list-style-type: none"> <li>•Youth Justice Which Way Project – Targeted groupwork sessions delivered weekly to young people who are carrying knives. There are three different groups based on the level of risk – high, medium and low.</li> <li>•Prevention Team - Referrals received from primary and secondary for those young people found to be carrying a knife. One to one interventions delivered include: <ul style="list-style-type: none"> <li>-Victim empathy</li> <li>-Consequences of offending</li> <li>-Risks of carrying a knife</li> <li>-Safety planning with school and family</li> </ul> </li> <li>•The Youth &amp; Prevention service supported operation sceptor for Knife Crime awareness week April 2021 report available. This has been supported for the last 2 years.</li> <li>•Group presentations “A Slice of Reality” This contains videos, PowerPoint presentations and interactive games.</li> </ul> <p>The aim of the presentation is;</p> <p>To raise awareness of the issues of knife crime and the impact it has on individuals, families and wider society.</p> <p>The programme undertakes market stalls where young people are encouraged to share their knowledge around the law and knife crime by completing a short quiz of true and false statements. Those who score 100% are put into a prize draw</p> <p>Since the start ASOR programme of work has included delivering at the following areas;</p> <ul style="list-style-type: none"> <li>•Leicester City Youth Festivals (Summer activities programme)</li> <li>•Get Up and Go Summer Programme</li> </ul>
Crime	2.8	<b>Ensure all graffiti that is offensive to the black community is promptly removed</b> from public property where it is identified	Offensive graffiti removed within 24 hours of being reported.	Greater confidence by communities with protected characteristics (other than ethnicity) to report hate crime.	Immediate	Yes	Parks and Open Spaces	John Leach	Ongoing with monitoring
Crime	2.9	<b>Youth Justice:</b> Ensure the Youth Justice Plan addresses disproportionality in the Youth Justice System					Children and Young Peoples Justice Service	Caroline Tote	<p><b>Completed</b></p> <p>An action within the operational delivery plan for the Children &amp; Young People’s Justice Service (CYPJS) 2020-21 is to ensure there is no unconscious bias towards children and young people from different ethnic backgrounds who are open to the service. To explore this fully, a task and finish group was set up to explore if there is any ethnic disproportionality within CYPJS processes and practice affecting young people’s experience and outcomes. Work completed was:</p> <ol style="list-style-type: none"> <li>Using the Ethnic Disproportionality Tool with performance data reviewed and amended to reflect a breakdown of ethnicities, overlaid with education, SEND, social care and early help data.</li> <li>Benchmarking against the recommendations from the ‘Lammy Review of Black, Asian and Minority Ethnic (BAME) representation in the Criminal Justice System (2017)</li> <li>Completed mapping against good practice identified by the Ministry of Justice report exploring ‘Tackling Racial Disparity in the Criminal Justice System’ (Feb 2020)</li> <li>Young People’s survey re: experience of practice in relation to diversity and ethnicity in particular</li> <li>Staff survey re: experience and professional practice within the Children &amp; Young People’s Justice Service</li> <li>Quality assurance of 37 cases where there have been breaches of court orders to test out key lines of enquiry that arose from the data we reviewed.</li> <li>Mapping local data against the YJB infographic re: Exploring racial disparity and how it affects children in their early years and within the youth justice system.</li> <li>Making tweaks to processes as the group became aware of anomalies eg) being able to request a change to a young person’s ethnicity on ONE etc</li> <li>Sharing good practice and learning as part of the Association of YOT Managers network on racial equality</li> </ol> <p>The full report with recommendations was delivered at the December 2020 Leicester Youth Justice Management Board and partners were asked to consider the recommendations and work in their own partnership settings. A further partnership discussion took place in the March 2021 Board where partners updated the board on recommendations for their service areas. An action plan is in place in Children and Young People’s Justice Service and is being monitored by the Head of Service and routinely updated at the board.</p>
Education	3.1	<b>Develop good practice, advice and guidance with the Stephen Lawrence Centre to share with schools across the city.</b> Initial focus to be on secondary age pupils and work with identified schools	Reduction in hate crime incidents reported by schools/amongst students of school age.		Autumn 2021		Education	Sue Welford	Clr Cutkelvin and SW have met with SLC and agreed a focus of work for the centre to lead on. Initial schools have been identified
Education	3.2	<b>Further develop and promote the use of mentors and role-models across secondary schools</b> to promote learning and understanding by staff about black lives matter	Improvement in progress of pupils at each key stage – particularly for KS2 to KS4 Increased proportion of students of black heritage achieving L2 and L3 qualifications by 19 Reduction in hate crime incidents reported by schools. / amongst students of school age.		Summer 2022	No	Education	Sue Welford	This is linked to the work above with SLC who are identifying mentors.
