

# Working with the Equalities Framework for Local Government

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## EFLG Themes

1. Understanding and working with your communities
2. Leadership and Organisational Commitment
3. Responsive Services and Customer Care
4. Diverse and Engaged Workforce

## 3 Levels of Achievement

- Developing
- Achieving
- Excellent

Making the EFLG relevant & current trial: BLM / Covid 19

## EFLG Audit & Assessment

- What are your challenges?
- What's in your difficult drawer?
- How will you create a critical mass for change?
- How will you deliver it?

# City of Wolverhampton Councils Journey 2016 - 2018

Opening the difficult drawer

## Opening the difficult drawer

- High levels of discrimination in employment
- Low levels of recruitment of diverse communities
- High levels of staff dissatisfaction
- Disconnection from diverse communities, disability groups
- We couldn't be proud of PRIDE
- Over focus on EIAs with no meaningful outcomes

## Governance Structures

Strategic Executive Board

Strategic Diversity Group & Directorate Diversity Group

The Power of Delegated Powers

Member Diversity Champion & Corporate Diversity Champion

Member Scrutiny in E&D

## EFLG & Equality Plans

53 Service Equality Plans

248 Equality Objectives 2017/2018

186 Equality Outcomes across all PCs 2017/18

Sign off by Wolverhamptons Community Diversity Forum



## EFLG Outcomes at Excellent level

- Reduced all levels of discrimination in employment
- Increased BAME representation by 24% at all levels
- BAME were satisfied than any other ethnic group
- Diverse communities were involved in strategic plans
- Delivered the largest PRIDE event in the city's history
- All 53 services had ED&I plans 186 equality outcomes completed

## Resources

## Advantages of EFLG

- A planned strategic approach
- Progress can be monitored
- Galvanises organisational support
- Creates outcomes for internal and external stakeholders
- Inclusive
- Flexible

## Top Tips

- Ensure your EFLG Audit is robust and there is a detailed plan
- Use the EFLG as change agent not a policy driver
- There is collective leadership
- Be smart at targeting your resources
- Use EFLG to tackle systemic issues