

Diverse by Design for adult social care

An equality, diversity, and inclusion workbook supporting councils to embed fair values, systems, and behaviours in the workplace.

Partners in Care and Health

The **Local Government Association** and **Association of Directors of Adult Social Services** are **Partners in Care and Health** (PCH) working with well-respected organisations.

PCH helps councils to improve the way they deliver adult social care and public health services and helps Government understand the challenges faced by the sector.

The programme is a trusted network for developing and sharing best practice, developing tools and techniques, providing support and building connections.

It is funded by the Department of Health and Social Care and offered to councils without charge.

www.local.gov.uk/PCH



The purpose of the workbook

- Based on the **15 elements for equality, diversity, and inclusion** in the corporate 'Diverse by Design' guide. but specifically developed for an ASC audience.
- Helps council employers embed fair values, systems and behaviours throughout an ASC organisation.
- Helps councils to **articulate and evidence** EDI strengths and **create an action plan** for areas for development.



The 15 Elements

8. Rethink your equalities training

1. Gather data

9. Create and engage staff networks

2. Redefine equality and fairness

10. Have transparent and fair reward and recognition schemes

3. Appoint senior diversity champions

11. Develop inclusive leadership

4. Agree how to talk about equality and diversity

12. Engage managers and staff

5. Rethink recruitment processes

13. Check your policies for stereotypes

6. Have role models

14. Create a flexible working culture

7. Make equalities a business strategy

15. Create confident line managers

The workbook provides -

- a **starting point** with a self-assessment tool - this helps you to identify your starting point(s).
- **practical activities** to apply the 15 elements.
- **real examples** and resources for further reading.
- support to move **beyond compliance** and embed EDI into ways of working.
- support with work following recommendation 2 from the **Messenger Review** and with preparations for **CQC Assurance**.




The self-assessment tool

- Ideal for use once familiarised with the 15 Diverse by Design for ASC elements.
- Provides a **baseline** assessment against the 15 elements, supports ongoing review.
- Supports a consideration of levels of **inclusive employee involvement**.
- Identifies your starting point(s).
- Supports forward planning.



Councils will be supported to:

- **prioritise** which of the 15 elements will help achieve the impactful and sustainable changes needed for the workforce.
 - **articulate** EDI strengths and areas for development
 - **evidence** how this work has informed workforce strategy/upskilled workforce groups.
 - **identify** metrics for measurement to monitor progress towards desired outcomes.
 - **review** the relationship between the workforce and communities, linking to the underpinning theme of reducing inequalities in the CQC assurance framework.
- 

A link to the workbook

We hope you find ‘[Diverse by Design for adult social care](#)’ a helpful resource.

Please do contact us with your feedback, comments or questions at pch@local.gov.uk