Education	3.4	<b>Develop scope of relevant data and identify methodology for collection in line with reducing the administrative burden in schools.</b> Use information to shape further developments and targeting of support	Reduction in hate crime incidents reported by schools. / amongst students of school age.		Summer 2022	No	Education	Sue Welford	At this point we have not broached the possibility of this data collection with schools. We will need to work with schools to ensure consistency and scope of reporting.
Social Care	4.1	<b>Creation of an Anti-Racism Action Group, focussed on understanding and strengthening our offer to Black (and Asian / minority ethnic) people / communities.</b>	Services are appropriate, accessible, positively experienced and actively improve the social care and wellbeing outcomes for Black people	Improved outcomes for people who use our services through being listened to and involved in shaping services	12 months from January 2021		Social Care	Martin Samuels	<p><b>IN PROGRESS:</b></p> <ol style="list-style-type: none"> <li>Engage with Communities to gain a better understanding of cultural differences and diversity between communities</li> <li>Work is underway in a number of areas across SCE where procedures and processes are being drawn in a coproduced way and people are helping us shape services.</li> <li>Involvement of the Voluntary sector to assist in identifying needs of BAME communities for example carers needs</li> </ol>
Social Care	4.2	<b>Creation of a supporting network of Anti-racism stakeholders, to shape Action group activity</b>	Services are appropriate, accessible, positively experienced and actively improve the social care and wellbeing outcomes for Black people		6 months from June 2021		Social Care	Martin Samuels/ Ruth Lake/ Tracie Rees/ Caroline Tote	<p><b>COMPLETED:</b></p> <ol style="list-style-type: none"> <li>Internal stakeholder group has been set up to raise and discuss SCE anti racism priorities.</li> <li>Reps from the SCE Anti Racism Test and Learn group are part of the corporate group to feed in the work underway.</li> <li>Creation of a generic email address for staff within SCE to feed in their views and ideas.</li> </ol> <p><b>IN PROGRESS:</b></p> <ol style="list-style-type: none"> <li>Anti Racism to be part of team meeting discussions within each area</li> <li>Regular article in SCE newsletter to inform staff of the group and how to feed in comments.</li> <li>Linking in the work with partners for sharing and learning purposes.</li> <li>Email sent to workforce as update on the work being undertaken by the group</li> </ol>

Social Care	4.3	Enhance use of data that is held but not routinely analysed in terms of diversity profiles of people we support / work with	Service take up and delivery is proportionate to the communities of Leicester Services that address the needs of the communities of Leicester and build on the strengths of community resources	Race is one of a number of protected characteristics that are reportable. Developing reports for race will enable similar opportunities to explore those other characteristics	3 months to build and embed reports	Yes	Social Care	Ruth Lake/ Caroline Tote	<b>IN PROGRESS:</b> 1. HR to attend AR group meeting to share the workforce data provided by HR in September 2021 2. Next steps is to consider what are the gaps and what we do with the information the data provides us. 3. Consider a Leadership programme to combat glass ceiling racism that allows for succession planning. New: Tapping into ADASS development programme for Black and Moniroty Ethnic leaders
Social Care	4.4	Using performance management and quality assurance information to identify and address disproportionality in service take up and delivery	Service take up and delivery is proportionate to the communities of Leicester Services that address the needs of the communities of Leicester and build on the strengths of community resources	Creating a focus on disproportionality re race would raise awareness of disproportionality more broadly	6 months from April 2021	No	Social Care	Ruth Lake / Caroline Tote	<b>IN PROGRESS:</b> 1. Work in progress on use of data for people who use our services which is being overseen by the performance group both for Adults and Children. Data is now available and performance reports include analysis by ethnicity. However its use / benefit is still limited by population profile data being old - pending 2021 Census data release 2. Gather information received through our Quality Assurance to understand why the take up of service is poorer. 3. With the use of this data, the department can forward plan the procurement and commissioning of services that accurately reflect the diversity of Leicester. 4. Offer support and ensure there is a clearer understanding on what is available for people. 5. Use more up to date population data to ensure analysis is meaningful NEW: An ASC ethnicity deep dive is planned for Q2 performance reporting, recognising the limitations of existing population data
Social Care	4.5	Co-production of services with BAME C&YP and families	Service take up and delivery is proportionate to the communities of Leicester Services that address the needs of the communities of Leicester and build on the strengths of community resources	Improved outcomes for people who use our services through being listened to and involved in shaping services	in progress		Social Care	Tracie Rees/ Caroline Tote	<b>IN PROGRESS:</b> 1. Identifying key stakeholders within the C&YP area 2. Developing a forward plan for improving C&YP services based on what we learn through engagement. 3. Listen and act on what people are telling us that isn't working for them 4. Commitment of resource to support the change that people want and help improve our services.
