

## Lambeth's Borough Plan

Lambeth's Borough Plan was refreshed in 2019, making the goals and objectives within it easier to understand. At the same time, the number of objectives within the Borough Plan were made clearer. At that point, there were four "pillars" that made up the key areas of focus for the council and its partners. These are:



- **Pillar 1 – enable sustainable growth and development:** by ensuring that economic growth and a strong local economy supports all residents, leaving no one behind
- **Pillar 2 – increase community resilience:** an important objective that soon came into its own as the Covid-19 pandemic called on our borough partners such as the NHS, educational institutions, VCS sector and others, alongside

our residents, to work together to build strength and support right across Lambeth.

- **Pillar 3 – promote care and independence by reforming services:** the transformational work that's taking place through the Lambeth Together system partnership which, taken together, offers new ways of helping the most vulnerable through innovative local partnerships and provision of 'on the ground' networks of care
- **Pillar 4 – make Lambeth a place where people want to live, learn and invest:** by maintaining and improving our public realm (e.g. our award-winning parks and green spaces), by ensuring we've got the right partnerships to build our economy and making sure we offer great learning opportunities.

What was missing was a clear and stated commitment to equality, diversity and inclusion – and so, following discussion among staff, elected Members, trade unions and our partners who work with us, it was agreed to enshrine a new fifth pillar which sets out what we will do to embed EDI at the heart of our work. The timing matters: it was important to make it clear following the Patrick Vernon review that the borough partnership agree to clear commitments on equality and that we up our game to meet the needs of a diverse workforce and the equally diverse community which we serve.

### **Why does it matter?**

Now that the Borough Plan includes EDI as a pillar, we can now assign key performance indicators to measure our progress. Those metrics include what we are doing in our workforce and within the community too. Previously, our equalities key performance indicators were sometimes not linked to core objectives in the Borough Plan. The changes mean they are prioritised and can be better scrutinised.

### **What's changing?**

One change that is being made – and is part of the workplan being led by the EDI Board and the EDI Steering group (which supports the main Board) - is a revision of some of our workforce key performance indicators. Elected Members, trade unions and colleagues wanted to see a better set of performance measures that more accurately paint a picture of where Lambeth council is making progress – and where there is work yet to do. Over the course of the next few weeks, these new measures will be launched as part of our annual Corporate Plan. These will focus on areas such as the number of disciplinary cases which are dealt with, how many managers are aware of the need to make reasonable adjustments for interviews for disabled people, the number of female staff who encounter issues with maternity leave and so on. The current measures don't go into sufficient detail across all of our work on equalities.

**The fifth pillar not only embeds our commitment to equality, diversity and**

**inclusion, it means assessment of our work on EDI can now be measured, scrutinised and challenged through a wider set of metrics**