

Brighton and Hove Council Diversity Peer Challenge Excellent Level

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The Challenge

- Designed to assess Brighton and Hove Council's self assessment at the Excellent level of the Equality Framework for Local Government
 - Not an inspection but an external assessment by critical friends
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Five Themes of the EFLG

- knowing your communities and equality mapping
 - place shaping, leadership, partnership and organisational commitment
 - community engagement and satisfaction
 - responsive services and customer care
 - modern and diverse workforce
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Our Conclusion

**Brighton and Hove Council has
satisfied the criteria for the
Excellent level of the EFLG**

Highlights

- Commitment to equalities from political leadership
 - Cross party member equalities group
 - Civic culture
 - Staff passion for equalities
 - Communities and equalities team
 - LGBT successes
 - Community Inclusion Partnership
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Highlights

- Community Engagement Framework
 - Equality Impact Assessments (internally and externally)
 - Sharing good practice with partners
 - Good practice library
 - Good working relationship with Community and Voluntary Sector
 - Staff feel supported in their development of their understanding and skills around equality
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Main Challenges

- Sustaining equalities after May elections
 - Impact of cuts on equalities
 - Introduction of intelligent commissioning
 - Confusion over large number of evolving community fora, networks and equality groups
 - Maintaining the positive workforce culture around equalities in light of cuts
 - Slow progress on workforce BME diversity
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Key Recommendations

- Clarify the vision for equality in the city, its communities and the desired outcomes
 - Rationalise the support provided to community groups to ensure sustainability
 - Evaluate the effectiveness of the Intelligent Commissioning approach
 - Induct newly elected members post election to support their work with diverse communities
 - Clarify role and number of networks, partnerships and fora
 - Transfer leadership on workforce equalities from Communities and Equality to HR to support excellence
 - Greater focus on diversity in the staff survey
 - Retain focus on excellence status
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