Social Care	4.6	Creating safe spaces in teams / meetings for staff to explore issues relating to racism and practice	Staff are skilled, confident and able to deliver support that improves the social care and wellbeing outcomes for Black people	Enabling safe conversations creates an environment where other issues can be explored	3 months to establish but ongoing activity	Yes	Social Care	Ruth Lake/ Tracie Rees/ Caroline Tote	<b>COMPLETED:</b> Created a generic email address for staff to provide comments and feedback 1. Discuss Race discrimination as part of an agenda item for team meeting 2. Empower staff to talk about issues that are impacting on their work/live through the team meetings if possible or through the AR test and learn group. 3. Encourage learning from others experience through workshops and keynote speakers. 4. Encourage staff to talk about how improvements can be made to practice 5. Support senior managers to participate in the reverse mentoring scheme NEW: A good % of senior managers now engaged with the RM scheme 6. Engage with / sponsor the Active Bystander progress with health partners  <b>IN PROGRESS:</b> 7. Consider an anonymous feedback tool
Social Care	4.7	Work with OD and Equalities to take action on areas within services where support is required	Staff are skilled, confident and able to deliver support that improves the social care and wellbeing outcomes for Black people	Lead to better outcomes for people who user services	In progress	Yes	Social Care	Ruth Lake	<b>IN PROGRESS:</b> 1. Consider having a rep from Equalities and OD on the SCE Anti Racism task and finish group or find a mechanism of ensuring involvement and feedback to the corporate group. 2. Work alongside corporate colleagues to ensure there is a fairer recruitment and retention process which include equalities input 3. Explore with the SCE anti Racism group how we ensure inequalities being highlighted are feed into back to the Equalities team. 4. Develop a central point within SCE where feedback from workforce and people we service is captured and actioned.
Social Care	4.8	Supplement the corporate work on bias / diversity training with enhanced L&D relating to social work practice	Staff are skilled, confident and able to deliver support that improves the social care and wellbeing outcomes for Black people	Builds wider skills and practice improvements	Apr-22	No	Social Care	Ruth Lake / Caroline Tote	<b>COMPLETED:</b> 1. Work already underway in social practice in the way Social Workers undertake assessments, using the strength based approach and making it real for example putting people at the heart of what we do and giving people back control of their lives.  <b>IN PROGRESS:</b> 1. Work to support this is picked up by the SCE Learning and development group and fed into corporately 2. Work with corporate colleagues to consider race/diversity training NEW: Strengths based practice session held with Anti-racism group supported by a person who uses ASC services 3. Blend in learning from people with lived experience to help teach and challenge our views. 4. Invest in training that is relevant and helps people to understand the BLM voice and inequalities being experienced. Unconscious bias training is being dropped by minister as ineffective.
