

## **LeicesterShire Equalities Forum**

# Promoting services at Leicester Pride 2016





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## Introduction

The Leicester Shire Equalities Forum (LSEF) is a partnership of officers working on equality, diversity and human rights from various public sector organisations across the sub-region of Leicester, Leicestershire and Rutland. The Forum has a collective focus to tackle discrimination, reduce inequality, and foster good relations for all stakeholders in the sub-region through partnership working.

The aim of the forum is to support the delivery of the equality, diversity and human rights agenda within Leicester, Leicestershire and Rutland. This includes developing a more consistent approach to partnership working on equalities and to heighten the equality, diversity and human rights agenda by implementing a positive approach to shared working.

As a forum we are committed to equality of opportunity for everyone and particularly the protected characteristics of age, disability, gender re-assignment, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.



## Blaby District Council

#### **About us**

Blaby is situated in the south west of Leicestershire. It covers 129km2, and is made up of a mix of urban and rural settlements. The district contains the M1/M69 junction which is close to the major shopping centre of Fosse Park.

The population of Blaby is 95,851 people (estimate 2014 ONS) and there are 40,345 households. The district has a high population density at 737 persons per square kilometre as opposed to 315 persons per square kilometre across Leicestershire, and 411 nationally.

## Our approach to equality & inclusion

Blaby District Council aims to promote equality, good relations and challenge discrimination and harassment in the local area, in delivering services and as an employer.

We know that the population of our District is becoming more diverse and that people have very different backgrounds and life experiences. As a result of this we want to make sure that we continue to provide services that meet the varying needs of our residents by communicating, consulting and involving people across the district. As an employer, we constantly aim to have fair and equitable recruitment and selection processes and a welcoming and inclusive working environment, with respect for all.

## **Our services**

Blaby District Council provides a number of services to the community, these include Housing Options Support, Domestic Abuse Outreach, Community Safety, Youth Development, Resident Support, Substance Misuse Support, Children's Support, Housing Benefits, Older People's Forum, Environmental Health, Leisure Services, etc.

You can find out more about Blaby District Council and all the services we provide by using any of the links below.

Blaby District Council Council Offices Desford Road Narborough Leicester LE19 2EP

#### www.blaby.gov.uk

customer.services@blaby.gov.uk

0116 275 0555



@BlabyDC

Text phone: 0116 284 9786

Fax: 0116 275 0368



# Charnwood Borough Council

#### **About us**

Charnwood is situated in the north of Leicestershire. It shares borders with North West Leicestershire, Melton, Harborough, Leicester City and Hinckley & Bosworth.

Charnwood is the largest borough, by population, in Leicestershire. In the 2011 Census the population of Charnwood was 166,100 people with the largest proportion of the population living in the larger settlements of Loughborough, Shepshed, Syston, Birstall and Thurmaston.

## Our approach to equality & inclusion

At Charnwood Borough Council we believe it is important that ALL individuals are treated with fairness, dignity and respect irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

It is for this reason we strive to achieve the following aims:

- To take action to stop discrimination and inequality
- To have a diverse workforce, that aims to be representative of the Borough and where staff are treated fairly
- To ensure our staff engage and communicate with people in an accessible and inclusive way
- To evaluate and consult on the equality impact of policies and decisions
- To change, where reasonably possible, what we do if we find it creates inequality
- To work with partners to reduce inequality in all of our communities

Our ultimate aim is to make Charnwood a great place to work, live and visit for everyone regardless of background or circumstance. We strive to deliver excellent services through a strong focus on customer access and support, whilst also making sure that local people and local communities are at the heart of everything we do.

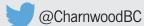
## How to find out more

You can find out more about Charnwood Borough Council and the services we provide via:

www.charnwood.gov.uk

01509 263 151

Charnwood Borough Council





## De Montfort University

### **About us**

At De Montfort University (DMU), we have the freedom to be ourselves. We inspire open minds to push boundaries and challenge convention, in a supportive environment with inclusivity at its core. This year, we launched DMUfreedom, our equality and diversity charter for 2016-2020, clearly declaring our commitment to equality and diversity. Through DMUfreedom, we encourage all staff, students and partners to have the freedom to be, to inspire and to succeed. We are a progressive hub of creativity, which is only possible in an environment where everybody can be proud of who they are.

