

Working with the Equality Framework for Local Government



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part of the LGA group

why a new Equality Framework for Local Government?

- **Equality Framework for Local Government (EFLG) has been designed to build on existing work**
- **will allow authorities to ‘migrate’ their achievements under the original Equality Standard (ESLG)**

why a new Equality Framework for Local Government?

- **simplified:** less process, more outcome focused approach, fewer action points, emphasis on self assessment and peer challenge
- **proportional and relevant:** will enable authorities to take account of local needs and circumstances
- **common performance framework for compliance:** integrating the public duties on race, disability and gender

why a new Equality Framework for Local Government?

- **relevance:** relates to new performance framework for local government and Comprehensive Area Assessment
- **aspiration:** highlights role of local authorities and partners in challenging inequality in their communities

key principles of the equality framework

- proportionality
- mainstreaming and synergy with local government functions and new performance framework
- evidence base for CAA and organisational assessment
- self assessment and peer challenge
- makes a difference to performance and people

the Equality Framework

- the new framework will consist of **three** levels
 - **Developing**
 - **Achieving**
 - **Excellent**
- there will be **five** areas against which authorities can measure their performance

the Equality Framework

Knowing your community – equality mapping

- use of local and national data to understand the profile of communities & to measure inequalities & the life chances & opportunities of different groups, in order to identify priority outcomes that can shape strategic planning and service delivery.
- collected on the basis of not only people's race, gender, disability, religion or belief, sexual orientation & age, but also other relevant demographics, such as socio-economic, health & education status, availability of transport & whether communities live in a rural or urban setting. It will identify people's needs, not just the equality strands or background.
- data has to be understood & analysed, not just collected

the Equality Framework

Place shaping, leadership, partnership and organisational commitment

- understanding the importance of equality in visions of place & working with partners to challenge inequality
- framework is designed to give local authorities & partners, greater freedom to determine local priorities & shape the future of an area.
- strategic leadership – both political and managerial - is key to improving equality outcomes
- important for authorities to work in partnership with other public service providers & voluntary sector to identify inequality & work together to achieve equality outcomes.

the Equality Framework

Community engagement and satisfaction

- involving 'equality' groups in decision making, and assessing satisfaction
- communities of place are not always synonymous with communities of interest, so will be important to have structures in place that involve the latter in corporate decision making, service planning & workforce planning with a particular focus on the needs of those whose circumstances make them most vulnerable.

the Equality Framework

Responsive services and customer care

- providing personalised services that meet the needs of people from differing backgrounds, reflecting differing needs in commissioning & procurement, measuring access

the Equality Framework

A modern, diverse workforce

- measuring diversity of the workforce, setting appropriate objectives to improve performance, equal pay and flexible working

new broader definitions of equality

- uses the definition of equality set out in the Equalities Review which emphasises **equal life chances for all**
- includes the groups that now have legal protection and other vulnerable groups – such as looked after children, Gypsies and Travellers
- encourages authorities to think about equality outcomes

Equal life chances

The Equalities Review proposed a new definition of equality based on **‘substantive freedom’** or **equality of life chances in the central and valuable things in life.**

- This is based on fundamental freedoms derived from human rights frameworks.
- Life chances are considered against ten headings or ‘domains’.
- Substantive freedom covers
 - inequality of outcome
 - inequality of process
 - inequality of autonomy

The 10 domains

- **longevity**- including avoiding premature mortality
- **physical security**- including freedom from violence and physical and sexual abuse
- **health**- including both well-being and access to quality health care
- **education**- including the ability to be creative, acquire skills and qualifications and access to training and life long learning
- **standard of living**- including being able to live with independence and security, nutrition, clothing, housing, warmth, utilities, social services and transport
- **productive and valued activities**- including access to employment, positive experience in the workplace and ability to care for others
- **individual and family life and social life**- including self development, independence and equality in relationships and marriage
- **participation, influence and voice**- including participation in decision making and democratic life
- **identity expression and self respect**- including freedom of belief and religion
- **legal security**- including equality and non discrimination before the law and equal treatment within the criminal system

smarter working

the Framework is intended to help local authorities comply with other requirements

these include -

- compliance with the public duties on race, gender and disability
- customer service excellence
- good practice on community cohesion and migration
- evidence for the CAA

