

Appendix 2

Actions currently being delivered	Actions we could take
<p>Young People</p> <ul style="list-style-type: none"> • Targeting secondary schools in Leeds who have the most diverse pupils population for school leaver programme • Working with University Careers Advisors to identify how we can promote our graduate programme more effectively to different groups • Working with Head of Access at Leeds Met to identify how we might 'tap into' some of the work being done with schools in Leeds • Continuing to support the Nari Ekta programme across the council – 3 of the latest cohort have secured jobs within the council • Working with Employment and skills colleagues to ensure a 'joined up' message is clear to all we work with <p>Culture and Development</p> <ul style="list-style-type: none"> • Ongoing programme of diversity and equality training delivered on our behalf by IODA – available to all staff through PALs system • Master Class for Best Council Leadership Team in March on Diversity and Inclusion • Equality Impact assessment training available on request • Women's network event being planned for spring following a similar event in Wakefield • Senior women paired with colleagues from private sector in mentoring arrangements • Colleagues in Children's Services participating in a regional development programme • Emerging Leaders – new working group formed – plans in place for future activity • Aspiring Leaders programme – a 	<p>Young People</p> <ul style="list-style-type: none"> • Set a milestone of 10% increase year on year of young people employed • Do 'insight days' for school leavers which includes workshops on interview skills and applications writing – target specific schools • Use young people already employed to promote the Council to young people • Make better use of Work experience • Make links to other top 10 council priorities around NEETS • Specifically target LAC • Double the 250 opps programme <p>Culture and Development</p> <ul style="list-style-type: none"> • Promotion of an inclusive and equitable culture, where there is an understanding and respect of all people and that all contributions are valued. • Diversity and inclusion objectives in appraisal targets • The Councils 'business Plan will have diversity integrated into the Councils priorities for the City • Directors /Chief officers and Heads of Service to be personally accountable for developing staff and supporting succession planning • Utilise the ELI programme to deliver opportunities to redress inequalities • Review IODA contract to deliver more bespoke diversity training • Train a pool of interviewers – diverse group who can be panel members for interviews • Selection processes must be clear

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<p>succession planning programme linked to workforce planning – targeting a wide audience to ensure a diverse group of staff participate.</p> <ul style="list-style-type: none"> • Reasonable Adjustment Toolkit under review • Access to Work guidance being developed • Dignity at work Commitment being developed • A steering group has been established in Childrens services to consider the issues in schools with a view to establishing a short , medium and long term strategy • The role of the Staff networks have been reviewed and their role as an important resource in delivering outcomes 	<p>and transparent</p> <ul style="list-style-type: none"> • Info from BSC on progress of applications? Can we get this information? • Mandate unconscious bias training for all those involved in recruitment • Recruitment partners tasked with providing diverse shortlists – could try but unlikely to succeed with senior posts as the ‘field’ is generally not diverse in the first place. <p>Progression:</p> <ul style="list-style-type: none"> • Leadership and development programmes actively promoted to eligible BAME employees – as we are doing with new Aspiring Programme • Succession planning/talent pool monitored • Succession Planning for senior positions to reflect the reducing level of BAME staff at this level • Mentoring programmes which meet the needs of under represented groups <p>Increase female representation:</p> <ul style="list-style-type: none"> • Promote flexible working at all levels including senior levels • Establish and publish role models • Monitor appointments at all levels and look for trends and patterns <p>Other ideas:</p> <ul style="list-style-type: none"> • Develop a ‘business case’ – beyond ‘we need to be more representative’
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