

SEXUAL ORIENTATION ACTION PLAN 2010- 2013

The delivery of actions will be undertaken within current and future resources

KEY: P- PLANNING, I - IMPLEMENATION, C- COMPLETED, E- EVAULATED

NO	ACTION	TARGET DATE	RESPONSIBILITY/ COMMENTS / NOTATIONS
SO1	Establish a Sexual Orientation Sub Group within the Gender Action Group with terms of reference/ remits accordingly to deliver and progress the Sexual Orientation action plan within current and future resource constraints	Year 1 Q1 PRIORITY ONE COMPLETED	Human Resources COMPLETED The new group will meet early in the year 2010/2011 The SOSG met on 14 April 2010 and agreed terms of reference and group membership. The group established priority work and was amalgamated into the Gender Action Group.
SO2	Sexual Orientation sub-group to support initiatives to inform on the importance and encourage participation in Sexual Orientation declaration (2) improving annual data collected and analysis to improve the qualitative and quantitative data on Sexual Orientation to inform EIAs	Year 1 PRIORITY ONE PLANNED	Human Resources - Directorates A sexual orientation monitoring exercise was planned to be undertaken in 2011 but has been postponed to undertake a broader declaration initiative to include the new protected characteristics under the Equality Act 2010.
SO3	Share consultation feedback and best practice with other employer organisations to build stronger networks and relations with Sexual Orientation organisations to enable greater insight into national and local initiatives	Year 1 PRIORITY ONE COMPLETED	Human Resources – Strategic Marketing & Communications especially Business & Intellectual Property Centre Human Resources keep abreast of developments in the area of sexual orientation through our membership with Stonewall. This was useful in taking planning the sexual orientation monitoring exercise. See SO2
SO4	As a member of Stonewall’s Diversity Champion Programme,(1) look at undertaking their	Year 1-3 PRIORITY ONE	Human Resources and Sexual Orientation sub Group

	Workplace Equality Index Benchmarking tool, but aim to be an employer and service of choice (2) attend relevant workshops or seminars as appropriate	IMPLEMENTATION	The Library as a member of Stonewall has reviewed the WEI benchmark tool and is reviewing the area of sexual orientation to evaluate what actions to be undertaken to uplift this area.
SO5	Recruitment – Promote the Library’s commitment to LGBT by advertising in Stonewall’s Recruitment Guide	Year 1 Q2 PRIORITY ONE COMPLETED	Human Resources – Completed The Library completed Stonewall’s Recruitment Guide for 2010/11.
SO6	Sexual Orientation sub-group to support the Library’s overall contribution to key LGBT events such as LGBT month in February and in house initiatives ensuring all strands of LGBT are included	Year 1-3 PRIORITY ONE IMPLEMENTATION	Human Resources – Sexual Orientation Sub-group – Directorates – Trade Union Side The SOSG has supported the Library’s contribution to LGBT month by supporting and publicising events. In Boston Spa in Feb 2011 members of the groups contributed to an exhibition for staff using collections items.
	External Communications		
SO7	Identify which key service communications mechanisms will be used and how and what information can be provided on request	Year 2 PRIORITY TWO	Operations & Services - Strategic Marketing & Communications - Reader Bulletin – Human Resources YEAR TWO
	Engagement		
SO8	Build on existing arrangements and initiatives within the Welcome Team and other front line staff to welcome and educate both remote and non remote readers and visitors of different sexual orientation to the Library advising them of how best to access our services and products	Year 1 -3 PRIORITY TWO IMPLEMENTATION	Front line Services & Social Inclusion Our front-line staff continually keeps abreast of our services and information advising readers and visitors. Connected to the implementation of G18 on the Gender Equality and Transgender action plan
	Access to the Collections		
SO9	The Sound Archive Web (Sound and Vision Team) pages to have continued involvement with the wider community and external stakeholders including people of different Sexual Orientation	Year1 -3 PRIORITY TWO	Scholarship and Collections YEAR TWO

	Corporate Procurement		
SO10	Produce guidance in terms of goods and services to ensure that there is broader / appropriate inclusion of Sexual Orientation	Year 1-3 PRIORITY ONE	CPU SEE SO11
SO11	Continue to review and evaluate systems to ensure that the selection of providers of goods and services identify those who support equality and diversity requirements and that they meet expectations of the Library	Year 1-3 PRIORITY ONE COMPLETED	CPU The Library's tendering process has been updated to include a revised pre qualification questionnaire which assesses a tendering organisations compliance with the new Equality Act and the New Public Sector Duty
	General		
SO12	Work on government and sector initiatives with other NDPB's e.g. to increase reach and communication by combining efforts, increasing diverse board level representation and diversity initiatives in general.	Year 1- 3 ON GOING	Executive Team - Human Resources- & Strategic leads SEE G26 (Gender Equality and Transgender Action Plan)