

**Equalities Action Plan with August updates (includes SA updates following 01 Sep meeting)**

Area For Improvement identified from the EHRC inquiry "hidden in plain sight" or from the Independent report of Glenys	Actions Proposed by the Inquiry and HBBC	Specific Actions identified	When	Officer Responsible	Progress
The most critical factor in organisations improving their performance is the level of commitment and determination to address the issue shown by their leaders. If there is a real and visible commitment to change at the most senior level then it is likely that this will drive real change throughout the organisations	Commitment by leaders or organisation and community	The Chief Executive will continue to lead and Chair the Corporate Equalities Steering Group. Both Political Groups will continue to have representatives on that group	Immediate	Chief Executive	Most recent meeting – 1 September 2014
		Regular reports to Scrutiny and Council	Immediate	Chief officer	13 March 2012 – Scrutiny 17 April 2012 - Council See <a href="http://www.hinckley-bosworth.gov.uk">www.hinckley-bosworth.gov.uk</a> Scrutiny Commission 2 October 2014
	The Corporate Plan contains the Councils value of Equality and Fair Treatment for all	Review and refresh Corporate Plan, ensure actions are in all Service Improvement Plans	Immediate	SLB/COB	March 2013 refreshed July 2013 agreed amendments to the Corporate Plan which retains the Corporate Value of Equality and Fair Treatment For all. It also focuses on creating safe places, empowering communities and identifying and supporting the most vulnerable people
Definitive data is available which spells out the scale, severity and nature of disability harassment and enables better monitoring of the performance of those responsible for dealing with it	We will publish our performance and the data we hold	We will comply with the specific duties and publish data regarding our staff and community	Immediate	Community Safety Partnership	In place. Hate crime data is published quarterly and is made available to the public via county wide website. The data is presented by protected characteristic
	We will ensure that we are able to record whether the victim is a disabled person (and/or has another type of protected characteristic)	We will ask pertinent and relevant questions to establish this.	Immediate	Community Safety Partnership	In place and recorded on Sentinel database, which HBBC continues to support.
	We will work with the Police and other agencies to determine whether the incident was motivated by the victim's disability (and/or has another type of protected characteristic)	We will share information in order to establish the motivation of incidents	Immediate	Community Safety Partnership	In place via mechanisms such as JAG and Endeavour Team. The introduction of Sentinel database has enabled easier access to partner information relating to ASB.
		We will continue to use the ASB vulnerability matrix to record and identify vulnerabilities and risks when dealing with cases of anti-social behaviour	Immediate	Community Safety Partnership	Hate incidents are now recorded on joint Sentinel case management system. The vulnerability matrix is used to identify vulnerability and risks
	We will ensure that we work with other agencies to enable identification of all ongoing or repeat instances; this will include proactive sharing of data.	We will use the Information Sharing Protocols and Partnerships such as the JAG and Endeavour to ensure there are joint responses	Immediate	Community Safety Partnership	In place. Repeat incidents are monitored and addressed via the Endeavour Team

The criminal justice system is more accessible and responsive to victims and disabled people and provides effective support to them	Support for victims	We will use mechanisms to support victims such as victim support referrals , safe at home schemes and safer places scheme	Immediate/ June 12	Community Safety Partnership	Safe Place scheme was launched in Hinckley Town Centre in June 2012. A new safe place in the night time economy was introduced in 2013. [The Safe Place scheme is a network of places across the town centre (shops, the library, fire station), where people can go if they are feeling vulnerable and want a safe haven. They receive initial support and are referred to first contact if appropriate. We were the first Borough to introduce the scheme in the county. New Safe Place scheme launched that better supports vulnerable people and follow up of issues
					HBBC support the countywide First Contact scheme, with relevant referrals re victims of hate crime/harassment also referred through this process. A number of Parish Councils in H&B have signed up to First Contact as part of a countywide pilot in 2013 with a view to engaging all Parishes. We continue to support the First Contact Scheme with all Service Areas receiving referrals and front line workers completing referral forms as appropriate. Every opportunity has been taken to encourage further take up/engagement of Parish Councils and we have worked with the Leicestershire & Rutland Association of Parish Councils to promote this.
					Referrals continue to be made via victim support and safe at home scheme. Funding has been secured for safe at home scheme and to support victims of ASB and hate crime/incidents
	Review and remove all obstacles for reporting harassment	Work with partners to provide alternative reporting centres, easy read report forms and work continually to promote awareness on how to report harassment	Immediate And ongoing	Community Safety Partnership	Review of reporting centres has taken place and training delivered in 2014. Easy read report form for reporting hate crime in place. Signposting centres also established. Awareness raising and how to report harassment is in place and ongoing
	Continually review barriers to reporting in conjunction with the Hate Incident Monitoring Steering Group- Annual review of gaps and future actions and review statistics available at district level on a quarterly basis	Immediate And ongoing	Community Safety Partnership	Annual Review in place via County Steering Group and feeds into an annual review of Partnership priorities. Hate Crime dashboard reviewed quarterly at district level	
Seek the views of disabled people	We will use the Disability Forums to seek the views of disabled people	Immediate	Communications team	Disability forum established and have been consulted over disabled car parking, access and design of the new council offices building and changes to welfare benefits in 2012 and 2013 to date. Consulted re: new leisure centre design and access 30 April 2014, incorporated into final design	