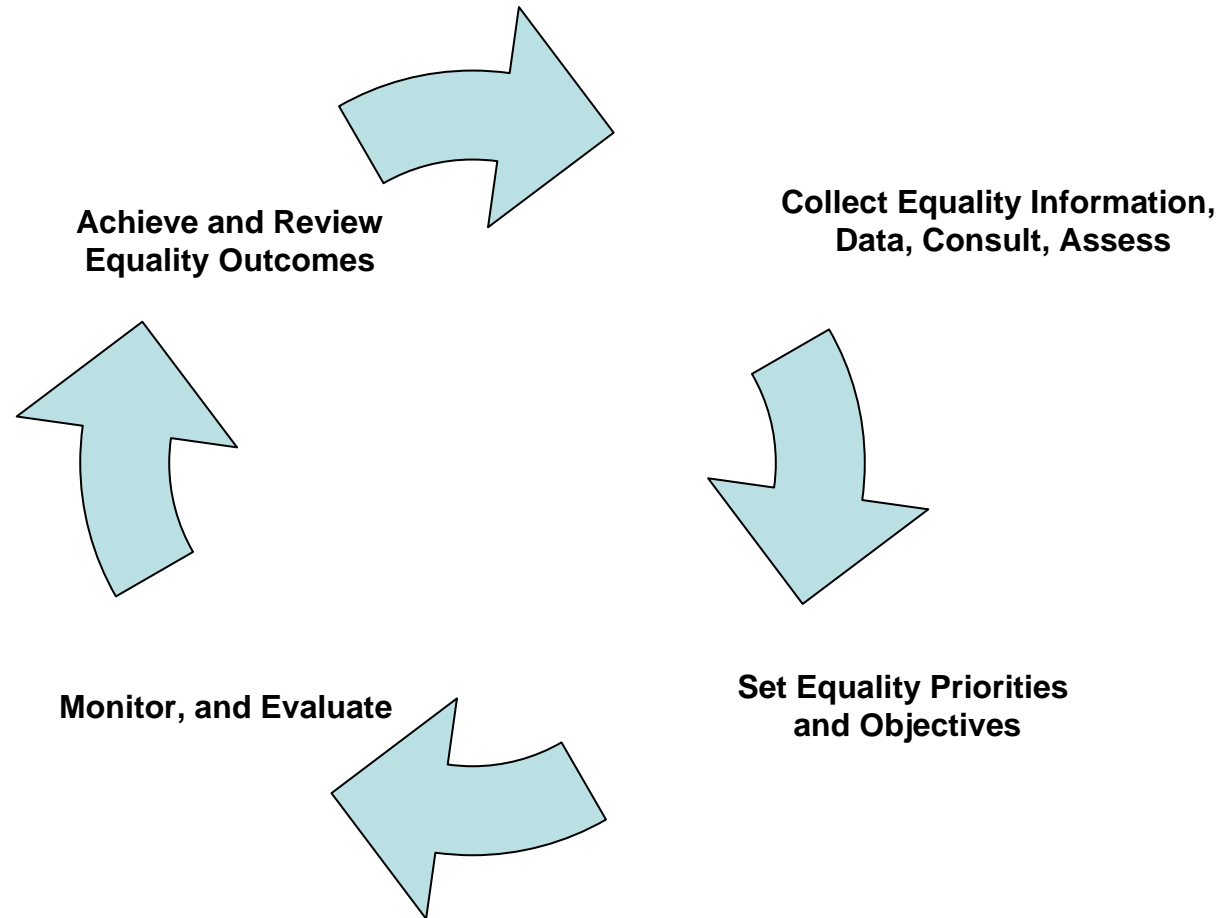
how the Framework will operate

- the Framework describes the characteristics of an authority at each level – **Developing, Achieving and Excellent**
- against these characteristics it lists actions against each of the five areas of the performance framework
- a ‘How was this done’ column gives examples of evidence that would demonstrate performance against these indicators, these are illustrative examples not a mandatory list of actions

continuous improvement

- provides a framework for continual improvement and a mechanism for mainstreaming and improving equalities performance across the whole authority
- should act as a shared framework for improving equalities performance across both, service specific, as well as corporate, policy and decision making and delivery structures and mechanisms

continuous improvement



migration

- authorities who have reached levels 1 and 2 will be treated as **Developing**
- those that have achieved level 3 will be treated as **Achieving**
- authorities at level 4 will be treated as **Moving towards excellence** (transitional stage)
- those at level 5 as **Excellent**

transition time scales

- authorities can rely on their migration status for **two years**, and will then be expected to progress to the next level of the Framework
- authorities who have been assessed under Peer Challenge can rely on the assessment for **three years**

