

The Chartered Institute of Public Finance and Accountancy [CIPFA] ‘Principles of Good Governance and Equality arrangements’ [2016].

Indicators	Comment and recommendations
<p>A. Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law</p>	<ul style="list-style-type: none"> • Equality monitoring is essential if we are to effectively prioritise the most vulnerable and target our resources more effectively. • Whilst EIAs are being done more routinely, there remain examples of policies and projects being developed without sufficient evidence of equality considerations or without evidence of considerations starting at an early enough stage. • Limited understanding that the Screening is evidence of our meeting the statutory duty: <ul style="list-style-type: none"> • Integral part of the EIA process, not additional i.e. screening is mandatory; it may or may not lead to a full EIA; • It is our only documentary evidence that the equality duty has been met [where a full EIA has not been required]; • It is our only evidence that we have we have considered equality at the very earliest opportunity. This could be a critical factor if later, linked reports propose controversial policy changes.
<p>B. Ensuring openness and comprehensive stakeholder engagement</p>	<ul style="list-style-type: none"> • Feedback from the EIG group has shown that officers may find it difficult to fully understand potential impacts. • We will consider ways to further increase the understanding of potential impacts on protected groups through engagement with stakeholders; for example an equalities reference group.
<p>C. Defining outcomes in terms of sustainable economic, social and environmental benefits</p>	<ul style="list-style-type: none"> • Outcome focussed equality performance information is under developed; this limits our ability to understand the impact that our actions are having and our ability to identify further action areas for development. There is a need to develop more robust outcome focussed performance monitoring arrangements. • Workforce and service user equality monitoring requires further development; this limits our ability to complete effective equality monitoring, analysis and action planning. There is a need to develop more robust equality monitoring

	<p>arrangements.</p> <ul style="list-style-type: none"> • Further work is needed to fully understand [and minimise] cumulative negative impacts on particular groups particularly where service changes are made by a number of different departments.
D. Determining the interventions necessary to optimise the achievement of the intended outcomes	<ul style="list-style-type: none"> • As above point C.
E. Developing the entities capacity, including the capability of its leadership and the individuals within it	<ul style="list-style-type: none"> • More work is needed to improve the completion rates of the equality eLearning online modules by departments across WCBC. • A refresh and relaunch of equality eLearning materials along with awareness raising around their mandatory nature will aim to address this. • Equality module completion should consistently form part of the PRCD
F. Managing risks and performance through robust internal control and strong public financial management	<ul style="list-style-type: none"> • Equality monitoring is still under developed. This is essential if we are to effectively prioritise the most vulnerable and target our resources more effectively.
G. Implementing good practices in transparency, reporting and audit to deliver effective accountability	<ul style="list-style-type: none"> • Corporate Governance Statement now includes greater details for HODs regarding compliance in relation to the PSED.