

Equality:
Cumbria's leading
the way

Achieving equality in the Cumbria districts

Aim

For all district authorities in Cumbria to be assessed as Achieving under the Equality Framework for Local Government by June 2011.

What we did and how we did it

- Mock peer challenge resulting in the district authorities refreshing management processes for equality
- Gained joint commitment at all levels i.e. elected members, senior managers and operational managers
- Established Members Group to support Equality Champions in the district authorities
- Project lead and officer have provided support and facilitated workshops for the district authorities
- Regular steering group meetings providing forum to share good practice
- To date Carlisle City Council, South Lakeland District Council and South Lakes Housing have all been assessed as 'achieving' under the Equality for Local Government framework as a direct result of this project

Risks

Councils don't reach achieving when assessed; Mitigated through 3 month window built into project to support any council in taking corrective action to reach achieving.

Efficiencies

This project has generated efficiencies through their collaborative approach to working; in total £156,000 was generated in cashable efficiencies and £206,950 in non-cashable benefits, so far in 2009-10.

Projected efficiencies for 2010-11:

£156,000 cashable efficiencies and £219,650 non-cashable benefits.

Benefits

This approach to the assessment is a first in the Country and is being treated by the Local Government Improvement and Development (formerly IDeA) as a pilot.

Once the assessment is complete Cumbria will be able to share good practice regionally and nationally on this approach.

Project Summary

This project enables and trials an inter-organisational approach to ensuring fair and accessible access to services for all in Cumbria by embedding the Equality Framework for Local Government.

The project started with the six district councils and the county council in Cumbria.

The assessment is taking place between October and December 2010. By the 14 December 2010 all six district councils will have been assessed and will know if they have reached 'achieving'.

The assessment is conducted by peers who spend two days assessing each District based on evidence that is produced by the authority.

Going forward

Continued preparation for the external peer assessments. Once all peer assessments have been completed for the remaining duration of the project the lead officer in conjunction with the district councils will be looking to build a legacy towards 'excellent'.

Contact

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