

# Equality 2025 Review

## Recommendations

### **1. PURPOSES OF EQ2025**

- 1.1. that the original rationale and spirit of intent for the advisory group is still current
- 1.2. that EQ2025 is not disbanded
- 1.3. that the advisory group be re-focused as an 'expert group' rather than a 'conduit'

### **2. ORGANISATION AND STRUCTURE**

- 2.1. that new high-level terms of reference be developed for EQ2025, in support of the new model – one which allows for a more strategic approach to leading and supporting change as well as giving advice to harder to reach government departments (rather than harder to reach disabled people)
- 2.2. that the new high-level terms of reference include information on how the group operates and better reflects the ways in which it will deliver outcomes
- 2.3. that the membership of EQ2025 be reduced to between eight and 10 people, including a Chair and Vice Chair, with the capacity to co-opt two further members
- 2.4. that the days required of each member be four days per month (excluding the Chair where no change is recommended)
- 2.5. that, as far as possible, members be required to be available during usual working hours in order to be able to attend key stakeholder engagement meetings as well as to improve the flow of work between members and the secretariat
- 2.6. that the person specification for members includes the need for experience and knowledge of the barriers faced by different groups of disabled people, and the solutions required to effect change
- 2.7. that the remuneration of members be reviewed in the light of EQ2025 focusing on the 'expert group' role (and that the Vice Chair is remunerated appropriately)
- 2.8. that ODI remains as sponsor, and conducts a review of the level of resource and skill level required by the secretariat, commensurate to the tasks required of a revised EQ2025

### **3. TASKS AND SERVICES OF EQ2025**

- 3.1. that the new high level terms of reference include a short 'product menu' – i.e. the ways in which the group works and delivers its advice
- 3.2. that key objectives be developed in partnership with the ODI, including more tangible descriptions of outcomes; and that these outcomes make clear how and when advice will be delivered and to what department
- 3.3. that a modest programme of round table meetings with key external disability experts and the Chairs / CEOs of disability organisations and advisory groups be developed – this may be seen to replace the 'Blue Skies' group established by the DRC
- 3.4. that the annual meeting be replaced with a higher-level annual 'summit' of disabled thought leaders that may include updates on the progress of EQ2025 and an invitation for the audience to feed in the key 'things on their minds'

### **4. PROVIDING IMPACT**

- 4.1. that the Chair and / or Vice Chair continue to be available to meet with the Minister for Disabled People four times a year and join him/her at key events, including meetings with the disability lobby
- 4.2. that future work-plans contain explicit descriptors about the impact EQ2025 will make in a small number of areas

### **5. CONNECTION WITH ODI / DWP AND GOVERNMENT OBJECTIVES**

- 5.1. that greater emphasis be placed on both EQ2025 and ODI understanding their respective objectives in order to build a shared vision of how their work-plans will benefit disabled people and complement each other
- 5.2. that EQ2025, in its work-plan, annual report and website, demonstrate how its tasks contribute to the delivery of DWP and wider government objectives

### **6. CULTURE AND RULES OF ENGAGEMENT**

- 6.1. that some extra support be provided to take a fresh look at EQ2025's 'rules of engagement' – short value statements setting out the desired behaviours that will best generate

results, working with others (i.e. key customers such as government officials / permanent secretaries / disabled thought leaders)

- 6.2. that a 'commissioning document' is provided to government officials in advance of any meeting to determine what advice and help is sought. The quality of the questions asked of EQ2025 should be higher than has sometimes been the case and feedback on how the advice was used should be provided routinely
- 6.3. that the ODI be offered the opportunity to suggest what impact it would welcome from the work of EQ2025

## **7. ENHANCEMENT AND PERFORMANCE OF EQ2025**

- 7.1. that a fresh look at the value of regional engagement regional events be taken and one of four options be adopted. The options are that the events should be: significantly reduced in number; retained in number but that resources and processes are reviewed in order better to translate the information gathered into useful advice; outsourced to key disability organisations; discontinued. Given the early discussions about a 'network of networks', the last option is favoured by the reviewer.
- 7.2. that a review of the website be undertaken to consider its usefulness in the light of a change to the 'expert group' model. If it is retained, more emphasis should be placed on explaining what outcomes may be achieved for disabled people as a result of policy changes; and the blog should be discontinued
- 7.3. that more expertise and / or experience in preparing advice notes be made available to EQ2025 or that such experience be included in the criteria in the role specification for members
- 7.4. that external support / consultancy is secured to assist EQ2025 in the task of defining impact objectives
- 7.5. that advice notes be reviewed in the light of a switch to the 'expert group' model or discarded. If advice notes are to be discarded, more individual support to government departments / Ministers could be offered instead
- 7.6. that a review is undertaken of the resources and skill levels required in the secretariat in the light of any decision to focus on the 'expert group' model