

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

www.bridgend.gov.uk



Equality Improvement Framework for Welsh Local Government


Linda Smith

**Corporate Development & Partnerships /
Datblygiad Corfforaethol & Phartneriaethau**


Objectives

- ▶ To familiarise members of the Cabinet Equalities Committee with the Equality Improvement Framework for Welsh Local Government

Background

- 
- ▶ To replace the Equality Standard
 - ▶ To reflect changes in equality duties
 - ▶ To reflect reform agenda in Wales
 - ▶ To work with the WPI

What is the EIF?

- 
- ▶ A management framework to help the authority meet its equality duties
 - ▶ Gather evidence of service improvement for all our customers and our communities
 - ▶ Identify local risks of inequality
 - ▶ Target activities to produce equality outcomes
 - ▶ Annual assessment of progress

EIF – 7 Improvement Aims

- ▶ Promoting a vision of equality and diversity
- ▶ Single framework recognising the needs of each equality strand
- ▶ Improving the quality services
- ▶ Mainstreaming equality into business
- ▶ Continuous improvement
- ▶ Responding to local needs and risks
- ▶ Engagement with stakeholders

EIF – 11 Improvement Elements

Part 1 – Corporate Governance

- ▶ Values
- ▶ Vision
- ▶ Leadership & management

Part 2 – Equality Outcomes

- ▶ Local & national aspirations
- ▶ Benchmarking

Part 3 – Managing Equality

- ▶ Performance management
- ▶ Self-assessment
- ▶ Engaging stakeholders
- ▶ Evidence based systems
- ▶ Challenge
- ▶ Transparency and accountability
- ▶ Capability

3 Levels of Attainment?



1. Improving status
 - ▶ Critical self-assessment
2. Achieving status
 - ▶ Peer review, scrutiny & stakeholder challenge
3. Leading status
 - ▶ Invite external challenge

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

www.bridgend.gov.uk



Any Questions?

Thank you