

SCE Diversity Action Plan 2025 / 2026

Commitment	Actions / Milestones	Timescale	Owner	Status
<p>We will consult with all staff across the department on the questions</p> <p>“If the SCE Department at Leicester City Council was the best version of an anti-discriminatory and anti-racist organisation in the country, what would have changed?”</p>	<ul style="list-style-type: none"> - Publish question in Nov SCE newsletter - Analyse responses - Feed analysis into the audit framework 	January 2026	Laurence Jones	On track
<p>We will use the result of that consultation and existing audit frameworks to build a maturity model against which to benchmark ourselves and make a plan of action</p>	<ul style="list-style-type: none"> - Collate existing maturity frameworks - Cross reference with staff question responses - Build maturity framework - Create plan to advance maturity 	March 2026		Not yet commenced
<p>We will reiterate our beliefs and values in relation to equality and diversity:</p> <p>“We believe in the inherent worth and dignity of every individual and we are committed to fostering a culture of respect, equality, and inclusion. We celebrate diversity in all its forms recognising that our relationships enrich us. We recognise that discrimination and equality can be structural and it takes continual, often uncomfortable, reflection and perseverance to challenge this. Everyone must be</p>	<ul style="list-style-type: none"> - Publish beliefs and values in the SCE newsletter - Find opportunities promote and reinforce our diversity statement 	September 2025		Published in newsletter

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heard and valued and empowered thrive”.				
We will ensure that over the coming year all managers have undertaken active bystander, unconscious bias and reasonable adjustment training.	<ul style="list-style-type: none"> - By March 2026 to have assessed which managers have completed the training and to have in place a way of monitoring up take - Use Learning and Improvement Board to monitor progress 	By September 2026		Not yet commenced
We will continue to develop our model of Inclusive Decision making	<ul style="list-style-type: none"> - Continue to support release of staff for these meetings - Create a forward plan of areas for consultation 	Ongoing	Kate Galoppi	In place
We will develop a community of practice around anti-racist practice	<ul style="list-style-type: none"> - Develop parameters of COP based on staff feedback - Work this into our Social Care Academy and Evidence into Practice initiatives 	Launch November 2026		Not yet commenced
We will ask that any peer review or inspection team for Leicester is representative and understands the challenges of unconscious bias	<ul style="list-style-type: none"> - Active communication with inspectorate ahead of and at the point of inspections 	Ongoing	Laurence Jones	Undertaken for ASEND inspection and will be reiterated in Ofsted annual conversation.
We will deliver Diverse By Design, improving our workforce and communities baseline assessment through targeted action planning		October 2025	Kate Galoppi	