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**REPORT TO: EQUALITY AND DIVERSITY CORPORATE ADVISORY FORUM
ON 16 MAY 2014**

SUBJECT: EQUALITY BEST VALUE AUDIT

BY: EQUAL OPPORTUNITIES OFFICER

1. REASON FOR REPORT

1.1 The reason for this report is to inform the Equality and Diversity Corporate Advisory Forum of the results of the informal Best Value audit on Equality carried out by members of the Equality and Diversity Corporate Advisory Forum and to recommend an ongoing programme of assessments based on the Best Value toolkit by the Equality and Diversity Corporate Advisory Forum.

2. RECOMMENDATION

2.1 **The Equality and Diversity Corporate Advisory Forum are asked to note and consider the results of the Best Value audit on Equality carried out by members of the forum.**

2.2 **The Equality and Diversity Corporate Advisory Forum are asked to approve an ongoing programme of self evaluation at 6-month intervals.**

2.3 **The Equality and Diversity Corporate Advisory Forum are asked to task the Equal Opportunities Officer with providing information reports to inform the programme.**

3. BACKGROUND

3.1 At the meeting on 11 April 2014 members of the Equality and Diversity Corporate Advisory Forum were asked to complete a score sheet used by Audit Scotland as part of its Best Value audits. Five completed score sheets were returned.

3.2 The audit consists of 16 questions around 4 themes. Each question has a possible maximum score of 3, giving a possible total score of 48. The 4 themes are:

- How well does the organisation know the profile and needs of its diverse communities?

- Do the organisation and its partners lead improvements in equality effectively?
 - Does the organisation provide equality of opportunity within a diverse workforce?
 - Does the organisation deliver positive outcomes for its diverse communities.
- 3.3 The average total score was 27 out of a possible 48, representing 56.25% of the possible score. Total scores ranged from 22 to 36 (standard deviation 5.55). The highest average score was for the questions about how well the organisation knows the profile and needs of its diverse communities. The average here was 4.25 out of a possible 6 (70.83%).
- 3.4 The organisation scored the lowest for the questions about whether the organisation delivers positive outcomes for its diverse communities. With an average of 3.8 this represents 42.22% of a possible 9 points. This was also the question with the highest level of agreement between those who completed the score sheets. An overview of the scores can be seen in **Appendix I**.
- 3.5 There were some questions that people felt unable to answer. It is recommended that we carry out the same exercise in 6 months time. Over the next 6 months, the Equal Opportunities Officer will provide the Equality and Diversity Corporate Advisory Forum with information reports, focussing on one group of questions at a time, starting with the questions with the lowest scores. The first information report will be on the question of to what extent the Moray Council delivers positive outcomes for its diverse communities.

4. **SUMMARY OF IMPLICATIONS**

(a) Moray 2023: A Plan for the Future/Service Plan

Tackling inequalities is at the heart of the Community Planning Board's 10-year plan and aims not to provide the same service for everyone, but to provide the right service for each person. It therefore seems appropriate to start with exploring the question to what extent the Moray Council delivers positive outcomes for its diverse communities.

(b) Policy and Legal

The recommendations will assist in meeting our duties under the Equality Act 2010.

(c) Financial implications

A focus on positive outcomes, based on evidence and consultation with affected groups can assist in a more effective use of resources in the long term.

(d) Risk Implications

There are no risk implications arising from the recommendations.

(e) Staffing Implications

The work arising from the recommendations will be carried out by the Equal Opportunities Officer as part of his workload.

(f) Property

There are no implications arising from the recommendations.

(g) Equalities

A focus on outcomes, based on evidence and consultation is central to the public sector equality duties as specified in the Equalities Act 2010 (Specific Duties) (Scotland) Regulations 2012.

(h) Consultations

At this stage the Equality and Diversity Corporate Advisory Forum is consulted on the recommendations.

5. CONCLUSION

5.1 The Equality and Diversity Corporate Advisory Forum are asked to note and consider the results of the Best Value audit on Equality carried out by members of the forum.

5.2 The Equality and Diversity Corporate Advisory Forum are asked to approve an ongoing programme of self evaluation at 6-month intervals.

5.3 The Equality and Diversity Corporate Advisory Forum are asked to task the Equal Opportunities Officer with providing information reports to inform the programme.

Author of Report: Equal Opportunities Officer

Background Papers: with author

Ref: 20140516 EDCAF report Best Value Audit

Signature: _____

Date : _____

Designation: _____

Name: _____

Appendix I: Best Value (Equalities) Scores

Question 1: How well does the organisation know the profile and needs of its diverse communities?

1.1 How effectively does the organisation understand the diversity and inequality within its communities?

1.2 How effectively does the organisation engage its diverse communities to understand their needs?

Question	Score				
1.1	2	2	2	1	
1.2	2	3	3	2	2
Sub Total	4	5	5	3	2

Average	Standard deviation	% of highest score
1.75	0.50	70.83%
2.40	0.55	
4.25	1.30	

Question 2: Do the organisation and its partners lead improvements in equality effectively?

2.1 To what extent do senior officers and elected members promote and lead an equality improvement agenda?

2.2 How well is the commitment to improving equality outcomes reflected in policies, strategic objectives and actions?

a: Organisation and partners' commitment

b: Services commitment

c: Equality schemes

2.3 How effectively is equality built into decision making and scrutiny arrangements

a: Decision making

b: EQIA programme

2.4 To what extent is equality embedded in a culture of continuous improvement?

2.5 How effectively does the organisation report on equality to the public?

2.1	2	3	2	2	2
2.2a	1	2	2	1	1
2.2b	1	1	3	2	1
2.2c	2	1	2	2	2
2.3a	2	2	3	2	2
2.3b	1	2	2	2	2
2.4	1	1	2	1	2
2.5	1	1	2	2	2
Sub Total	11	13	18	14	14

Average	Standard deviation	% of highest score
2.20	0.45	58.33%
1.40	0.55	
1.60	0.89	
1.80	0.45	
2.20	0.45	
1.80	0.45	
1.40	0.55	
1.60	0.55	
14.00	2.55	

Question 3: Does the organisation provide equality of opportunity within a diverse workforce?

3.1 To what extent does the organisation value diversity in its workforce and provide equality of opportunity for staff?

a: Employment monitoring

b: Diverse needs among staff

3.2 How well are staff supported in meeting the organisation's equality and diversity goals?

3.1a	1	1	3	1	2
3.1b	1	1	3	1	2
3.2	2	2	2	1	1
Sub Total	4	4	8	3	5

Average	Standard deviation	% of highest score
1.60	0.89	
1.60	0.89	
1.60	0.55	
4.80	1.92	53.33%

Question 4: Does the organisation deliver positive outcomes for its diverse communities?

4.1 To what extent are services delivered in ways that meet the needs of their diverse communities?

a:Needs of service users

b:Customer satisfaction

4.2 How effectively can the organisation demonstrate improved outcomes for diverse communities?

DRAFT