The wider community has a more positive attitude towards disabled people and the seriousness of disability related harassment, and more general social attitudes towards disabled people	Review the effectiveness of current awareness raising activities concerning disability-related harassment and assess whether there are any gaps	We will promote positive images of disabled people	Immediate and ongoing	HBBC	Images in the council newspaper (Borough Bulletin) eg Winter 2011 p5, Spring 2012 p13 & p15, spring 2013 p5, 7, & 16, Autumn 2013 p 6 & Spring 2014 p4
		We will ensure that there are no barriers to prevent representation from disabled people as Councillors	2011/15/19	HBBC	The 'Becoming a Councillor' event/opening evening which takes place at in pre-election period. This event has been publicised aiming at reaching as many groups as possible encouraging all people to stand. The member development steering group put together a list of various community & voluntary groups etc. to send out our 'become a councillor' leaflet to, and to invite to the Prospective Councillor events so we could encourage greater diversity. Additional support provided to the elected candidates if they have a disability e.g. <ul style="list-style-type: none"> <li>• For a physically disabled councillor we provide equipment for, reimburse him/her for taxis, hire accessible buses for etc. Arrangements for physical support for him/her to carry out their duties.</li> <li>• For a councillor with a learning disability, additional support is provided for the completion of forms, expense claims etc.</li> </ul> Next 'becoming a councillor' event will take place in January 2015
		We will encourage all individuals and organisations to recognise, report and respond to any incidences of disability related harassment	Immediate and ongoing	Community Safety Partnership	In place and ongoing. Workshops delivered to high schools across the borough on hate crime, disability awareness and antisocial behaviour. Workshops delivered to over 1600 pupils 2013-14. In the first quarter of 2014-15 delivered to over 500 young people.
		Continue to co-ordinate and deliver the Community Relations Forum aimed at working towards eliminating discrimination of any kind and building community relationships to be proud of	Ongoing with twice yearly events	Community Planning	In place and ongoing delivery of twice yearly Forum events. Growing engagement of organisations/agencies representing those with disabilities, learning difficulties, victims of discrimination/harassment, etc. We continue to support the delivery of twice yearly Forums recent themes have included: 'Valuing difference in our community' providing the opportunity to acknowledge, better understand and value all members of our community which has embraced those with mental health issues, learning difficulties, etc. We have utilised the newly established Voluntary and Community Sector database (representing 1200 active VCS organisations in H&B), to broaden promotion, which has resulted in further engagement of a broad and diverse membership of the Forum
All frontline staff who may be required to recognise and respond to issues of disability-related harassment have received proper training	All frontline staff where disability-related harassment or antisocial behaviour are trained in how to recognise and ensure appropriate safeguarding	We will train all frontline staff to recognise and record vulnerability and train them to recognise safeguarding and the process to follow on identification of safeguarding.	Immediate and ongoing	Chief Officer	Complete. Refresher training events to be arranged, as needed. Hate crime training to be mandatory for those who are identified as in need
	More generally all agencies should consider whether their wider staff training and development processes and appraisal and promotion systems should be amended	Safeguarding training for Gold Silver and Bronze rolled out to all staff utilising online training modules where appropriate	Immediate and ongoing	HR	In place

