

## **Appendix 1: Equality Framework for Local Government Performance Areas**

**‘Knowing Your Communities’** measures performance in the following areas:

- Collecting information
- Analysing and using information
- Sharing information between partners

**‘Leadership, Partnership and Organisational Commitment’** measures performance in the following areas:

- Leadership
- Local vision and priorities
- Equality objectives
- Monitoring and Scrutiny
- Effective communication
- Commissioning and procuring services
- Fostering good relations

**‘Involving Your Communities’** measures performance in the following areas:

- Engagement structures
- Effective engagement
- Working in partnership
- Participation in Public Life

**‘Responsive Services and Customer Care’** measures performance in the following areas:

- Equality analysis/ impact assessment
- Integration into business planning and delivery
- Accessible services
- Human Rights

**‘A Skilled and Committed Workforce’** measures performance in the following areas:

- Workforce Diversity
- Workforce strategy
- Workforce monitoring
- Employment and training policies and procedures
- Staff engagement
- Promoting an inclusive working environment
- Equal pay
- Harassment and bullying
- Appraisals
- Learning and development