Social Care	4.9	Commission training via the safeguarding CSP on reflective race analysis within statutory review processes to enhance learning from these processes	Staff are skilled, confident and able to deliver support that improves the social care and wellbeing outcomes for Black people	Builds wider skills and practice improvements	Apr-22		Social Care	Ruth Lake	<b>IN PROGRESS:</b> 1. Lead officers to work with LSAB, LCSCP and CSP to develop a specification for Independent Management Review (IMR) authors and review panel members 2. To deliver training to potential authors and review panel members across all statutory agencies in LLR including Leicester City Council 3. To audit IMRs and Review reports to understand how race analysis has been taken into account when drawing lessons from reviews These actions need support from DHR and LSAB offices for delivery
Social Care	4.10	Support the expansion of the Reverse Mentoring scheme	Staff are skilled, confident and able to deliver support that improves the social care and wellbeing outcomes for Black people	Empowering staff to engage with senior managers and positively challenge perceptions.	in progress	Yes	Social Care / Equalities	Ruth Lake/ Tracie Rees/ Caroline Tote	<b>COMPLETED:</b> 1. Already in development and SCE have put forward 6 mentors and 7 mentees for the new reverse mentor training. In addition to this there is an opportunity to learn from people from BAME backgrounds and enhance their development into the their next role.  <b>IN PROGRESS:</b> 2. SCE will (with the support from Equalities team) arrange quarterly meetings with mentors and separately mentees to talk about progress and offer any support required. 3. Introduce shadowing opportunities for BAME staff to be offered an opportunity to shadow a senior colleague. This could be available for to all staff as an offer but needs managing in terms of resource

Health	5.1	<b>Ensure work on Health in All Policies and use of Health Impact Assessment specifically assesses disproportionate health and wellbeing outcomes for black communities and makes evidence-based recommendation to address these</b>	HIA / HIAP reports that specifically address this issue and show evidence of impact	Taking this approach will help to reduce health inequities across our communities but as the black community, and other protected characteristic communities, are disproportionately impacted by these inequities, their capacity to benefit from the adoption of this approach will be greater.	In progress	Yes	Public Health	Ivan Browne	<b>Completed:</b> This work is being led by the 'wider determinants' team in public health. A draft HIAP principles report has been produced and work will continue on implementation HIA carried out on the draft transport plan Recruited health inequalities programme manager - start July  <b>In Progress:</b> Working on a mental health and wellbeing symposium focused on the black community Commissioned some pilot work on the use of 'healing circles' to support black populations to raise their health and broader concerns from the disproportional impact from COVID 19 with trusted voices to help us to better support the community
Health	5.2	<b>Ensure all our commissioned and internally delivered services address inequity of access and outcome for black communities</b>	Audits and recommendations of all commissioned and delivered services and indications of improved access where required	Services are often commissioned with protected characteristics as part of the the considerations for procurement but ongoing checks to ensure they are delivering fairly need to be carried out. doing so upholds the original aspiration of the commissioned service by ensuring it is meeting the needs of all groups effectively	In progress	No	Public Health	Ivan Browne	<b>In Progress:</b> Developing a programme of health equity audits for commissioned and delivered services Substance misuse spec has this in Developing an audit for the NHS Health checks programme as cardio vascular disease and diabetes are the primary cause of morbidity and mortality within the black community Sexual health services and uptake of LARC will also be audited to identify issues of appropriate access and uptake within the black community
Health	5.3	<b>Undertake further on-going analysis of the direct and indirect impacts of Covid-19 on black communities and develop plans to protect this the more vulnerable groups and to support resilience and recovery</b>	Analysis and evidence reviews with recommendations for targeting PH programmes to address this	Using data an analysis will help to identify our communities that require specific focus/ input	In progress	No	Public Health	Ivan Browne	<b>In Progress:</b> Health and wellbeing data that seeks collect and meaningfully sub divide ethnicity is being collected and collated currently and this will need to be developed on an ongoing basis. Revision of the JSNA We have now commissioned the Childrens Health and Wellbeing Survey and race and ethnicity will be key indicators within the survey. Plans are also in place for a new Adult Survey in years to come and we can shape the content of this to better support and inform the BLM agenda National Child Measurement Programme is an example of how we can use ethnicity data to work with colleagues in the university to provide culturally appropriate advice and interventions We have produced a number of local reports that consider the disproportional impact of COVID on the black community and consider how we can locally address some of the systemic inequities leading to these outcomes The data sets that we have developed data around covid cases, vaccination, testing etc are all broken down to recognise the experiences of the black community We will be seeking to obtain oral health ethnicity data from our local providers as this is not provided nationally for the local population