Inclusion is central to our commitment to remain at the forefront of higher education, reiterated by our nine 'game-changers' and equality objectives. These game-changers are a series of nine projects including, for example, a regular 'parliament', 'ensuring our teaching and learning is accessible and inclusive' and 'embedding the #NoBystanders campaign to end bullying and discrimination'. We continue to set ourselves ambitious targets, such as our commitment to be in the top quartile of the higher education sector, as measured by relevant diversity charters and audits. The Quality Assurance Agency recognised the extent to which 'equality and diversity is explicitly embedded in the curriculum design and delivery' at DMU, noting this as a key feature of our good practice.

Based in Leicester, in the heart of England, DMU is a vibrant, multicultural hub of creativity and innovation – a truly international place where our students represent over 120 nationalities and we can offer more than 150 international partnerships. DMU is the combination of award-winning teaching, first-class facilities, a fantastic student experience and a great place to work.

Read all about studying at DMU by visiting dmu.ac.uk/study

If you are interested in working at DMU, browse a full list of opportunities at dmu.ac.uk/jobs

De Montfort University The Gateway Leicester LE1 9BH

equality@dmu.ac.uk

0116 255 1551



dmu.ac.uk/twitter















## Harborough District Council

## **About us**

The Harborough District covers an area of 228 square miles and is increasingly becoming a more diverse place to live and work. Mid 2014 estimates showed the population of the District as 88,008 which represented a 0.64% increase on the 2013 figure of 87450. The largest proportion of the population live in Market Harborough, Lutterworth and Broughton Astley. There are estimated to be just over 6000 Lesbian, Gay and Bisexual residents living within the District and around 220 Transgender residents. In the 2011 Census, 133 people (0.19% of the District population) said that they were in a same sex civil partnership.

Here at Harborough District Council, we want to make sure that all of our staff and everyone we provide services for are treated with dignity and respect. Our Equality Plan describes how we intend to continue to encourage equality and good relationships and how we will carry on challenging discrimination and harassment. For more information please visit our website **www.harborough.gov.uk**.

We work with partners across the County to tackle hate crime. We believe that no one should have to tolerate hate incidents and that reporting can make a difference. We also work with the police, local housing associations and members of the Community Safety Partnership to co-ordinate complaints, responses and problem solving procedures related to anti-social behaviour. The Community Safety department lead our work in this area and can be contacted by e-mailing the team at: communitysafety@harborough.gov.uk or by telephine at 01858 828282.

Contact us to find out more about Harborough District Council and the services we provide.

Harborough District Council
The Symington Building
Adam & Eve Street
Market Harborough
LE16 7AG

www.harborough.gov.uk/equality

01858 828282



/harborough.council



@HarboroughDC



@harboroughDC

Text: 07797 878282



# Leicester City Clinical Commissioning Group

## **About us**

Leicester City CCG was established in 2013 to plan and manage most health services for the population of Leicester City, which is almost 330,000 people, with an annual commissioning budget of around £469 million. The services we are responsible for include primary care (the services you receive at your GP practice), hospital treatment rehabilitation services, urgent and emergency care, community health services, mental health and learning disability services.

As well as commissioning health services, we also work with partners to address poor health in the city.

Leicester City CCG continues to work towards greater equality for the LGBT community. It:

- Commissions the open Mind IAPT specialist service for LGBT people
- Has a Service Level Agreement with the LGBT Centre to provide training and advice to the CCG
- Provided training to staff and GP practices on LGBT issues
- Considers LGBT issues in its Equality Impact Assessments
- Considers LGBT issues when commissioning health services
- Involves the LGBT Centre in health engagement activities

We welcome feedback and comments on the services we commission. You can find out more on our website about ways to get in touch with us, to give feedback, or to make a complaint.

Leicester City Clinical Commissioning Group St John's House 30 East Street Leicester LE1 6NB

www.leicestercityccg.nhs.uk

0116 295 4159





@NHSLeicester (#ccg)



## Leicester City Council

### **About us**

Leicester is a city with a rich and unique diversity, one of the most ethnically diverse cities in the country and the largest city in the East Midlands. It is a city where people from a wide variety of different backgrounds live and work together. As a service provider and as an employer it is crucial that we understand, work with and respect this diversity.

