

Visit our **devolution and LGR hub** for the latest information, support and resources (<https://www.local.gov.uk/topics/devolution/devolution-and-lg-reorganisation-hub>)



Equalities hub

Councils play a critical role in reducing inequalities and enhancing inclusion and cohesion within their communities. This page brings together the tools and resources we offer on equality, diversity and inclusion (EDI). Our support in this area is designed with direct input from councils, to help ensure the options available reflect wide ranging priorities and needs.



The LGA's Equalities Hub provides officers and members with a range of tools and resources to support councils – spanning topics including workforce, health, community cohesion, cost of living and more. We also provide councils with support to meet their obligations as set out in the Equality Act 2010.

The range of challenges councils face in relation to equalities issues varies council to council. All support offers are shaped in consultation with a range of councils to help meet diverse priorities and needs.

The **Equality Act 2010** (<https://www.legislation.gov.uk/ukpga/2010/15/contents>) applies to all local authorities and includes a general duty for all organisations to take steps to:

- eliminate discrimination, harassment and victimisation
- advance equal opportunities for all
- foster good relations between all individuals.

Note: Non-compliance with the Equality Act in decision making by Members can lead to a legal challenge and judicial review

It also includes the Public Sector Equality Duty, which requires that public bodies, including councils, consider how policies and decisions might impact people with protected characteristics outlined in the Act (including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

Further information relating to the Act and these public sector duties can be read on the [Equality and Human Rights Commission website \(https://www.equalityhumanrights.com/en\)](https://www.equalityhumanrights.com/en).

Diverse by design

(/our-support/workforce-and-hr-support/equality-diversity-and-inclusion-workforce/diverse-design)

A councillor's workbook on equality, diversity and inclusion

(/publications/councillors-workbook-equality-diversity-and-inclusion)

Support for disabled councillors and candidates

(/our-support/councillor-and-officer-development/councillor-development/support-disabled-councillors)

Health inequalities hub

(/our-support/health-inequalities-hub)

Cost of living hub

(/our-support/cost-living-hub)

In this section:

Equality Framework for Local Government (EFLG)

(/our-support/equalities-hub/equality-framework-local-government)

The framework helps local councils to meet their

Equality peer challenge

(/our-support/equalities-hub/equality-peer-challenge)

As part of our sector-led improvement programme, local authorities can take up an

Equalities, diversity and inclusion in leadership

(/our-support/equalities-hub/equalities-diversity-and-inclusion-leadership)

Our leadership and managerial development programmes

obligations under the Equality Act 2010 including the Public Sector Equality Duties (PSED)

offer of a bespoke equality peer challenge using the Equality Framework for Local Government. No awards will be made as part of the peer challenge.

offer support to local politicians and officers to promote fairness, tackle inequality and enable greater diversity and inclusion.

Local Government Disability Champions Network (LGDCN)

(/lgdcn)

The Local Government Disability Champions Network (LGDCN) is an informal network of council officers and councillors which is open to anyone in local government who has a formal or informal role as a Disability

LGA parental leave policy for councillors

(/our-support/equalities-hub/lga-parental-leave-policy-councillors)

The LGA has adopted a model parental leave policy for councillors, assisting councils to introduce formal maternity, paternity and adoption entitlements, which can help

Equalities, diversity, and inclusion in the workforce

(/our-support/equality-diversity-and-inclusion-hub/equalities-diversity-and-inclusion-workforce)

The LGA's Workforce team provides advice and support to councils on equalities, diversity, and inclusion in the workforce.

Champion, is Disabled or considers themselves an ally.

break down barriers to standing for elected office.

Community cohesion, inclusion and equality

(/our-support/equalities-hub/community-cohesion-inclusion-and-equality)
Resources to support councils in building more equal, inclusive and cohesive communities.

Case studies on equality, diversity and inclusion

(/our-support/equalities-hub/case-studies-equalities-diversity-and-inclusion)
Offering a range of case studies on different EDI related topics.

Equalities peer support – our offer

(/our-support/equalities-hub/equalities-peer-support-our-offer)
Our peer support offer to councils includes access to bespoke peer support and equalities frameworks to support councils to addressing equalities, diversity, and inclusion.