History, culture and heritage	6.1	<b>Incorporation of a Windrush event within the festivals and Events Programme</b>	More representative and inclusive programme Engage under-represented audiences Five large Windrush interpretation panels to be created and permanently displayed inside the African Caribbean Centre. Created with the community using archive material which has been gathered through years of research, community engagement and partnership working with original Windrush generation migrants and their descendants. For Windrush Day on 22nd June Windrush Resource packs to be provided to 10 participating schools, containing Windrush-themed books and activities which can be used for lessons, research programmes and projects. This supports the national campaign to ensure that Black History is more prominent in the National Curriculum The Festivals & Events team is working in partnership with Serendipity and Opal 22 Arts and Edutainment to develop Windrush themed virtual events for 22nd June	More representative and inclusive programme Encourage more under represented groups to explore and celebrate their history in Leicester	22nd June 2021: School resources, Windrush themed virtual events  October 2021: Unveiling of interpretation panels at ACC	Yes	Festivals and Events	Mike Dalzell/ Joanna Jones	May 2021: MHCLG has awarded LCC £10,000 of funding. Windrush schools resources have been developed. Oct 2021: Planned unveiling event for the Windrush interpretation panels at Afro Caribbean Centre as part of Black History Month
History, culture and heritage	6.2	<b>Opportunity to scope and scale up or commission new content for the Festivals and Events Programme</b>	More representative and inclusive programme Engage under-represented audiences	More representative and inclusive programme Encourage more under represented groups to explore and celebrate their history in Leicester	New Festivals Programme approved March 2021. Jounneys Festival etc.	Yes, subject to festivals and events being able to take place safely in the summer.	Festivals and Events	Mike Dalzell / Joanna Jones	July 2021: Cosmopolitan Arts took over an empty shop on Humberstone Gate & showcased performance art with an immersive digital art project which used the latest 3D sound and film technology to explore issues of heritage and racism. Estimated attendance of 6,000 August 2021: As part of LCC's Summer in the City festivals & events programme Distant Drums provided performances charting the story of sound system culture and its importance to racial equality August 2021: As part of LCC's Summer in the City festivals & events programme Inspirate delivered their Indian Summer programme in Green Dragon Square with an outdoor cinema with music and dance prior to the shows.
History, culture and heritage	6.3	Museums programme – increase both engagement with, and content relating to, the Black community in the Exhibitions and Engagement programmes • Leicester Stories : New Gallery being created at LMAG to celebrate the diversity of Leicester's people. Diverse groups and individuals are involved in the creation of this gallery which will include BLM content. To open early April 2022. Forerunner of more substantial 'Story of Leicester' space at LMAG. Painting Freedom: Tagore, Jamini and Hemen - India's Modernist Rebels exhibition 11th September to 21st November 2021 LMAG • Casta Way - The Origin of Caste - Collaboration with Opal22 Arts to research and restore the Leicester Museums & Galleries collection of Casta Paintings, they are works of art currently in storage that chart out the first form of racial classifications in the early 18th century that have shaped the language and terminology in use and which led to racial stereotypes being established. An exhibition which follows the narratives presented in the paintings at LM&AG planned for 2023 • "People's Space" created within the new Leicester Stories galley at LMAG will provide a dedicated display space for exhibiting work created by local Communities reached by the Engagement Team. Second or Third exhibition slot (Sept 2022 onwards) will be programmed for project around issues from Black Lives Matter. • Respected artist Vishal Joshi to install mural artworks " Hands of Freedom " into public area of LMAG in June 2021. These murals of huge hands in various poses directly respond to issues raised by BLM, fostering understanding between communities, and promoting tolerance. "India" interactive projection installation at LMAG 2nd July - 2nd October 2022 created by An Indian Summer. Visitors will be able to explore the history of South Asian migration from the 1800s to the present day. Includes archive films & materials, animation and material relating to the 1949 partition and the 1972 diaspora from Uganda. • Ugandan 50th Anniversary exhibition July - Dec 2022 at LMAG, co-produced by the Ugandan community, will celebrate the contribution of the country's displaced Asian community to the city. Part of a wider response linking contemporary communities in the city to those in West Africa.	