

# Local Government Association Equality Peer Review

Adult Social Care Cabinet Committee  
5 March 2021

# Background

The Annual Equality and Diversity Review which was presented to the Adult Social Care and Health Directorate Management Team in July 2020, highlighted the need for the directorate to consider their positioning of Equality, Diversity and Inclusion. The report included:

The need for a renewed and consistent focus on Equality, Diversity and Inclusion

The 'Black Lives Matter' movement and the Public Health report (which highlighted disparities in the risk and outcomes of COVID-19 on Black and Asian communities) instilled a renewed vigour to have Equality, Diversity and Inclusion as a priority in Adult Social Care

The newly formed **Adult Social Care Equality Board** agreed to use the 'Equality Framework for Local Government' and apply it specifically to the Adult Social Care and Health Directorate through an internal assessment between July 2020 and September 2020.

In November 2020, the Local Government Association was invited to conduct a 'peer review' of the Adult Social Care and Health Directorate.

## Adult Social Care Internal Assessment

**5** x Workshops  
**40** x Operational Staff  
**18** x Subject Matter Experts  
**5** x Staff Groups



## Local Government Association Review

**3** x Workshops  
**2** x Cabinet Member Interviews  
**22** x Interviews  
**5** x Staff Groups






## Outputs


**1** x Adult Social Care Report  
**1** x Local Government Association Report  
**1** x Adult Social Care Equality Action Plan

The key, combined recommendations from both the Adult Social Care Internal Assessment and the Local Government Association Report are as follows:

## Working Together and Wider Kent County Council

- 
- 
- 
1. Greater understanding of the importance of collecting **accurate data**
  2. Report on Gender and Ethnicity **Pay Gaps**
  3. Robust **Equality Impact Assessments** to ensure effective decision making
  4. Review current **Equality, Diversity and Inclusion policy**
  5. Wider **representation** at boards and forums.

## Communication

- 
6. Share recommendations **across** organisation
  7. Making A Difference Every Day Programme to **drive** and **embed** Equality, Diversity and Inclusion delivery
  8. Follow-up / **regular pulse surveys** with staff
  9. Make the change from using the acronym 'BAME' to using the term '**Black, Asian and Minority Ethnic**' in full.

## Recruitment, Training and Career Progression

- 
10. Equality, Diversity and Inclusion embedded in appraisals and supervision. '**Golden Thread**' from strategy to personal objectives.
  11. Staff supported to **challenge** and **raise concerns** about Equality, Diversity and Inclusion issues, bullying and harassment.
  12. Secondment selection process to be more **robust** and **open to scrutiny**.
  13. Strengthen **support** for well-being.
  14. Develop **targeted** management development programmes for people with protected characteristics.
  15. Recruitment, retention and career progression monitored and **assess the impact** on people with Protected Characteristics.
  16. Mandatory and '**face to face**' Equality, Diversity and Inclusion training offers available.

### Note:

Most recommendations can be applied corporately as well as specific to Adult Social Care and Health Directorate.

Any Questions?

# Recommendations

The Adult Social Care Cabinet Committee is asked to **NOTE** the recommendations from the Adult Social Care Internal Assessment and put forward by the Local Government Association Equality Peer Review report.