ID Number	Year	Source	Action	Status	Progress %
1	2021/22	HMICFRS	Disolve the Wellbeing and Inclusion Board and create dedicated EDI Steering Group and Wellbeing Steering Group	Closed	100%
2	2021/22	HMICFRS	Bring exisitng EDI Action groups into EDI Steering group to support exiting initatives and develop new intitiatives	Closed	100%
3	2021/22	HMICFRS	Report on progress of embedding awarness of EDI within LFR at LCC Directorate Leadership Team.	Closed	100%
4	2021/22	HMICFRS	Review EDI Strategy to reflect current and future focus on EDI	Closed	100%
5	2021/22	HMICFRS	EDI Strategy and updated Ambitions to be included within People Framework	Closed	100%
6	2021/22	HMICFRS	Transfer and review previous EDI action plan into 'project management' report and secure dedicated Business Support to administer	closed	100%

7	2021/22	HMICFRS	Commission report with Mirriam Heppel (EDI consultatnt) to review LFR current position of cutlure of EDI and also suggested bespke training to be delivered.	Closed	100%
8	2021/22	HMICFRS	Include specific Performance Indicators and EDI Data within Performance Board Quarterly reports	Closed	100%
9	2021/22	HMICFRS	Develop previous EDI action plan to include findings from other diagnostics such as - Faye Cooper report on Staff Survey / Mirriam Heppel report on EDI awarness within Service / SLT Engagament session feedback / GAP anaylsis of NFCC Code of Ethics / LGA Equality Framework	Closed	100%
10	2021/22	HMICFRS	Active membership of ENEI to gain access to specialist support and resources for EDI.	Closed	100%
11	2021/22	HMICFRS	Plan internal events and provide learning materials to support the EDI calendar	Closed	100%

12	2021/22	HMICFRS	Review report recommendation from Mirriam Heppel relating to training requirements to agree delivery method.	closed	100%
13	2021/22	HMICFRS	Develop packages and deliver EDI Awarness training to all staff	Closed	100%
14	2021/22	HMICFRS	Consider options for EDI trainers either internally or externally to deliver training	Closed	100%
15	2021/22	Dave Lynch	Develop maintenance programme for EDI and agree frequencies.	Open	95%
16	2021/22	HMICFRS	Develop recording of training within PDRPro to enable oversight and scrutiny of who has received training to ensure training has been received.	Closed	100%

17	2021/22	HMICFRS	Provide unconscious bias training for all employees, prioritising those who are involved in any recruitment/interviews, etc	closed	100%
18	2021/22	HMICFRS	Ensure EDI training is received on all recruits course and new starters into the service at all levels.	Closed	100%
19	2021/22	HMICFRS	Commision report by external consultant on feedback from Staff Survey	Closed	100%
20	2021/22	HMICFRS	Review commisioned report findings relating to Staff Survey and manage through EDI Action Plan within Steering Group	Closed	100%
21	2021/22	HMICFRS	Set up dedicated email account for personnel to feed into issues relating to EDI	Closed	100%
	2021/22	HMICFRS	Produce EDI calendar to inform the workforce of key dates	Closed	100%

22	2021/22	HMICFRS	Develop Intranet to have dedicated EDI section for all staff	Closed	100%
23	2021/22	HMICFRS	Develop key employee networks that are represented at Steering Group	Closed	100%
24	2021/22	HMICFRS	Launch Allies and recruit personel to support personnel within Service	Closed	100%
25	2021/22	HMICFRS	Include specific EDI questions relating to EDI within Staff Survey	Closed	100%
26	2021/22	HMICFRS	Develop and deliver 'You said, We did' update relating to SLT engagement sessions.	Closed	100%

27	2021/22	HMICFRS	Develop and deliver 'You said, We did' update from Steering Group to be circulated 6 monthly	Closed	100%
29	2021/22	HMICFRS	Confirm template and process for EqiA's	Closed	100%
30	2021/22	HMICFRS	Provide training to personnel on completion of EqiA's	Closed	100%
31	2021/22	HMICFRS	Develop register with clear review dates in an accessible platform	Closed	100%
32	2021/22	HMICFRS	Process for EqiAs to be included within Service Orders so is accessible to all	Closed	100%

33	2021/22	HMICFRS	Ensure EqIAs are completed for all LFR policies	Closed	100%
34	2021/22	HMICFRS	Ensure EqIAs are completed for all LFR projects, with process embeded within Programme Board.	Closed	100%
35	2021/22	HMICFRS	Ensure EqIAs are completed for all LFR premises	Closed	100%
36	2021/22	HMICFRS	Produce Positve Action Statement and Action Plan	closed	100%
37	2021/22	HMICFRS	Communicate externally positve action days and awarness days for W/T recruitement	Closed	100%

38	2021/22	HMICFRS	Faciltate positve action days for public to attend prior to W/T recruitment	Closed	100%
39	2021/22	HMICFRS	Ongoing plan to communicate externally positve action days and awarness days for On Call recruitement	Closed	100%
40	2021/22	HMICFRS	Ongoing faciltation of positve action days for public to attend prior for On Call recruitment	closed	100%
41	2021/22	HMICFRS	Link with other Services / organisations to gain support and advice on effective positive action intiatives	Closed	100%
42	2021/22	HMICFRS	Recruitement team to receive bespoke positve action training	Closed	25%

43	2021/22	HMICFRS	Collate data from positive actions sessions to evaluate impact and learning.	Closed	100%
48	2021/22	Matt King - Carers Laurel Ray - LGBTQ+ Sarah Turner - Women	Launch employee networks - Women in Fire Service Careers Network LGBT+	Closed	100%
49	2021/22	EDI Steering Group	Utilise NFCC maturity model to review EDI progress	Closed	10%

ID Number	Year 2	Source	Action	Status	Progress
50	2022/23	Amy Meagher	Develop Process for receiving, analysing and utilisation of equality data to influence Service delivery	Open	75%
51	2022/23	Dan Moss	Undertake a gap analysis to understand if LCC's community engagement groups meets the needs of LFR (Supported by CFS Engagement Advocate)	Closed	100%
52	2022/23	Sarah Turner	Ensure results of all staff surveys capture experiences of staff from under-represented groups and can be analysed accordingly	Open	90%
53	2022/23	Ryan Stacey	Ensure that all internal development programmes explicitly refer to inclusion and address barriers which may face under-represented groups. Utilise EqiA's	Closed	
54	2022/23	Dan Moss	Engage with cadets to generate action plan	Open	40%
55	2022/23	Rich Blee	Develop a process to ensure public consultations are promoted to and accessible by all under-represented community groups (SO 25 / 58 – Comms and Engagement). Link to CRMP Planning	Closed	

56	2022/23	Dan Moss	Provide a mechanism for EDI and network groups to review major policies and procedures, building works, EIAs, etc as an integral part of the usual consultation system.	Closed	100%
57	2022/23	Rich Blee	Develop and maintain a central list of community groups for engagement and consultation purposes	Closed	100%
58	2022/23	Mark Baxter	Develop robust and measurable corporate equality performance indicators. Link into PMB	Closed	100%
59	2022/23	Dan Moss	formalise mentoring programmes specifically for under-represented groups. Thse can be both formal or informal, dependent on the needs of the individual or group NFCC Leadership devlopment framework WES mentoring progrmamme for recruits	Open	10%
60	2022/23	Dan Moss	SO 10 (consider review)	Closed	100%

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