

# Oxford City Council Diversity Peer Challenge

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# The Challenge

- Designed to assess Oxford City Council's own self assessment
- Not an inspection but an external assessment by critical friends

# The challenge

The equality framework for accreditation as an achieving authority focuses on 5 themes:

- knowing your communities and equality mapping
- place shaping, leadership, partnership and organisational commitment
- community engagement and satisfaction
- responsive services and customer care
- modern and diverse workforce

**The detail.....**



## knowing your communities and equality mapping

### strengths:

- Data is collected, analysed and distributed systematically
- Oxford Profile 2012 Key Facts distributed and used by partners as well as OCC
- Use of data to 'bend the spend'

## knowing your communities and equality mapping

### areas for consideration:

- Develop an understanding of the use of monitoring data around sexual orientation
- All departments to collect good quality data on users
- Using client information to inform other services
- Ensure new Census data is used as productively as possible, particularly around migrant communities

## **place shaping, leadership, partnership and organisational commitment**

### **strengths:**

- Senior management & elected members are ambitious and clear about their vision
- Council using income and assets imaginatively to tackle inequalities
- ‘World class city for everyone’ strapline
- Equalities absolutely key in new developments
- Joint Partnership Officer

## **place shaping, leadership, partnership and organisational commitment**

### **areas for consideration:**

- Keep the momentum going on work tackling educational inequalities
- Consider what value an internal equalities group could bring to the strategic overview of equalities in the council.



## **community engagement and satisfaction**

### **strengths:**

- Councillors well connected with residents
- Area Forums
- Citizens' Talkback Forum
- Community and Neighbourhood team
- Involvement and engagement at different levels across the city

# **community engagement and satisfaction**

## **areas for consideration:**

- Community involvement in EqlAs
- Strategic overview and management of consultation and engagement
- How representative and diverse are community representatives?
- How does the council manage the capacity gap where people do not engage?

## **responsive services and customer care**

### **strengths:**

- Essential Repairs Grant
- ‘Bending the spend’ in service delivery
- New pool provision
- Involving relevant partners in planning discussions early on
- Procurement training sessions with potential suppliers
- Transparency around grant allocations

## **responsive services and customer care**

### **areas for consideration:**

- Understanding of need to monitor sexual orientation of service users
- No checklist for vulnerable residents
- Is the authority clear about its equalities targets?
- Equality Impact Assessments

## **modern and diverse workforce**

### **strengths:**

- Diversity training using theatre
- External accreditation used to further equality
- Use of the 'Living Wage'
- Active engagement of scrutiny process in using this peer challenge to direct future work on workforce diversification

## **modern and diverse workforce**

### **areas for consideration:**

- Perception that OCC is an ‘older people’s employer’
- Lack of diversity within the workforce currently
- Encouraging diversity at all levels of responsibility
- Flexible working policy not consistently applied across the authority
- Need to monitor impact of equality and diversity training

# Overall conclusion



# CONGRATULATIONS

Oxford City Council

Has completed a satisfactory self assessment against  
the criteria for an

**‘Achieving’ authority**

as set out in the  
Equality Framework for Local Government

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