- We are proud of, and celebrate, our city's diversity.
- We recognise that people have differing needs.
- We will treat people with respect.
- We will provide accessible information on our services, community activities and events we support.
- We will aim to deliver services that are accessible and culturally appropriate to those using them.

When making important decisions about local public services

- We will engage with local residents and communities.
- We will work with our employees to ensure that equality is embedded in the workplace.

We are proud to be a Stonewall diversity champion. Our elected members care about how we meet the needs of our Lesbian, Gay, Bisexual and Transgender communities; and we have developed a programme of work focussed on advancing equality of opportunity for people from these communities. Follow the link below for further details about this work:

Leicester City Council City Hall 115 Charles Street Leicester LE1 1FZ

www.leicester.gov.uk/ equality

or

www.leicester.gov.uk/ lgbtreport

equality@leicester.gov.uk

0116 454 4147



/LeicesterCityCouncil



@leicester\_news



# Leicestershire<br/>County Council

## **About us**

Leicestershire County Council is one of the best performing councils in the country.

We provide services to more than 650,000 residents every day. This can range from social care for older people and children, including an ongoing campaign to recruit foster carers to waste disposal and road maintenance.

We work together with our communities and partners to create a great place to live, to bring up a family, and build a business, supported by public services that offer good value for money.

## Supporting LGBT people in Leicestershire

Leicestershire County Council is committed to sexual orientation and gender identity equality and being an LGBT friendly organisation.

We demonstrate this ongoing commitment through:

- Maintaining our strong position in the Stonewall workplace equality index, which showcases Britain's top LGBT friendly employers
- A top ten position in Stonewall's education index, for our work to tackle homophobic, biphobic and transphobic bullying in schools and support LGBT young people
- Our annual attendance at Leicester Pride, an opportunity for the local LGBT community to find out about and comment on our services including fostering and adoption and registration services
- Our LGBT network for all LGBT employees a recent national 'Network Group of the Year' at the Stonewall awards

You can find out more about our services for residents and visitors on our website: **www.leicestershire.gov.uk**.

Follow us on Twitter



Leicestershire
County Council

0116 305 0505 (Fostering and adoption)

0116 305 0001 (Environment and transport)

0116 305 0004 (Adult social care)

0116 2323232 (Switchboard)



# Leicestershire Fire and Rescue Service

#### **About us**

Leicestershire Fire and Rescue Service (LFRS) are traditionally known for offering an excellent response to emergency incidents, but we do much more than fighting fires; a high proportion of our work involves rescuing people from road traffic collisions, dealing with chemical incidents and preparing to deal with major emergencies from widespread flooding to terrorist incidents.

We provide a programme of training and education for schools, safety inspections of public buildings and places of work, and our firefighters go out into the community, meeting people in their own homes to undertake home safety checks.

We have twenty strategically located fire and rescue stations within Leicester, Leicestershire and Rutland. Each fire and rescue station is equipped to deliver emergency services in your times of greatest need and also to undertake fire prevention and education activities within the community in which they serve.

## Promoting Lesbian, Gay, Bisexual and Transgender (LGB&T) equality

LFRS proactively promotes LGB&T equality in employment and service delivery. The Service is a member of the Stonewall Diversity Champions Programme and has won two regional awards (most improved organisation and Ally of the year) through its participation in the Stonewall Workplace Equality Index (WEI). The Service has an active LGB&T staff network, shOUT, which offers support to the organisation as well as members of staff (irrespective of their sexual orientation) on LGB&T issues.

Leicestershire Fire and Rescue Service is looking to introduce regular Fire Safety sessions at the Leicester LGBT Centre in response to feedback received from the Leicester Pride. Please contact the Leicester LGBT Centre or our Community Safety Educators for dates and times of the Fire Safety Sessions.

