

“Best Value & Diversity”

Chris Oswald
Head of Policy & Communications

Disability Rights Commission

Best Value Duties.

- **Economy**
- **Efficiency**
- **Equal opportunities**
- **Achieving sustainable development**

Disability Rights Commission

Equal Opportunities

- **Sex or marital status**
- **Race**
- **Disability**
- **Age**
- **Sexual orientation**
- **Language or social origin**
- **Personal attributes**
- **Religion**
- **Political belief**

Disability Rights Commission

Equal Opps Considerations

- Leadership objectives
- Planning, design & improvement
- Performance
- Impact assessment
- Engagement & involvement
- Employment practices
- Compliance with legislation

Disability Rights Commission

Legislation - proactive

- Race Equality Duty
- Disability Equality Duty
- Gender Equality Duty

Reactive

- Sexual Orientation
- Religion
- Age

Disability Rights Commission

Positive Equality Duties

**Elimination of discrimination & harassment
& promotion of equality of opportunity**

Duties to “design out discrimination

- **Identifying relevance**
- **Planning & profiling**
- **Monitoring & accounting**
- **Consultation & involvement**
- **Good relations & positive attitudes**
- **Employment**

Disability Rights Commission

Impact on Best Value Characteristics ?

- **Governance**
- **Responsiveness**
- **Commitment**
- **Review & Appraisal**
- **Joint Working**
- **Sustainable Development**
- **Resource Management**
- **Accountability**

Disability Rights Commission

Evidencing progress

- **Highlight equality objectives in corporate plans**
- **Taking account of different needs in planning and designing services**
- **Developing equalities performance measures**
- **Senior level commitment**

Disability Rights Commission

Evidencing progress

- **Proactive training on equalities**
- **Fair employment outcomes**
- **Dismantling discriminatory practices**
- **Exemplars of best practice in adherence to legislation**

Disability Rights Commission

How could you evidence application of equalities principles in :

- **Community Safety strategies ?**
- **Local housing strategies ?**
- **Procurement policies ?**
- **Employment policies ?**

Disability Rights Commission

Disability Rights Commission

www.drc-gb.org.uk

Commission for Racial Equality

www.cre.gov.uk

Equal Opportunities Commission

www.eoc.org.uk