

Equality frameworks and performance management – learning from local government

Angela Mason CBE

National Adviser for Equalities and Cohesion

IDeA

1st October 2009

Equality Framework for Local Government

A national benchmarking framework

3 levels – **developing, achieving and excellent**

Measured against 5 performance areas:

- **Knowing your community –equality mapping**
- **Place shaping, leadership and partnership**
- **Community engagement and satisfaction**
- **Responsive services and customer care**
- **Modern and diverse workforce.**

What makes the Equality Framework for Local Government work?

- Simplicity and clarity
- Proportionality
- Match with local government priorities
- Benchmarking and transparency
- Support for public duties and inspection criteria
- Self-assessment and peer challenge
- High level support
- Accessibility

What helped us introduce the new framework?

- Extensive consultation
- Piloting
- Seminars, conferences, learning events
- Marketing
- Communities of practice / website

Benefits of the EFLG

- Creates basis for evidence based policy and identification of key equality outcomes
- Hard wires equality into key performance areas (note difference from the public duties and business priorities) **provides the equality plumbing**
- Helps drive performance of the whole sector

Challenges ahead

- Squeeze on resources, need to work smarter
- Changes to inspection frameworks
- Lack of progress on partnership working
- Need for ongoing oversight and ownership

Further information on the IDeA's equality work

www.idea.gov.uk/diversity