



Resources and Equality Scrutiny Panel

19 December 2022

Report title	Equality Diversity and Inclusion (EDI) Strategy Update	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance and Equalities	
Wards affected	All	
Accountable director	David Pattison, Chief Operating Officer	
Originating service	Equality Diversity and Inclusion (EDI)	
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Report to be/has been considered by	Cabinet Member Briefing	23/11/2022
	Equalities Advisory Group	06/12/2022

Recommendation(s) for action or decision:

The Resources and Equality Scrutiny Panel is requested to:

1. To provide comments and feedback on the progress being made in delivering the EDI Strategy 2022 - 2024

1.0 Purpose

- 1.1 To provide Resources and Equalities Scrutiny Panel with an update on progress made in relation to delivering against the Councils Equality Diversity and Inclusion Strategy and supporting action plans.

2.0 Background

- 2.1 Equality Diversity and Inclusion (EDI) continues to be a key priority and consideration throughout all council activities and organisational culture. Fair and Equal is one of the cross-cutting themes that underpins the Our City: Our Plan.
- 2.2 The EDI Strategy (2022 – 2024) was agreed by Cabinet on 19 January 2022 and associated Directorate Equality Plans subsequently launched with overarching priorities and actions agreed.
- 2.3 In the delivery of the Council's EDI Strategy and supporting directorate equality plans, the Council continues to ensure compliance against the Equality Act 2020 (Public Sector Equality Duty) as well as aligning with best practice and National Standards.
- 2.4 Outlined within the EDI Strategy we have four key priorities:
 - 2.4.1 To demonstrate Visible Leadership and Strong Organisational Culture
 - 2.4.2 To be an Inclusive Employer, building a workforce that is reflective of the communities we serve
 - 2.4.3 Develop an inclusive workplace culture, where targeted professional training, development and support is provided
 - 2.4.4 Provide Responsive, Accessible, and Inclusive services which actively seek to address inequality, disparities, and exclusions.
- 2.5 This update will focus on objective two: To be an Inclusive Employer, building a workforce that is reflective of the communities we serve
- 2.6 Human Resources (HR) have developed and implemented policies, guides and projects and reviewed existing policies to ensure they are innovative, promote best practice, are reflective of our diverse workforce and legally compliant.
- 2.7 New policies/guides and revisions have been made following feedback and engagement with key stakeholders, including Trade Unions, Staff Equality Forums, the Equality, Diversity and Inclusion team, employees (frontline and back-office), managers, Strategic Executive Board and specialist services/organisations both internal and external to the council. In addition, extensive benchmarking exercises have been conducted to ensure policies/guides and processes are comparative as a minimum to other local authorities to support our aim to be an employer of choice.
- 2.8 Actions that have taken place to support initiative two are summarised in presentation attached in appendix 1.

3.0 Next Steps

- 3.1 Scrutiny Panel to receive further reports on progress made against the EDI Strategy, in relation to the strategy key objectives as indicated in section 2.4.

4.0 Finance implications

- 4.1 There are no direct financial implications associated with the report. The EDI Strategy continues to be funded from the Council's Corporate service approved revenue budget.
[HM/18112022/U]

5.0 Legal implications

- 5.1 There are no direct legal implications associated with the report.
[SZ/21112022/P]

6.0 Equalities implications

- 6.1 The Council under the Equality Act 2010 has a legal duty to ensure that the authority eliminates unlawful discrimination, advance equality of opportunity & foster good relations. This is known as the Public Sector Equality Duty.
- 6.2 The EDI Strategy is a key example of how the authority is meeting its legal obligations.

7.0 Background Papers

- 7.1 EDI Strategy <https://www.wolverhampton.gov.uk/sites/default/files/2022-05/WCC%201975%20EDI%20Strategy.pdf>