

## Equality Improvement Priorities 2011-15 continuing into 2016-20

<b>Equality Objectives 2011-2015</b>	<b>Equality Focus 2016-2020</b>
To make LCC and employer of choice' for people from groups in our communities whose diverse backgrounds are not yet fully represented in our workforce	To develop a skilled and diverse workforce which is: -representative of the City and citizens feel that the City is theirs
To demonstrate increased engagement, year on year, for staff from groups whose diversity is not yet fully represented in our workforce	-a safe, inclusive and welcoming workforce where everyone is treated with respect and dignity and people say "I feel like I count "
To improve opportunities for progression to senior levels in the organisation particularly for black, minority ethnic and disabled staff	-one where very person who works for the Council will have an appraisal and development plan which gives them the opportunity to develop their careers with the Council. -inclusive at all levels of the organisation -engaged ,empowered and motivated to take personal responsibility for creating an inclusive and diverse workforce
Tackle domestic violence and protect and support the most vulnerable young people	Domestic violence
Improve citywide approaches to dealing with hate crime	Increase awareness and understanding of hate crime and reduce the occurrence and impact of hate crime
There is a sense of belonging that builds cohesive and harmonious communities	Understand the context and impact of migration on Leeds
Ensure that housing and regeneration investment meets the changing needs of individuals and communities	Support and accommodation needs for older people remaining in their own home
Improve energy efficiency	Work to improve properties and assist tenants living in fuel poverty over the next 4 years
All citizens of Leeds will have access to, and benefit from, joined up services provided by integrated health and social care teams*	All citizens of Leeds will have access to, and benefit from, joined up services provided by integrated health and social care teams*
We will promote achievement of agreed personal outcomes (including increasing access and the equity of access to services) across all equality characteristics to encompass all communities and citizens of Leeds*	We will promote achievement of agreed personal outcomes (including increasing access and the equity of access to services) across all equality characteristics to encompass all communities and citizens of Leeds*
All citizens will have access to appropriate services and or support, with assistance to develop appropriate services from within the community*	All citizens will have access to appropriate services and or support, with assistance to develop appropriate services from within the community*
Support children from all equality communities to be ready for learning	The gaps in learning outcomes
Increase access to employment opportunities and up-skill the workforce	Integrate employment support with mental health support and set equality targets for BME apprenticeships

Improve financial inclusion	Helping people out of financial hardship; tackling the financial challenges of poverty, deprivation and inequality
Increase participation in Leeds cultural and sporting opportunities	Working to ensure equality groups are fully involved in the European Capital of Culture bid development and engagement, and that all aspects of our activities are as fully accessible as our resources allow, including access to buildings, collections, events, exhibitions, learning and to our staff and volunteers as well as visitors
Enhance the quality of Leeds' parks	Ensure equal access for all, something for everyone (young and old), provide facilities for disabled people (including play) and reflect cultural/ethnic/religious background of visitors in parks

\*these were refreshed in 2013/14, and so remain the same; they are described as 'identify and remove organisational barriers or people to access services through health and social care teams.