More representative and inclusive programme  Listen to, engage and involve under-represented audiences to enable them to be involved in co-creation at their museum  Re-interpret collections and prioritise hidden stories  More representative, inclusive and relevant gallery at the city's flagship museum	More representative and inclusive programme  Listen to, engage and involve under-represented audiences to enable them to be involved in co-creation at their museum  Re-interpret collections and prioritise hidden stories  More representative, inclusive and relevant gallery at the city's flagship museum	2021 and 2022	Yes, for 'Black Presence Explored' project, 'Painting Freedom' exhibition, 'Hands of Freedom' and 'New Acquisitions' display	Arts & Museums	Mike Dalzell/ Joanna Jones	• <b>Completed:</b> Black Presence Explored : work with community organisation Opal22 Arts & local poet 'The Orator' to explore images of Black people in the museum's art and sculpture collections. • Black Lives Matter Too - exhibition exploring issues and local responses to Black Lives Matter installed in October 2020 in Highfields Library <b>Planned:</b> • Future Exhibition Programmes - opportunity to feature relevant content. Leicester Museum and Art Gallery post Lockdown, with a "New Aquisitions" display of three Black Lives Matter works of art by Black artists which have recently been acquired into the collection August 2020 • Heritage Interpretation Panels : Current tranche includes several panels relevant to BLM March 2021 • Black Lives Matter NPO Framework Action Plan 2021 "People's Space" created within the new Leicester Stories galley at LMAG will provide a dedicated display space for exhibiting work created by local Communities reached by the Engagement Team. Second or Third exhibition slot (Sept 2022 onwards) will be programmed for project around issues from Black Lives Matter. • Artist Vishal Joshi to install mural artworks " Hands of Freedom " into public area of LMAG in June 2021. These murals of huge hands in various poses directly respond to issues raised by BLM, fostering understanding between communities, and promoting tolerance. • Ugandan 50th Anniversary exhibition at Newark Houses Museum in 2022, co-produced by the Ugandan community, will celebrate the contribution of the country's displaced Asian community to the city. Part of a wider response linking contemporary communities in the city to those in West Africa. • Casta Way - The Origin of Caste - Collaboration with Opal22 Arts to research and restore the Leicester Museums & Galleries collection of Casta Paintings, they are compelling visual documents that chart out the process of miscegenation among Spaniards, Indians, and Africans in the early 18th century that have shaped the language and terminology in use ever since, works will be culminating with an exhibition in 2023/24. National Heritage Lottery Funding (NHLF) of £83,500 has been approved to Opal Arts 22 for the project and the museum service is contributing £15,000 from the exhibitions budget. NHLF has invited the museum service to apply for funding for conservaation work to the Casta paintings - the service will apply by the autumn of 2021.

History, culture and heritage	6.4	Neighbourhood Services programme to include celebration events at community buildings and development of curated book collections and displays including the African Caribbean Centre and curation and promotion of culturally diverse book collections.  <ul style="list-style-type: none"> <li>Development of Windrush project drawing on the community archive at the African Caribbean Central to engage local contributors, develop educational interpretation panels and engage with local schools</li> <li>Work with community partners to develop a programme of events in libraries and community centres as part of Black History Month and focusing on National Libraries Week to celebrate black authors and books</li> <li>Realign library stock budget to creat BLM budget committed to special collections and displays to celebrate black authors</li> <li>Work with communities and stakeholders to develop a touring library book collection/display to launch during Black Hisory Month</li> <li>Align reader development budget with author events to support and promote black history, culture and heritage</li> </ul>	More representative and inclusive programme Engage under-represented audiences Re-interpret collections and prioritise hidden stories Bring communities together Celebrate achievements of windrush generation	Opportunities to learn, share and celebrate through a range of cultural displays and events  Opportunities for communities to come together in safe and welcoming community spaces	June 2021  Oct 2021  Apr 2021  Oct 2021  Oct 2021	Yes	Neighbourhood Services	Lee Warner	Joint Festivals/NS Bid submitted to MHCLG in March 2021  Book fund realigned April 2021  BLM events team established April 2021  Programme commenced with World Book Night virtual event 23 April "Taking up space - the artist response" featuring 4 black artists and gifting of 150 copies of book supplied through WBN charitable trust.
