

The LGA Equality Framework for Local Government

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How the Equality Framework can help councils

- Identify areas of activity that need addressing to deliver good equality outcomes
- Meet statutory requirements under the PSED
- Help to build equality into councils' processes and practices
- Support councils to become inclusive employers
- Help councils self-assess their progress on the equality improvement journey
- Forms the basis for LGA Equality peer challenges

The principles behind the Framework

- A modular approach to ensure it is usable by all councils
- Understand that the level of resource available varies between councils
- Promoting an ongoing, progressive and cumulative approach to the equality journey
- Centres on, but is not limited to, the nine legally protected characteristics

The Framework's modules

1. Understanding and working with your communities
2. Leadership, partnership and organisational commitment
3. Responsive services and customer care
4. A diverse and engaged workforce

The three levels

- Developing – *building blocks in place; meeting or working towards meeting statutory requirements*
- Achieving – *processes and procedures in place; delivering good outcomes; meeting and often exceeding statutory requirements*
- Excellent – *mainstreamed equality throughout the organisation, exceeding statutory requirements, an exemplar council.*

The Equality Framework

Available online here: [Equality Framework for Local Government \(EFLG\) 2021 | Local Government Association](#)

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