Urge local partnerships to raise the issue of disability related harassment on their agendas in order to effectively tackle it together	Local agencies and partnerships need to communicate and act together in ways that produce a swift resolution.	Promote positive attitudes towards disabled people	Immediate	Communications team – Borough Bulletin	Promotion of the 'safe Place' scheme to the local media and in the council's own newspaper. Promotion of hate crime and reporting hate crime campaign in the council's newspaper
	Local agencies and partnerships should review the priority they give to dealing with harassment and work together to eliminate it.	The Community Safety Partnership will include within their delivery plans outcomes/actions in relation to dealing with harassment and work towards eliminating it	Immediate	Community Safety Partnership	New Community Safety Strategy and Action Plans developed for 2014-15. Actions include: to support the county-wide Stop & Tell campaign and encourage reporting of hate crime, to provide support to Victim Support in their bid to continue offering services to victims of ASB and hate incidents
	All agencies and partnerships dealing with crime and disorder should appoint a local harassment co-ordinator (unless they can evidence properly there is no requirement) and such co-ordinators should meet on a regular basis to identify issues of joint concern	We will review Community safety priorities annually by the and any gaps identified by the EIA assessment will be built into the Community Safety Action Plans  We will support a local Hate crime policing officer, Local Authority Hate crime champion and equalities member champion.	Immediate and ongoing	Community Safety Partnership	Community Safety Priorities reviewed and strategy reviewed April 2014
				Chief Officer	In place
				Executive	In Place (Cllr Witherford)
	Statistics on the performance of local agencies and partnerships in addressing harassment, and any service guarantees, should be published annually in a uniform format using accessible media. These should include surveys which measure community satisfaction with their work.	JAG and Endeavour to continue and develop practises in the identification and partnership response to hate crime	Immediate and ongoing	Community Safety Partnership	Practices in place. Some developments include: • Community Protection Officer role established to review partner intelligence and coordinate Endeavour Team activity • Hate incidents flagged/recorded on Sentinel by Endeavour Team
	Local partnership boards should be fully accessible for disabled people to join.	Publish Annual Hate Incident Monitoring Project Report	Published 2011 next annual review 2012	Community Safety Partnership via County Hate Incident Steering Group	Published
Local agencies and partnerships should ensure support and advocacy services in their area are adequate, accessible and that the victims of disability-related harassment, and potential victims, know their rights and the options available to them with regard to all forms of harassment.	Victim Support services in place. Look to sustain delivery of victim support services	Currently funded at county level until April 2014 (Now October 2014, pending PCC funding)	Community Safety Partnership Board	In place and sustained until March 2015. From April 2015, the local Police and Crime Commissioner will assume sole responsibility for funding.	