Leicestershire Fire and Rescue Service 12 Geoff Monk Way Birstall

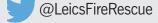
Leicester LE4 3BU

www.leicestershire-fire.gov.uk

info@lfrs.org

emergency 999 or non-emergency 0116 287 2241









## Leicestershire Partnership NHS Trust

#### **About us**

Leicestershire Partnership NHS Trust provides high quality integrated mental health, learning disability and community health services.

The Trust was created in 2002 to provide mental health, learning disability and substance misuse services. In April 2011 we merged with Leicester City and Leicestershire County and Rutland Community Health Services as a result of the national Transforming Community Services agenda. This has given us great opportunities to join up mental health and physical health care pathways to advance health and wellbeing for the people and communities of Leicester, Leicestershire and Rutland.

We serve a population of one million people across Leicester, Leicestershire and Rutland, have a budget in excess of £250 million and employ over 5,500 staff in a wide variety of roles.

We work with family doctors (GPs), local hospitals, social services and other local authority departments such as housing and education. We also work with voluntary organisations and local community groups.

Quality is at the heart of everything we do. We have a vision and have a set of values and strategic objectives which aim to ensure that anyone we care for is treated to high standards and with respect.

Our services are organised into three operational divisions: adult mental health and adult learning disability services; families, young people and children's services; and community health services.

As a major employer and service provider, we recognise the diversity of the people and communities in Leicester. We are committed to eliminating all forms of discrimination, promoting equality, valuing diversity and good relations with people

from all equality target groups regardless of their ethnicity, religion, belief, disability, sex (gender), sexual orientation, age, marriage or civil partnership, pregnancy or maternity, gender reassignment, employment, or responsibilities as a carer.

## **LGBT** staff support groups

Leicestershire Partnership NHS Trust Lesbian, Gay, Bisexual and Transgender (LGB&T) Staff Network was formed in 2008, to provide advice and information to LGB&T staff working in the Trusts. There are many LGB&T people who work in the NHS, however, there is still homophobia and discrimination in some parts of the organisation. The Network enables staff to discuss experiences of work-life concerns and gain support from others in a safe, confidential and non-threatening environment. It also provides expert knowledge to Trusts to enable the development of policies and practices that are reflective of staff needs.

Leicestershire Partnership NHS Trust Riverside House Bridge Park Plaza Bridge Park Road Thurmaston Leicester LE4 8BL

www.leicspart.nhs.uk

0116 295 0030























## Leicestershire **Police**

#### About us

Leicestershire Police provides a policing service to the people of Leicester, Leicestershire and Rutland 24-hours a day, 365-days of the year.

The area we are responsible for covers over 2,500 square kilometres (over 965 square miles) and has a population of nearly one million. There is a rich diversity of communities all with their own policing needs. Eight neighbourhood policing areas are each headed by an inspector who is responsible for ensuring their area receives a 24-hour policing service.

Our duty to protect our communities is at the heart of everything we do and regardless of the challenges we face in the future, we will deliver the level of service demanded by the diverse communities of Leicester, Leicestershire and Rutland.

## Our approach to equality and inclusion

At Leicestershire Police we believe it is important that all individuals are treated with fairness, dignity and respect irrespective of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation and transgender identity.

The equality and diversity principles within Leicestershire Police are essential in providing a fair workplace for all staff. Scoring highly in the Stonewall Workplace Equality Index, the efforts of our staff were also recognised with Leicestershire Police LGBT+ Staff Network winning regional network of the year. This commitment continues in our work within the community and is reflected in the professional service Leicestershire Police provides with regards to hate crime and same sex domestic abuse.



#### Hate crime

Hate incidents and crimes happen due to hostility, prejudice or hatred of another person's actual or perceived age, disability, gender, race, religion or belief, sexual orientation or transgender identity.

Leicestershire Police encourage people who have witnessed a hate crime to report it even if the victim hasn't done so. It is important to let those who commit hate crimes know their behaviour is unacceptable.

Reports help the police and partners to build up a picture of where incidents occur and through working together the issues can be tackled.

For more information please visit: www.stamp-it-out.co.uk

## **Domestic abuse**

People may experience domestic abuse for a variety of reasons, including because of someone's age, disability, gender, race, religion or belief, sexual orientation or transgender identity.

