



Corporate Equality Strategy 2024-2028

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Corporate Equality Strategy 2024-2028

Aim, Vision and Context

Our vision is to make Lancashire County Council a diverse and inclusive workforce where everyone has fair access to services and opportunities. We aim to have greater representation in our workforce and in our decision making, that will reflect more the citizens and communities of Lancashire.

We are pleased to introduce Lancashire's new Equality Strategy, which aims to support our ambition to make Lancashire a fairer and more inclusive County Council for all.

We will increase citizens understanding of the role and functions of the County Council to encourage their participation.

‘Be an inclusive workforce which proactively harnesses the breadth of our diversity and is representative of our communities’ (People Strategy 2023-2028)



Overview

Our approach to Equality and Accessibility is aligned to delivery of the County Council's Corporate Priorities:

- Delivering Better Services
- Caring for the Vulnerable
- Protecting our Environment
- Supporting Economic Growth

The strategy will be underpinned by our Corporate Values: Supportive, Respectful, Innovative and Collaborative

It will inform annual delivery plans which will be developed following publication of the annual Equality Information and Gender Pay Gap Reports and link into the Corporate People Strategy



Our Priorities

1. Develop an inclusive workforce which reflects our communities
2. Ensure Services are inclusive and accessible
3. Enable participation and understanding of County Council activities
4. Ensure everyone's experience is a respectful and inclusive one



Develop an inclusive workforce which reflects our communities.

What will success look like:

- Enable Citizens to see that the workforce is more reflective of the working age population and the communities of Lancashire
- All levels of the workforce will reflect its demographics so citizens can see opportunities for development, career progression and role models
- Reduced levels of abuse, harassment and bullying experienced
- Everyone has relevant knowledge and understanding regarding equality and accessibility for their roles.

This priority is aligned with the People Strategy 2023-2028

Ensure Services are inclusive and accessible

What success will look like:

- Embed "Reasonable adjustments" within Services, including their anticipatory and evolving requirements
- Maintain consistent compliance with Equality Impact Assessment procedures and monitor evidence used to inform decision making for shaping and improving services
- Ensure Diverse communities are aware of and able to access services throughout Lancashire
- Support the Digital First strategy to be more inclusive of the diverse needs of Lancashire citizens
- Guarantee the buildings and venues used will be 'fit for purpose' and inclusive of the various needs of Lancashire citizens, service users and employees
- Provide Improved accessibility, inclusivity and affordability, using opportunities presented by the Bus Improvement Plan for people across Lancashire



Enable participation and understanding of County Council activities

What success will look like:

- Ensure Accessible County Council information is available to all communities
- Support Communities to understand the recruitment process for County Council vacancies, particularly amongst under-represented groups
- Meet the Equality Act statutory requirements and ensure publication of the Equality Information and Equality Objectives
- Enable participation in consultations to be more reflective of communities or of service users which informs decision making
- Encourage citizens from diverse backgrounds to find out more about the role and functions of County Councillors and potentially seek nomination.



Ensure everyone's experience is a respectful and inclusive one

What will success look like:

- Ensure employees will understand what harassment, abuse or bullying is and report it
- Enable robust arrangements to be in place to respond to reports of abuse, harassment or bullying by members of the public
- Be clear on messaging appropriate to the service which states that members of the public must be respectful towards County Council employees and that any harassment, bullying or abuse is unacceptable
- Ensure all employees will know that abuse, harassment or bullying of any colleagues is unacceptable and the consequences of such behaviour
- Ensure all employees will be aware of signs of hate crime, extremism, radicalisation and intolerance of any kind and how to respond appropriately
- Reduce staff turnover as more people chose to remain with the County Council as they believe it is a good place to work

This priority is aligned with the People Strategy 2023-2028

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- **How will we monitor progress?**
 - Annual PSED/Equality information and gender gap report
 - Social Care Workforce Race Equality Standard data submission
 - Key Performance Indicators
 - Training data analysis
 - Staff survey analysis
 - Feedback from staff network groups
 - Leavers data analysis
 - Complaints, compliments and feedback

All the above will inform the Equality Action Plan



Thank you for listening

Any Questions?

