

## **EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT (EFLG)**

The Equality Framework is a comprehensive performance measure for local authorities organised by the Local Government Association. Over the last ten years, the Council has continuously improved its performance against the various elements within the Framework and the former Equality Standard, which it replaced. The Council's assessment against the requirements of the excellent level of the EFLG was completed in March 2013, and involved a large number of interview sessions between the peer assessors and more than 100 members, officers, partners and service users.

It is with great pride, that we are able to announce that Enfield has now been accredited at the excellent level, currently one of only twelve councils in the country to receive this award. This is a substantial achievement. It will provide a valuable opportunity to demonstrate our good practice to other authorities, particularly around areas of work such as the Understanding Our Communities research programme, the Youth Engagement Panel, the Parent Engagement Panel, and the Residents Priority Fund, which were all highly commended. However, we appreciate that there is no room for complacency, and that we need to maintain and build on the good work that has taken place over recent years, in order to ensure that our services continue not to discriminate, are provided equitably and fairly, and contribute positively to community cohesion.

Many areas of excellent practice were identified -

- the Leader, Cabinet Lead Member, Chief Executive and the equalities champion (Director of Finances, Resources and Customer Services) all have high aspirations for equalities and diversity in the borough and strongly champion the agenda.
- the Council's passion for fairness and equality is evident. The administration's strategic aim of 'Fairness for All' is embedded through strategic plans and is understood by staff and partner agencies.
- there is a clear focus on community engagement and satisfaction from local communities with the Council's strategic aim of 'Strong Communities' and its supporting priorities. The Council can demonstrate a number of good and excellent examples of practice in relation to partnership working, engagement with residents and with key equality groups. These examples have resulted in many positive outcomes for our customers and residents.
- the Council is making good headway to mainstream equalities by inclusion of objectives within the service planning process. It has a good understanding of Enfield's many communities and their needs.
- the Council has also undertaken considerable work within the organisation to make equality issues a priority. This includes work by the Corporate Equalities Group, training staff comprehensively on service equality issues, the Council's workforce and elected members broadly representing the diversity of local communities, and a well established approach to equality impact assessments/analyses.

The award will inspire us to -

- continue to tackle inequality in the borough, and
- continue to build on the strengths of our diverse group of councillors and staff groups that reflect the wider community to promote positive dialogue with our residents and customers

The Council is committed to being an exemplar of best practice in all our equalities work. More information appears in the Fairness for All - the Council's Equality and Diversity Scheme Annual Report 2012.

The Council will be expected by the Local Government Association to promote and share its achievements with other local authorities in England over the coming three years as part of the expectations of an excellent local authority within the EFLG.