Domestic abuse may occur in a range of different relationships including bisexual, gay, heterosexual and lesbian. Leicestershire Police deal with any domestic incident as a matter of importance.

Officers will always take positive action and make an arrest if any laws have been broken. In every circumstance officers will complete a detailed report.

We work closely with a number of partner agencies ensuring you receive the appropriate level of support. Leicestershire Police Force Headquarters St Johns Enderby Leicester LE19 2BX

www.leics.police.uk

emergency calls 999 or non-emergency 101



@leicspolice

flickr /leicspolice

/leicspolice
You Tube /leicspolic

Text: 18001 101 or 07624 818 901



## Melton Borough Council

#### **About us**

Melton Borough Council is one of the smallest district councils in the country with a population of just over 50,000 people. The estimate of the LGBT communities living in the borough is around 2,520 and there were 62 same sex marriages listed in the 2011 Census.

Melton Borough Council has for many years looked to provide support to support vulnerable people either through internal services or in partnership with other agencies. This has resulted in a number of these agencies being co-located at the council offices in Melton Mowbray to enable professionals to work more closely together to provide holistic support to the community.

During 2014, discussions began with the Leicester LGBT Centre around the possibility of the Leicester LGBT bringing their service from Leicester into the borough of Melton to help enhance the provision of services already provided not only to the professionals working in Melton but also to the LGBT communities living in Melton who to receive face-to-face support would have needed to travel to Leicester. The outcome of these discussions was that during 2015, an officer of the Leicester LGBT will be situated at the MBC Offices one day a month to be on hand to answer queries of concern to professionals to help support work with the wider community, to raise awareness of the issues facing members of the LGBT communities and to an individual(s) from the community.

If there is a question on coming out; equal marriage; legal rights as a lesbian, gay man, bisexual or trans person; local social groups or report a hate crime; or people just want to chat – the sessions are designed to support people living within the borough of Melton.

The publicity of this service and with support from the Leicester LGBT, members of the Melton LGBT communities have formed their own support group, facilitated by the Council, with a room being provided free of charge for monthly meetings at the council offices. The first meeting was in June 2015 and it is hoped will provide a valuable additional support to the whole community within Melton.

Melton Borough Council Burton Street Melton Mowbray LE13 1GH

#### www.melton.gov.uk

contactus@melton.gov.uk 01664 502502



Melton Borough Council



@MeltonBC



# Oadby and Wigston Borough Council

### **About us**

Oadby and Wigston Borough has a population of 56,170 people (2011 Census). It is situated in the south of the county of Leicestershire. The borough shares borders with Blaby, Harborough, Charnwood, Leicester City and Hinckley and Bosworth. The borough's population consists of residents living in the three divisions of: Oadby, Wigston and South Wigston.

## Our approach to equality and inclusion

At Oadby and Wigston Borough Council we believe it is important that everyone is treated fairly, with dignity and respect, irrespective of; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. It is for this reason we strive to achieve the following aims supported by our Equality and Diversity Agenda. The Agenda is accessible on our Council website.

Our vision for promoting equality and diversity in the Council is: To be an inclusive organisation with shared values, to reduce inequalities by tackling discrimination and building and fostering strong and good cohesive communities, acknowledging that diversity brings an added value to the lives of all who live and work in the borough.

The Council is committed to equality and fairness in all areas of our work and continues to:

- Comply with legislation promoting equality going beyond the expectations
  of what the law expects of us in the elimination of discrimination. An
  example of this is raising the LGBT flag to celebrate LGBT month.
- Develop a zero tolerance approach to discrimination, harassment or victimisation.
- Take a positive approach to equality and diversity with our staff team, service users and stakeholders and
- Work with all partners in achieving our aims

Oadby and Wigston Council will endeavour to ensure that everyone is able to help shape the future of the Borough through active and meaningful engagement and participation. This is via its commitment to continue the town forums and developing other community engagement systems, work with and continue to support partners.

We strive to deliver excellent services through a strong focus on customer access and support, whilst also making sure local people and local communities are placed central to everything we do.