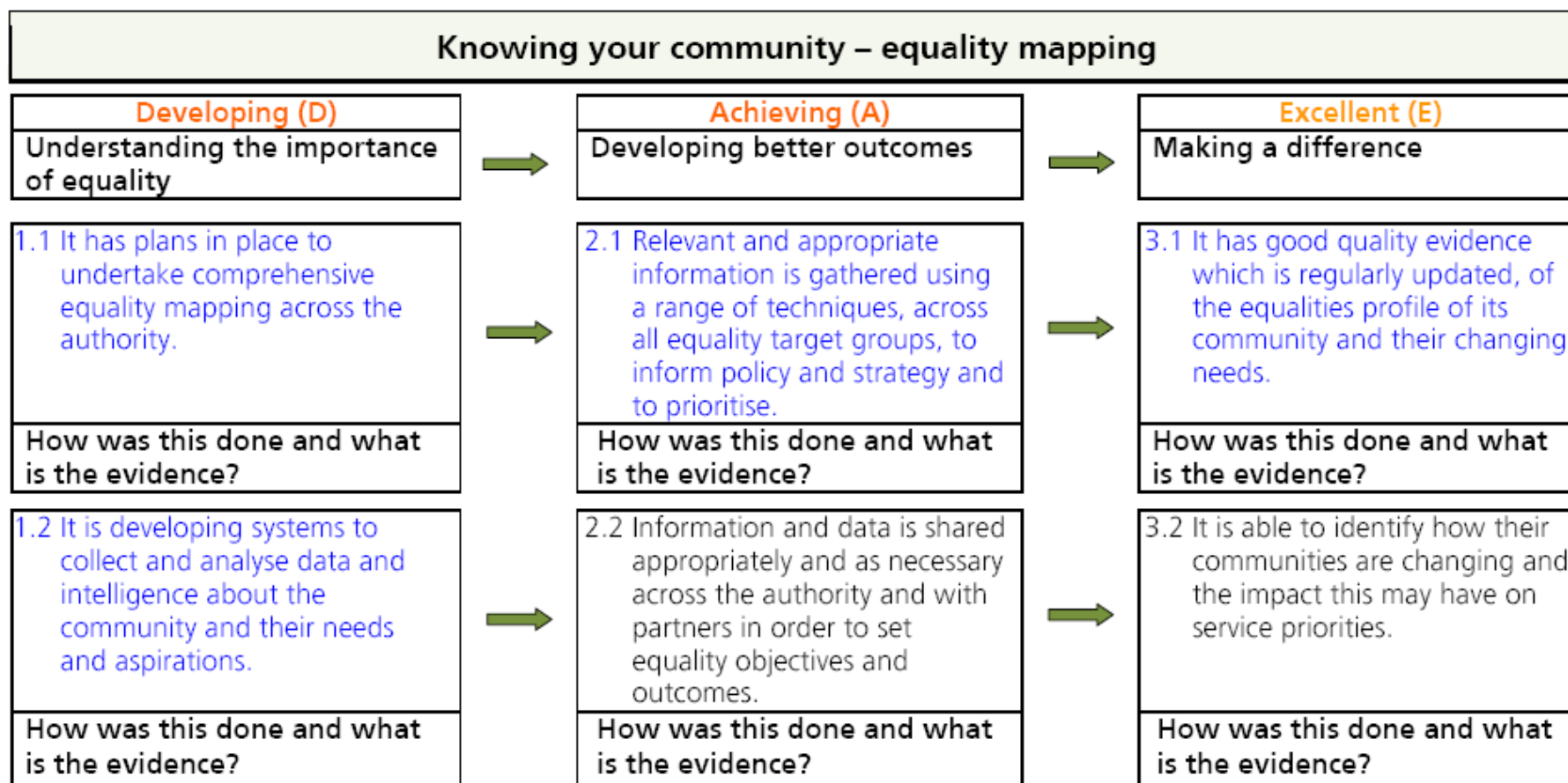
self-assessment and peer review

- want to encourage **critical self-assessment** and **Peer Challenge** rather than external auditing which is more expensive and does not contribute to learning within the sector
- the Peer Challenge has already been developed for Level 3 of the ESLG. Peer Challenge for self- assessment will be required for authorities wishing to achieve the **Achieving** and **Excellent** levels of the Framework
- authorities who have successfully undergone a Peer Challenge will be awarded a recognition kite mark

self-assessment and peer review

- a key feature of the new Framework is that it is less prescriptive than the ESLG
- therefore, to maintain common standards of improvement that are nationally recognised, the Peer Challenge will also perform an essential moderating function

presentation and lay out



next steps

- EFLG has been launched
- April enhanced equality and diversity website
- E:FECT electronic recording tool for EFLG available
- training for peers June, July
- partnership work with new Equality Standard for Police Forces which is currently being trialled across 11 forces

- Fire Services Equality Standard
- authorities have begun work on migrating
- Conferences on gender, sexual orientation, procurement
- Investment in equality mapping at local and regional level
- Creation of Advisory Board

further information

IDeA Knowledge website

www.idea.gov.uk/diversity

Equality Standard Community of Practice

www.communities.idea.gov.uk

www.idea.gov.uk