History, culture and heritage	6.5	As part of The Smart Leicester City Challenge, we are providing grant funding to Identity 2.0 to showcase an exhibition: Blackness and AI. Blackness and AI is an interactive exhibition inviting Leicester to question the relationship between race and artificial intelligence.	Created by Identity 2.0 (Savena Surana and Arda Awais), this exhibition will employ creative tech, fun interactions and accessible language, to ensure that everyone can get involved in this conversation and empower people to explore and protect their digital identity.	This project will raise awareness of algorithmic racial discrimination and galvanise a community response.	August 2021 +	QW (Aug21)	Smart Cities	Matt Clifton/Harriet Swift	Identity 2.0 are working with LCB Depot to host exhibition and colleagues in DMU around further support and sponsorship
History, culture and heritage	6.6	Neighbourhood Services are working with EBS to support the Equalities team to develop options for significant investment into the African Caribbean Centre (ACC). Investment is intended to support a wide range of communities through extended services and activities at the improved facility.	Options are identified as proposals which would add value to and significantly extend the wide range of cultural activities which take place at the ACC to support the communities who use the centre. Community consultation will be undertaken to ensure the investment is community led and to achieve the best outcomes for the community.	Improved access, facilities and equipment to support room hire, services and activities delivered from the ACC. Improved profile of the ACC and visible investment and commitment to community facilities.	18 Months		Equalities / Neighbourhood Services	Lee Warner / John Leach	Discussions and planning underway with Lead Members
Jobs & Skills	7.1	Supporting employers with their recruitment campaigns	More representative workforce in SMEs	Greater opportunities for individuals with protected characteristics and for communities	In progress	No	Economic Development	Mike Dalzell/Peter Chandler	The Employment Hub is working with employers across the city to support opportunities for residents to access employment, develop skills and address any barriers. This includes supporting businesses with their recruitment practices, and encouraging employers to sign up to the Council's anti-discrimination recruitment policies.
Jobs & Skills	7.2	Working in partnership with cultural sector organisations to recruit Black residents as staff, volunteers and trustees etc	More representative workforces and governance structures Community benefit schemes supported	Partnershipmore representative workforces and governance structures community benefit residents as to Black & Working&ob and	In progress	No	Arts & Museums	Mike Dalzell/Joanna Jones	Engaged in a partnership with cultural organisations in the city to progress a range of actions including representation across governance and workforce
Jobs & Skills	7.3	Identifying and promoting discrete activities that could be 'added value' benefits from social value procurement	More representative workforces and governance structures Community benefit schemes supported	Greater opportunities for individuals with protected characteristics and for communities	In progress	No	Economic Development / Procurement	Mike Dalzell/Peter Chandler/Neil Bayliss	Social Value Charter delivering economic, environmental and social benefit via the Council's procurement and commissioning activities  Guidance for employers included on Employment Hub website at <a href="https://www.leicesteremploymenthub.co.uk/employers/">https://www.leicesteremploymenthub.co.uk/employers/</a>
Jobs & Skills Council Workforce, culture and practice	7.4	Targeting apprenticeship and entry to employment programmes in the Council and SMEs	More representative workforce in the Council and SMEs	Greater opportunities for individuals with protected characteristics and for communities	In progress	No	Economic Development / HR	Mike Dalzell/Peter Chandler/Craig Picknell	Commitments made in the Economic Recovery plan to growing the number of apprenticeships, graduates and young people on kickstart placements working in the Council. Entry to Employment scheme in HR delivering against this commitment.  Council is now a DWP Kickstart gateway via Economic Regeneration, helping to facilitate and secure DWP funding for 6 month kickstart placements in the Council and SMEs. Additional funding also secured from the LLEP to offer kickstart extensions in SMEs from 6 to 12 months, with a particular focus on priority groups.
