Make inclusion and diversity a priority

We will make a strong business case for change, with leadership at all levels and eveyone making a contribution

Clear expectations for all, individiual objectives for senior leaders, action in all team plans, personal accountability

Tackling abuse, harassment, bullying and violence

We will generate increased trust by delivering positive outcomes

taking action, taking all cases seriously, making it safe to speak out

Celebrate difference

We will encourage role models and champions - to challenge and support

sharing stories and experiences, a network of change agents, reaching out across LCC

Get the message out

We will send a strong message that it's 'OK to be yourself' in LCC, and that we represent all Leeds Citizens

higher visibility, improved promotion and communication, social media, national campaigns

Listen and act

We will listen to staff and citizens to make things better

Better community links, eliminating barriers; strong staff voice and networks, real influence

Build inclusive people policies

We will regularly review our people policy and practice to ensure it's inclusive

annual reviews, starting with Recruitment and Dignity at Work, reasonable adjustments

Change behaviour through training

We will raise awareness and skill levels around inclusion, diversity and unconcious bias

new improved training offer, mandatory training, e learning, manager challenge, induction

Create a representative workforce

We will take all opportunities to build a workforce (at all levels) that reflects all communities in Leeds

employer attractive to all, entry routes, progression routes, talent programmes