Local authorities should play a lead role in driving local partnerships to deliver on preventing and tackling disability related harassment	Organisations should invest in awareness campaigns aimed at encouraging victims of disability-related harassment to come forward.	Deliver annual Stop and Tell Campaign to raise awareness and reporting of hate crime	Next Campaign March 2014	Community Safety Partnership	'Stop and Tell' Campaign delivered in March 2014 - "Respect difference, say NO to hate"
	They should ensure that good quality accessible, independent advocacy is available to disabled people, enabling them to get the support that they need.	Work closely with organisations that work with people with disabilities to encourage victims of disability related harassment to come forward	Immediate and ongoing	Community Safety Partnership	The county hate incident steering group has members from MIND, MENCAP and health services. We work together with a wide number of partners via this county group to promote reporting and awareness and put annual action plans together
	They should undertake access audits of the support services offered to victims to establish where disabled people are receiving inadequate support and action remedies	The Community Safety partnership will include within their delivery plans outcomes/actions in relation to preventing and tackling disability related harassment	Annual Review	Community Safety Partnership	In place - actions were reviewed Action planning and new strategy developed for 2014-17
		Key delivery partnerships namely: TCP, CSP, Health & Wellbeing, Think Family Partnership, provide quarterly progress reports to the LSP, which could include a requirement to report on the above	LSP meets 3 times per year plus an annual review meeting in February each year	LSP February 2014 and ongoing	In place and reported to the LSP Board on a quarterly basis, as well as delivery of presentations/performance reports as and when requested by the LSP Board. Also informs the Annual LSP statement of achievements report. The LSP continues to call to account the key delivery partnerships and to receive performance reports as appropriate, with the opportunity to call in reports on access to provision
	Continue to provide Victim support for victims of hate crime and hate incidents	Currently funded at county level until April 2014	Community Safety Partnership	Victim services to be commissioned via PCC and PCC currently consulting to shape services. Full funding until March 2015; Police and Crime Commissioner to determine funding thereafter	
Further develop and embed arrangements to identify and consult with vulnerable residents in its borough including those with learning disabilities	We will ensure that vulnerable residents are represented and consulted	We will hold regular workshops with people with all types of disabilities	ongoing	Communications Team	In place
			Community Planning	Establishment of new Voluntary and Community Sector (VCS) arrangements in Hinckley & Bosworth w.e.f. 1st April 2013. The local authority has ringfenced funding to enable the instigation of a new VCS Forum comprising 30 VCS organisations, and the establishment of a comprehensive VCS database detailing 1200 active VCS organisations (at Feb 2014) This provides a further mechanism to consult more widely on the needs of our most vulnerable residents	
			Community Planning	Ongoing engagement and support of the Hinckley and Bosworth Locality Group, and attendance at monthly meetings (as part of the Independent Voices for Engagement organisation, IVE). IVE support service users and carers, and specifically vulnerable people, raise views and recommendations through engagement and consultation. Ongoing attendance and support for the IVE, including facilitating linkage with relevant locality arrangements, for example securing appropriate representatives at group meetings such as Police, Employment Service, etc., and ensuring linkage with other relevant Forums/Networks i.e. Community Relations Forum, VCS Forum, Changing Minds Group, to ensure that the IVE is not operating in isolation and gaining access to existing support and provision.	

Improves its use of equality impact assessments. Although the process for completing equality impact assessment and undertaking equality monitoring is understood throughout the council it needs to improve both the quality and robustness of information captured, the analysis undertaken and be able to demonstrate the impact made	We will continue to embed the use of impact assessments and ensure that any actions identified are fed into the business planning process	The TEN Performance Management system is used to ensure that Service Improvement Plans, targets, risks and Equality impact assessments are all in one place	Ongoing	Head of Service	In place
Works with its partners in Health and Social Care to ensure that young people with moderate learning difficulties are targeted for support and awareness raising about harassment and how to report it.	We will improve contact with the health and social care organisations to ensure that people with learning difficulties are targeted for support	Through the Health and Wellbeing Board, we will improve relationships communication and representation	Ongoing	Deputy Chief Executive and Chair of the Health and Wellbeing Board	In place and ongoing quarterly meeting of the Health and Wellbeing Partnership, including representatives from Adults and Social Care to ensure profiling of this work and encouragement of collaborative working. Ongoing quarterly meetings and ongoing support of key partners including WLCCG, Public Health, Health Watch, Adult and Social Care, VCS, and recently LCC First Contact representative. The new Health and Wellbeing Strategy and underpinning priorities were finalised in September 2014 and representation on Corporate Equalities Steering Group confirmed
Works with health agencies to secure their engagement in the work of the council and its partners, in identifying victims of anti-social behaviour and addressing their needs.	We will improve contact with the health agencies to ensure that they feed into our Partnerships to address needs	The Health and Wellbeing Board will feed into the LSP and have representation on the LSP	Ongoing	Deputy Chief Executive and Chair of the Health and Wellbeing Board	In place and ongoing quarterly meeting of the Health & Wellbeing partnership. Development of effective relationships and representation from West Leicestershire CCG, Public Health, Health Watch and the VCS. Quarterly reporting to the LSP Board. The Health and Wellbeing Partnership is one of the key delivery partnerships which reports into the LSP Board on a regular basis. This includes annual reporting on progress and performance against partnership priorities, at the LSPs annual review meeting. The Chair of the Health & Wellbeing Partnership, and our lead member for health and wellbeing, also sit on the LSP Board. Representation from Health and Wellbeing Board on Corporate Equalities Steering Group now confirmed