



**Brighton and Hove Council
Diversity Peer Challenge
Excellent Level**

Cllr Jackie Meldrum – LB Lambeth
Suranjana Lall – Warwickshire County Council
Marc Adams – Ealing Borough Council
Rex Webb – Wiltshire Fire and Rescue Service
Gill Elliott – Review Manager LG Improvement and Development

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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

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

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

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

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

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