Jobs & Skills	7.5	Housing Craft Taster sessions run for specific targeted schools	Increased uptake in apprenticeships by target group	Increased uptake of the taster sessions from representative groups leading to an increase in applications also from reflective and representative make up of leicester for Apprentice and wide housing craft recruitment opportunities	Spril - Summer 22 then annually	No	Housing	Chris Burgin	Scheme was not run in 2021 due to COVID but the aim is to bring it back online in 2022
Jobs & Skills	7.6	Attendance at any localised school employment fairs to promote the housing apprenticeships	Increased uptake in apprenticeships by target group	increased visibility of Emplment opportunities within Housing for those leaving school with the driver of achieving societal reflective representation of applicants to the programme and ultimately recruited to the apprenticeship	Summer 2022 and then when run	No	Housing	Chris Burgin	Scheme was not run in 2021 due to COVID but the aim is to bring it back online in 2022
Jobs & Skills	7.7	Smart Cities to work closely with Equalities, Neighbourhood Services and Adult Skills and Learning Services to implement the Digital Inclusion Project (DIP) and create a functioning loaning scheme for laptops and tablets in local communities.	Improve the access to devices and give people the opportunity to improve their digital skills and confidence. This will ensure nobody is left behind as so many aspects of everyday life have shifted, or are shifting, online. DIP will encourage users of the project to use online channels to access Council services.	DIP will help women and the clinical extremely vulnerable, particularly among disadvantaged communities, to gain access to digital devices and skills.	June - March 2021	Yes	Smart Cities	Matt Clifton/Harriet Swift	Project Board up and running; tablets acquired; chromebooks to be ordered shortly; mobile device management agreed; steps to appoint GPO to manage user support; first loans expected in June
Financial Support	8.1	Review equality impact assessments working in conjunction with the DWP to identify gaps and further strengthen mitigations	allow for fair and equal access / distribution of funds to all residents of the city when accessing services/benefits and discretionary funds including Local support grant .	more representative and inclusive support for all backgrounds. help financial inclusion and mitigate poverty.	21-Jun	Yes quick win already achieving	Revenues and Benefits	Caroline Jackson	10/06/21 - within R&CS we are consistent at refreshing our EIA's. We will be looking to improve the demographic data on our open revenues systems to improve the analysis and inform EIA's therefore demonstrating fair and equitable access.
Financial Support	8.2	Improve recording of demographic data to demonstrate our outcomes	helps the service and authority target parts of the city where deprivation is found. For LA this will advise and proactively support campaigns around health, benefit etc take up to address poverty and to improve understanding of community pressures.	supports targetting of resources and communications, promotion and evaluation of take up. identifies the potential for unconscious bias. This data informs our analysis which helps with early identification of emerging trends and challenges and provides opportunities to develop mitigating actions.	22-Mar	Yes quick win already achieving	Revenues and Benefits	Caroline Jackson	10/06/21 - We have this as a requirement for all our staff and part of our contractual obligations. A requirement for demographic information to be displayed in our open revenues systems has been requested to the software provider as a standard feature. Internal to the council where we have control over the E form development such as Covid Winter Grant MI and with Self isolation support MI. the demographic data has helped us understand the fair and proportionate service delivered for all that need access.

Financial Support	8.3	Work with communities and faith leaders across the city to support take up of the financial support available to maximise entitlement to welfare benefit and council discretionary funding together with developing digital skills to address barriers they may experience	It is hoped this will deliver maximisation of income for Leicester city residents. If residents develop their digital skills this will encourage more online interaction and widens their skill set and opportunities for social interaction.	It is hoped this will deliver maximisation of income for Leicester city residents. If residents develop their digital skills this will encourage more online interaction and widens their skill set and opportunities for social interaction.	21-Sep	engagement commenced with voluntary sector and faith community.	Revenues and Benefits	Caroline Jackson	31/3/21 - with Covid winter grant a lot of interaction and offer model was through voluntary sector/communities and faith groups to support those in difficult circumstances. Also with additional funding on our discretionary schemes for 2021/22 we are looking to offer a different model of discretionary support that we will look to engage furthermore with the above sectors/organisations. June 21 - reached out to Andrew Shilliam and currently working closely with equalities manager. The service is also part of digital inclusion project group. 02/09/21 - Lessons learned meeting arranged for 15/11/21 to enhance engagement of voluntary sector and faith communities to widen awareness of discretionary schemes and broaden take up within black communities.
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