Introduction

- We would like to thank staff at Derby City Council for all the work they have put into preparing for this challenge
- We would like to express our appreciation of the work of Ann, Tariq and Sarah in helping us prepare for the challenge and for their support while we were here
- We have been well received and made welcome
- People have been open and honest
- What you hear is what we have been told, read and seen
The Challenge

• Designed to assess Derby City Council’s own self assessment at Excellent level

• Not an inspection but an external assessment by critical friends
The challenge

The equality framework for accreditation as an excellent authority focuses on 5 themes:
• 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
The Team

• Cllr John Whelan – London Borough of Lambeth
• Simon Lee - Stockton-on-Tees Borough Council
• Nick Stephenson – Swindon Borough Council
• Banji Adewumi – Whipps Cross University Hospital Trust
• Ernest Opuni – Review Manager LGID
Derby City Council

The detail..........................
Knowing your communities and equality mapping

Strengths:
• Good data sharing across partnerships
• Council works with partners to understand and share data then plan action e.g. health inequalities
• Knowledge of resident need informs service delivery e.g. re-commissioning of dementia services
Knowing your communities and equality mapping

Areas for consideration:

• Need for more effective equality mapping of all protected characteristics e.g. sexual orientation and transgender

• More active use of all available data to inform EIA process
Place shaping, leadership, partnership and organisational commitment

Strengths:

• Clear evidence of strong commitment to Equality and Diversity across the three political groups

• Council works effectively with partners to deliver appropriate and effective services to all residents of Derby e.g. Derby County FC

• Budget setting subject to effective and inclusive EIA process
Place shaping, leadership, partnership and organisational commitment

Strengths:

• Council is proactive in seeking to transfer assets to the community e.g. Derby Theatre
• The Council has prioritised raising aspirations amongst BME communities e.g. PRI
• The Council effectively challenges other service providers to promote the interests of disabled and other vulnerable groups
Place shaping, leadership, partnership and organisational commitment

Areas for consideration:

• The extent to which the organisation feeds back to people it has consulted with could be more consistent
• Overall EIA process needs strengthening to clearly demonstrate better outcomes and be more accessible to residents and community groups
• No agreed corporate approach to procurement and commissioning demonstrated
• Ensuring the strong strategic leadership is sustained
Community engagement and satisfaction

Strengths:

• Elected Members show understanding of and sensitivity in dealing with communities e.g. Roma communities, Muslim burials, Sikh community group
• Active involvement of community representatives in EIA process
• Effective use of community fora
• Council effectively takes the leadership role around Community Cohesion e.g. PVE
Community engagement and satisfaction

Areas for consideration:

• Fora representation / membership could be more uniform and comprehensive
• Council needs to maintain levels of involvement despite spending constraints
• Not clear how scrutiny consistently influences equalities activities
• Maximise the opportunities provided by cohesion function becoming part of Chief Execs Department
Responsive services and customer care

Strengths:

• Many examples of exemplary service development
• EIAs are embedded, used appropriately and deliver better services
• Examples of using community intelligence to drive better services
• Officers feel empowered to provide flexible and responsive services
Responsive services and customer care

Areas for consideration:

• Positive view and use of EIA not uniform across the organisation

• Council needs to fully embed equality and diversity considerations in emerging procurement and commissioning processes

• Current ICT initiatives under development need to be accelerated, continued and embedded e.g. CRM, DORIS
Modern and diverse workforce

**Strengths:**

- Evidence of both corporate and specialist diversity training for both officers and Members
- Evidence of good practice in supporting employees e.g. reasonable adjustment and employee networks
- Innovative recruitment programmes
- Employee involvement in EIA e.g. staff suggestion scheme
Modern and diverse workforce

Areas for consideration:

• Inconsistent application of policy across Council and Partnerships
• Staff monitoring across all protected characteristics could be improved
• Opportunities exist for better coordination of training and development in equalities
Overall conclusion
CONGRATULATIONS

This team recommends that Derby City Council has completed a satisfactory self assessment against the criteria for an excellent authority as set out in the Equality Framework for Local Government.