

**EQUALITIES ACTION PLAN WITH SEPTEMBER 2016 UPDATES
(for final sign-off)**

Area for improvement identified from the EHRC Inquiry 'Hidden in Plain Sight' or from the Independent report of Glenys Johnson	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.	Senior Managers lead. Both political groups will have representatives on that Group	Immediate	Director (Corporate Services)/ Cllrs Amanda Wright and Bron Witherford	Meetings every six months. Next one March 2017.
		Regular reports to Scrutiny and Council.	Immediate	Director (Corporate Services)	Scrutiny Commission Annually.
	The Corporate Plan contains the Council's Value of Equality and Fair Treatment for all.	Review and refresh Corporate Plan; ensure actions are in all Service Improvement Plans.	Immediate	Director (Corporate Services)	In refreshed Corporate Plan.
The criminal justice system is more accessible and responsive to victims and disabled people and provides effective support for them.	Support for victims.	We will use mechanisms to support victims such as victim support referrals, safe at home schemes and safer places scheme.	Continuing	Community Safety Partnership	A dedicated PCSO will regularly visit schemes to highlight and promote the 'safe' schemes. All PR is via ASB Officers at HBBC. Now transferred wholly to Community Safety Partnership.
	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 Hate Crime.	Immediate and ongoing	Community Safety Partnership	RB to raise Hate Crime awareness and PREVENT at next Parishes' Forum (29 September). RB to link with CAB and County Forum re Hate Crime Week. [Rebecca Ball]
	Seek the views of disabled people	We will use the Disability Forum to seek the views of disabled people.	Immediate	HBBC Comms Team	Disability Forum established and is consulted on specific issues/initiatives.
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 Comms Team	References now in all editions of the Borough Bulletin.
		We will encourage all individuals and organisations to recognise, report and respond to any incidents of disability related Hate Crime.	Immediate and ongoing	Community Safety Partnership	This is now formally under the remit of the Community Safety Partnership ('Endeavour') Team, with RB being the link officer. [Rachel Burgess]

		Continue to coordinate 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 and Hate Crime. We continue to support the delivery of twice-yearly Forums.
All frontline staff who may be required to recognise and respond to issues of disability-related harassment and 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	Director (Corporate Services)	Ongoing via Learning Pool. [Rebecca Ball]
	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. Safeguarding training rolled out and reviewing Competency Framework.
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	Comms Team - Borough Bulletin	Promotion of the 'Safe Place' scheme to the local media and in the Council's own newspaper. Promotion of awareness of hate crime and reporting hate crime campaign in the Council's newspaper. Ongoing. [Richard Evans/Julie Stay]
	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 Town Centre Partnership/ BID	Now embedded. [Richard Evans/Julie Stay]
	Local Partnership Boards should be fully accessible for disabled people to join.	Publish Annual Hate Incident Monitoring Project Report.	Published 2011. Next annual review 2016.	Community Safety Partnership via County Hate Incident Steering Gp	Completed for 2016/17. Now formally transferred to Community Safety Partnership.
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 Nov 2016	Community Safety Partnership	Next event November 2016 and annually thereafter.
	They should undertake access audits of the support services offered to victims to establish where disabled people are receiving adequate 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 and in place for 2014-17.

		Key delivery partnerships namely: TCP, CSP, Health and Wellbeing, Think Family Partnership, provide quarterly progress reports to the LSP, which could include a requirement to report on the above.	LSP meets three 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.
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	Comms Team	In place.
				Community Planning	New Voluntary and Community Sector (VCS) arrangements in Hinckley and Bosworth 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).
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	Chief Executive/ 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. [Edwina Grant]
Works with health agencies to secure their engagement in the work of the Council and its partners, in identifying victims of antisocial 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	Chief Executive/ Chair of the Health and Wellbeing Board	In place and ongoing quarterly meeting of the Health and Wellbeing Partnership. Development of effective relationships and representation from West Leicestershire CCG, Public Health, Health Watch and the VCS. [Edwina Grant]
Actions arising from Internal Audit Review		Officers should ensure that equality objectives are set at least once every four years.	Oct 2016	Director (Corporate Services)	This is undertaken as part of the revision of the Corporate Plan on a cyclical basis.
		The information contained on the Council website needs to be reviewed and updated where necessary.	March 2016	Director (Corporate Services)	Reviewed every six months. [Jacqueline Puffett]