

TACKLING RACIAL INEQUALITY

Good Practice Case Studies

LB Barnet
Equalities, Diversity, and
Inclusivity Dashboard

Barnet's comprehensive Equality, Diversity & Inclusivity dashboard aims to provide a three dimensional picture of the organisation that can be used to benchmark against other authorities and provide insights into areas in need of improvement and measure the success of actions to address these.



Background

The overall purpose of the Equalities, Diversity, and Inclusivity (EDI) Dashboard is to provide a dashboard that depicts the Equalities and Diversities picture across the council. It focuses on the nine protected characteristics, broken down by service area, grades or individual characteristics, creating a 3D picture of the organisation.

Desired outcomes/delivered outcomes

The aim, if possible and available, is to benchmark the dashboard against data from other local authorities (in London) as well as providing comparisons against the local demographics of the borough.

In addition to providing an overview of EDI in the council, the dashboard will also enable the organisation to undertake in-depth analysis/deep dives by the EDI networks and potentially other partners and stakeholders. It will also help to identify areas for improvement as an employer and provide a catalyst for change, enhancement, transparency and improvement. Part of this will be the ability to see where change needs to happen in the organisation and hold ourselves to account, in order to make sure that we are supporting our staff to be the best that they can be no matter who they are.

The first deep dive being explored is entitled 'Progression' and was developed in line with feedback from Staff Networks and the EDI Steering Group. This will look at how staff from different ethnicities can progress through the council – from the hiring process to leaving, we want to ensure that we are fair to all

Partners involved

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those who work within the organisation, and no matter their ethnicity, they have been given opportunities to progress and grow.

Learning/evaluation

The Dashboard will present us with the information that we need to make any necessary changes to the way we work. Utilising this tool, we will be able to hold ourselves to account and grow, supporting our staff and their progression throughout their working journey with us. Helping to achieve our vision of Barnet council for all.

Contact



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