

Improvement Network

Briefing: The Equality Measurement Framework

Purpose of briefing: To provide an overview of the Equality Measurement Framework introduced by the Equalities and Human Rights Commission.

Section 1 - background

- 1 The Equality and Human Rights Commission (EHRC) has a legal duty to monitor and evaluate progress towards equality. Over the last three years, it has worked with the Government Equalities Office (GEO), the Scottish government, the Welsh Assembly government, the Office for National Statistics and a range of other stakeholders and subject experts to develop a measurement framework that can be used to assess equality and human rights across a range of domains relevant to our daily lives. This is a result of a recommendation made in the [Equalities Review](#) (2007).
- 2 In July 2009, the EHRC published [Developing the Equality Measurement Framework: selecting the indicators](#), which launched the Equality Measurement Framework (EMF), a new framework for monitoring progress towards equality and human rights in England, Scotland and Wales.

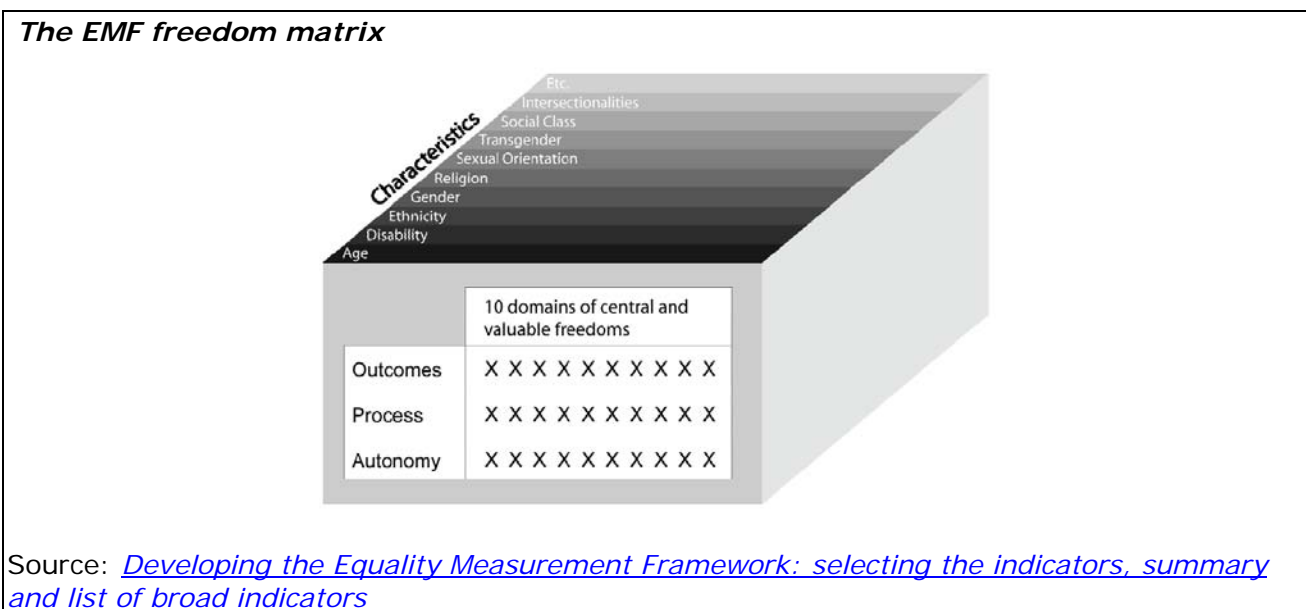
Section 2 – an overview of the Equality Measurement Framework

- 3 The EHRC's duties under the Equality Act 2006 requires the EHRC to report to Parliament every three years on the progress of society on three mandates - equality, human rights and good relations - and to develop indicators in a consultative process. The EMF will enable the EHRC to fulfil these duties and provide data that may help government and other public bodies prioritise activities to meet the public sector duties on equality.
- 4 The EMF is not a performance measurement framework. It is intended to help identify inequalities that need further investigation and provide a baseline of evidence for evaluating progress.
- 5 The EMF is made up of three building blocks:
 - It measures three aspects of equality:
 - inequality of outcomes
 - inequality of process (unfair treatment, or being treated with dignity and respect)
 - inequality of autonomy (empowerment, or the degree of choice and control)
 - It measures across ten domains¹:
 - life
 - physical security
 - health
 - education
 - standard of living

¹ An initial list of 48 indicators has been identified across these 10 domains. See the [appendix](#) in the *EMF - Executive summary and summary of indicators and measures* to see what these indicators are.

- productive and valued activities
- individual, family and social life
- participation and voice
- identity, expression and self-respect
- legal security
- It measures for eight characteristics:
 - age, disability, ethnicity, gender, religion or belief, sexual orientation, transgender and social class.

6 In practice the EMF is a 3D matrix where combinations of these building blocks can be used to identify issues. *Please see the diagram below.* The rows represent the three aspects of inequality discussed above; the columns represent the ten freedom domains; and the layers of the matrix represent the different characteristics of the groups of particular concern such as social class, gender and ethnicity.



- 7 **In January 2010 the EHRC intends to issue a web-based tool to make EMF data accessible** and useful to all those with an interest in equality and human rights. The tool will show how individuals and groups are faring in relation to 48 indicators.
- 8 If the whole EMF is populated with data, it would be vast in scope. To ensure that it is manageable in size, for each domain three to five spotlight indicators will be identified through a programme of consultation with stakeholders and subject specialists over the coming months.
- 9 The London School of Economics developed the framework for the EHRC.

Recommendations

- 10 The EMF will in large part use existing information sources from national surveys and administrative data sets. *Developing the Equality Measurement Framework: selecting the indicators* made [a number of recommendations](#) to develop measures for the remaining indicators not covered by existing data.

11 The recommendations include:

- revision of the shortlist of indicators
- giving the public access to data that is collected, but not publicly available
- expanding the coverage to include all seven equality groups set out in the Equality Act 2006 and social economic status
- improving the geographical coverage of data collection
- suggestions on how the data should be presented

12 Specific recommendations are made for groups that are often invisible in data such as gypsies and travellers, transgender people, and those living in institutions.