

ST LEGER HOMES OF DONCASTER LTD

Company limited by guarantee registered in England
Company Number 05564649

Joint Area Board Meeting

REPORT

Date : 10 November 2008

Item : 07

Subject : Equality Standard for Local Government

Presented by : Judith Jones
Director of Customer Services

Prepared by : Mahroof Hussain, Diversity Manager

Purpose : The Equality Standard for Local Government Progress Report

Recommendation :

- **Joint Area Board notes that St Leger Homes has achieved Level 3 of the Equality Standard for Local Government.**
- **Joint Area Board agrees to work in partnership with Doncaster Borough Council in delivering a consistent Equality Standard across the organisations and to help them achieve Level 4**

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**To Joint Area Board of
ST LEGER HOMES OF DONCASTER**

**Agenda Item No. 07
Date: 10 November 2008**

1. Report Title

1.1 The Equality Standard for Local Government Progress Report

2. Purpose

2.1 To update Joint Area Board on progress of the Equality Standard for Local Government

3. Recommendation

3.1 Joint Area Board notes that St Leger Homes has achieved Level 3 of the Equality Standard for Local Government.

3.2 Joint Area Board agrees to work in partnership with Doncaster Borough Council in delivering a consistent Equality Standard across the organisations and to help them achieve Level 4

4. Background

4.1 In September 2006 Executive Management Team noted that St Leger Homes has achieved Level 1 of the Equality Standard for Local Government.

4.2 In April 2007 Executive Management Team noted that St Leger Homes has achieved Level 2 of the Equality Standard for Local Government.

4.3 In April 2007 Executive Management Team agreed to work in partnership with Doncaster Borough Council in delivering a consistent Equality Standard across the organisations and to help them achieve Level 3 externally accredited.

4.4 St Leger Homes' initial timescale for achieving Level 3 in the Equality Action Plan was December 2008. Joint Area Board was advised at its meeting on the 6 May 2008 that the accreditation would take place in June 2008 and that "if the Council achieved Level 3 after being externally accredited then St Leger Homes as a Key stakeholder involved in helping the Council deliver the standard would automatically adopt this level".

5. Equality Standard for Local Government Level 3

- 5.1 External accreditation of Equality Standard for Local Government Level 3 was carried out by Edge Hill University on the 18th and 19th June 2008. The assessment covered DMBC supported by SLHD.
- 5.2 Edge Hill University confirmed that Doncaster Council had achieved Level 3 of the Equality Standard and was awarded the Equality Mark. Doncaster Council representatives attended an official reception on the 2nd July to collect a certificate to verify achievement of Level 3 and the Equality Mark.
- 5.3 As a result of Doncaster Council receiving Level 3 of the Equality Standard St Leger Homes of Doncaster formally adopted this level also.

6 Plans to achieve Equality Standard for Local Government Level 4

- 6.1 The next stage is to build on the positive progress of achieving Level 3 and making progress to Level 4, which concentrates on targets and monitoring systems. The actions required to achieve this are being worked out in consultation with Doncaster Council.
- 6.2 We are following Equality Standard for Local Government guidance from Improvement and Development Agency (IDeA) in order to ensure a structured approach is followed in achieving level 4.
- 6.3 Joint 'train the trainer' Equality Impact Assessment training held with Doncaster council on Sept 18th and 19th.

7 Procurement

- 7.1 There are no specific procurement issues.

8. Consultation

- 8.2 St Leger Homes of Doncaster is working in partnership with Doncaster Council to deliver Level 4.

Throughout the Equality Standard process we have been and continue to carry out consultation with community groups, Tenants & Residents Associations and the Standing Joint Committee and Senior Managers to embed the Equality standard.

9. Legal Implications

- 9.1 We have a duty to promote equality of opportunity and combat discrimination in the light of the specific duties placed upon it under the Sex Discrimination Act, The Race Relations Act 1976 as amended by the Race Relations (Amendment Act 2000), the Disability Discrimination Act and European Directives

10. Financial Implications / Risk / Diversity

10.1 Financial

- 10.1.1 There are no financial implications at this stage, however it should be noted that the Equality Standard requires the "earmarking of specific resources for improving equality practice". Thus there is a requirement to produce an audit trail of resource allocation.

10.2 Value for Money

- 10.2.1 Implementation of The Equality Standard will have a significant impact on our customers and staff. It will allow St Leger Homes to give good customer service and demonstrate value for money in its service delivery. It will also demonstrate proactively that St Leger Homes of Doncaster is a good employer.

The implementation of these action plans will bring about service improvement and increase outputs and productivity. This would be a 'non cashable saving' within Value For Money implications.

10.3 Risk

- 10.3.1 Demonstrable achievement towards the Equality Standard is important (although not a statutory duty) to audit/ frameworks and it important that the current momentum is maintained so that no Service Area falls behind and thus reducing the ALMO's overall aggregate score. Successful implementation of the standard will depend on a partnership between the council and the community.

10.4 Diversity

- 10.4.1 Compliance with the Equality Standard for Local Government will ensure we are meeting our customer's diverse needs and promoting diversity. This performance led approach to mainstreaming equality will contribute to achieving sustainable social, economic and environmental improvements for Doncaster and demonstrate in action St Leger Homes core values of putting people first, ensuring fairness and equity in service delivery and becoming a better employer.

11. Report Author

- 11.1 Mahroof Hussain
Diversity Manager

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12. Background Papers

- 12.1 Equality Standard for Local Government Guidance 1: Audit and Self-Assessment
- 12.2 Executive Management Report September 2006 – The Equality Standard for Local Government , adoption of Equality Standard and achievement of Level 1.
- 12.3 Executive Management Report 9th April 2007 – The Equality Standard for Local Government – Level 2
- 12.4 Doncaster Council Corporate Management Team 13th March 2007 – Equalities Progress Report
- 12.5 Joint Area Board Report 12th May 2008 - The Equality Standard for Local Government Progress Report