

## SEXUAL ORIENTATION ACTION PLAN 2010- 2013

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

NO	ACTION	<u>TARGET DATE</u>	RESPONSIBILITY/ COMMENTS / NOTATIONS
<b>SO1</b>	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 <b>PRIORITY ONE</b>	<b>Human Resources COMPLETED</b> – The new group will meet early in the year 2010/2011
<b>SO2</b>	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 <b>PRIORITY ONE</b>	<b>Human Resources - Directorates</b>
<b>SO3</b>	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 <b>PRIORITY ONE</b>	<b>Human Resources – Strategic Marketing &amp; Communications especially Business &amp; Intellectual Property Centre</b>
<b>SO4</b>	As a member of Stonewall’s Diversity Champion Programme,(1) look at undertaking their Workplace Equality Index Benchmarking tool, but aim to be an employer and service of choice (2) attend relevant workshops or seminars as appropriate	Year 1-3 <b>PRIORITY ONE</b>	<b>Human Resources and Sexual Orientation sub Group</b>
<b>SO5</b>	Recruitment – Promote the Library’s commitment to LGBT by advertising in Stonewall’s Recruitment Guide	Year 1 Q2 <b>PRIORITY ONE</b>	<b>Human Resources – Completed</b>

<b>SO6</b>	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 <b>PRIORITY ONE</b>	<b>Human Resources – Sexual Orientation Sub-group – Directorates – Trade Union Side</b>
	<b>External Communications</b>		
<b>SO7</b>	Identify which key service communications mechanisms will be used and how and what information can be provided on request	Year 2 <b>PRIORITY TWO</b>	<b>Operations &amp; Services - Strategic Marketing &amp; Communications - Reader Bulletin – Human Resources</b>
	<b>Engagement</b>		
<b>SO8</b>	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 <b>PRIORITY TWO</b>	<b>Front line Services &amp; Social Inclusion</b>
	<b>Access to the Collections</b>		
<b>SO9</b>	The Sound Archive Web pages to have continued involvement with the wider community and external stakeholders including people of different Sexual Orientation	Year1 -3 <b>PRIORITY TWO</b>	<b>Scholarship and Collections</b>
	<b>Corporate Procurement</b>		
<b>SO10</b>	Produce guidance in terms of goods and services to ensure that there is broader / appropriate inclusion of Sexual Orientation	Year 1-3 <b>PRIORITY ONE</b>	<b>CPU</b>
<b>SO11</b>	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 <b>PRIORITY ONE</b>	<b>CPU</b>
	<b>General</b>		
<b>SO12</b>	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 <b>ON GOING</b>	<b>Executive Team - Human Resources- &amp; Strategic leads</b>