Oadby and Wigston Borough Council, Council Office, Station Road, Wigston Leicestershire LE18 2DR

www.oadby.wigston.gov.uk

0116 288 8961



@oadby wigston



# Rutland<br/>County Council

## **About us**

Rutland is the smallest county in the East Midlands – situated just east of Melton Mowbray. Rutland has two market towns, which are Oakham and Uppingham, and a large number of diverse rural villages. The A1 runs directly through the east of the county while Oakham has good rail links to London and Birmingham. Rutland Water, a large reservoir, is a popular tourist destination and nature reserve with many accessible facilities.

The population of Rutland is 37,600 people (estimate 2013 ONS) and there are 16,500 households. The County was recently declared Britain's best rural place to live. (Annual Halifax Rural Areas Quality of Life Survey, March 2015).

## Our approach to equality & inclusion

Rutland County Council aims to ensure that Rutland is a great place to live, learn, work, play and visit. We plan to make it better by:

- · Creating a safer community for all;
- Creating an active and enriched community;
- Creating a sustained environment;
- Building our infrastructure;
- Meeting the health and well-being needs of the community;
- Creating a brighter future for all.

The council works together as 'One Council' to ensure our services and equality and diversity principles are embedded in everything that we do.

## **Our services**

Rutland County Council provides a wide range of services to the community. These include Health and Social Care, Housing Options Support, Community Safety, Youth Development, Family and Information Services, Housing Benefits, Older Person's Forum, Environmental Health, Leisure and Culture Services, etc.

You can find out more about Rutland County Council and all the services we provide on our websites www.rutland.gov.uk or www.discover-rutland.co.uk

Rutland County Council

Catmose

Oakham

Rutland

LE15 6HP

enquiries@rutland.gov.uk

01572 722577



@RutlandCC

Fax: 01572 758307

## University Hospitals of Leicester

## **About us**

We are one of the biggest and busiest NHS Trusts in the country, serving the one million residents of Leicester, Leicestershire and Rutland ¬ and increasingly specialist services over a much wider area. Our nationally and internationally-renowned specialist treatment and services in cardio-respiratory diseases, cancer and renal disorders reach a further two to three million patients from the rest of the country. Spread over the General, Glenfield and Royal Infirmary hospitals, we have our very own Children's Hospital and work closely with partners at the University of Leicester and De Montfort University providing world-class teaching to nurture and develop the next generation of doctors, nurses and other healthcare professionals.

We continue to work with many different organisations throughout the world to push the boundaries of research and new surgical procedures for the benefit of our patients. Areas of world-renowned expertise include diabetes, genetics, cancer and cardio-respiratory diseases. We are home to three NIHR (National Institute of Health Research) Biomedical Research Units and part of the 100,000 Genomes Project. Every year we carry out more than 800 clinical trials involving thousands of our patients who are amongst the first to try the latest medicines and techniques.

Our heart centre at the Glenfield hospital continues to lead the way in developing new and innovative research and techniques, such as surgery with a Robotic Arm, TAVI (Trans-Catheter Aortic Valve Insertion) and the use of the suture less valve in heart surgery. It has also become one of the world's busiest ECMO (extra corporeal membrane oxygenation) centres and the only hospital in the UK to provide ECMO therapy for both adults and children. We have one of the best vascular services nationally, with more patients surviving longer after following an aneurysm repair (to fix a life threatening bulge in a blood vessel). And we are proud to continue to have some of the lowest rates of hospital-acquired infections, such as C.Difficile and MRSA, in the country.

Our purpose is to provide 'Caring at its best' and our staff have helped us create a set of values that embody who we are and what we're here

to do. Our patients are at the heart of all we do and we believe that 'Caring at its Best' is not just about the treatments and services we provide, but about giving our patients the best possible experience. That's why we are proud to be part of the NHS and we are proud to be Leicester's Hospitals.

University Hospitals of Leicester NHS Trust Leicester General Hospital Gwendolen Road Leicester LE5 4PW

equality@uhl-tr.nhs.uk

0116 258 4382

www.leicestershospitals.nhs.uk

/leicesterhospitals

@Leic\_hospital

(C) leicestershospitals

p leicshospitals

You Tube Leicester's Hospitals

University Hospitals of Leicester NHS Trust

Vimeo: leicestershospitals

## The LeicesterShire Equalities Forum a partnership of:

























