

# Our Council Scrutiny Panel Meeting

Wednesday, 20 January 2021

Dear Councillor

## OUR COUNCIL SCRUTINY PANEL - WEDNESDAY, 20TH JANUARY, 2021

I am now able to enclose, for consideration at next Wednesday, 20th January, 2021 meeting of the Our Council Scrutiny Panel, the following reports that were unavailable when the agenda was printed.

Agenda No	Item
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8	<b><u>CWC Employee Equalities Update Briefing (Pages 3 - 14)</u></b>
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[David Pattison, Director of Governance, to present report]

If you have any queries about this meeting, please contact the Democratic Services team:

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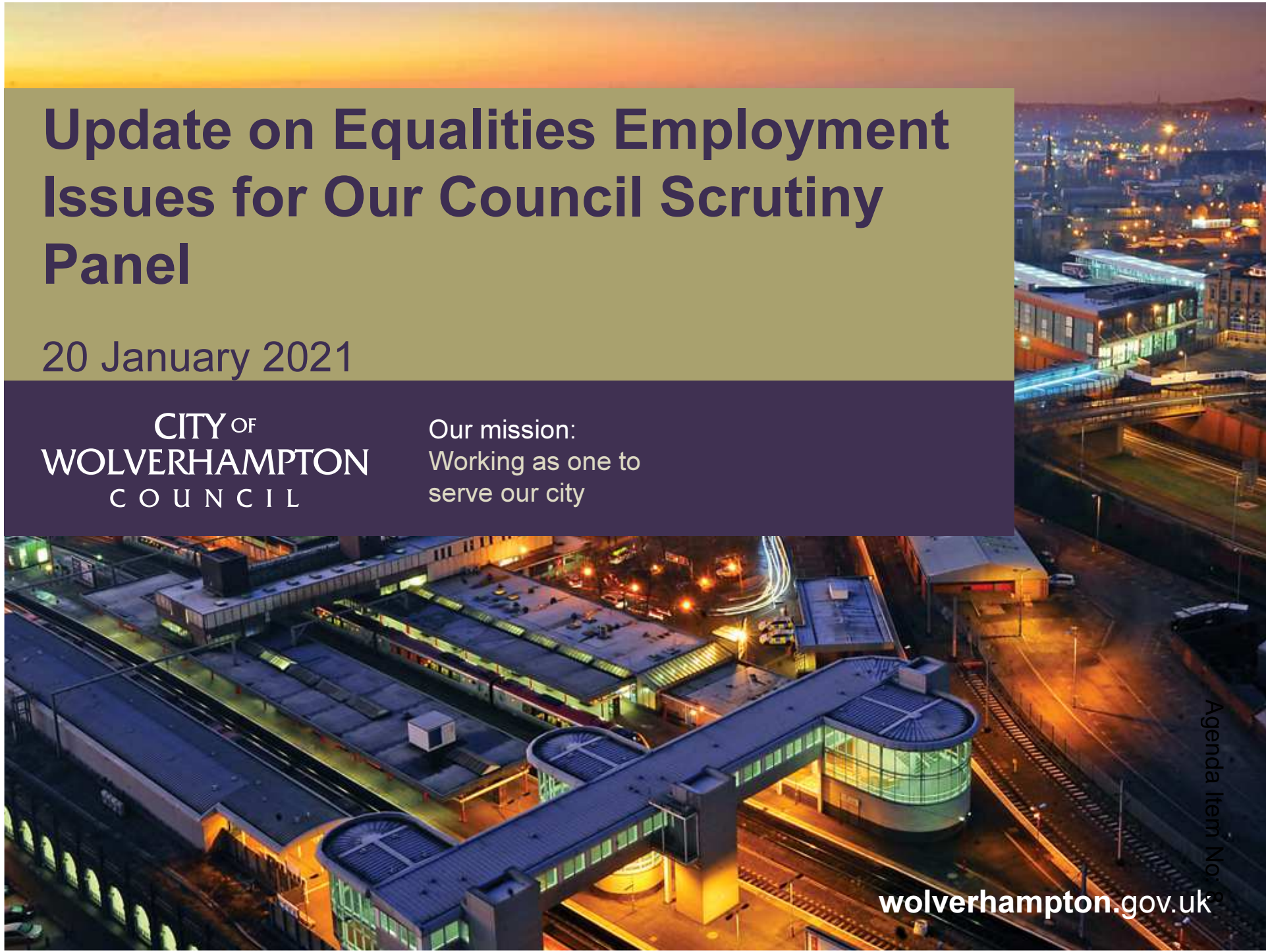
# Update on Equalities Employment Issues for Our Council Scrutiny Panel

20 January 2021

CITY OF  
WOLVERHAMPTON  
COUNCIL

Our mission:  
Working as one to  
serve our city

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## Equalities - background

- Equalities – embedded in Council Plan and in Relighting Our City

*We will continue to tackle the inequalities in our communities which impact on the opportunities of local people. The Council's 'Excellent' rated equalities framework is at the heart of our recovery commitment. No community will be left behind as we transform our city together.*

- Council awarded Excellence in Equality Framework for Local Government in October 2018

## Equalities - summary

- Renewed focus on equalities since George Floyd/Black Lives Matter/Covid-19
- Building on excellent platform - improving partnership with employees, communities and partners – ensuring approach embedded into everything we do – co-production
- Working up new Equality Diversity and Inclusion Strategy – to come to Cabinet in February/March

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## Equalities – partnerships

- Partnership approach:
  - Employee forums – 4 forums:
    - Race Religion and Belief
    - LGBT +
    - Disability
    - Gender
  - Equality Advisory Group
  - External partners – other public authorities and community groups including Wolverhampton Equality and Diversity Partnership

## Work still to do:

Whilst there have been a number of positive developments there is still work to do in a number of areas – including:

- **Race Pay Gap –**
  - The Council's mean ethnic pay gap is 5.13% - this shows us that white employees are paid 5.13% higher than BAME employees This is a reduction from our 2019 figures which was 7.14%
- **Gender Pay Gap –** The Council's mean gender Pay Gap is 4.24% - this shows us that male employees are paid 4.54% higher than female employees. This is a reduction from our 2019 figures which was 4.54%
- **Disability Pay Gap (data) –** we are in a positive position, Against the mean average disabled employees are paid higher than non-disabled.
- **LGBT Pay Gap (data) -** work continues to improve/increase LGBT disclosure rates amongst our employees- measures in place to improve disclosure rates. As at Jan, 58% have disclosed/ completed this field. We will continue to review data position (each month) to see if we have more qualitative data to produce LGBT pay gap report.

# Key Commitments

- Where we are and next steps:
  - **Priority One:** Leadership & Organisational Culture
  - **Priority Two:** Employment Matters
  - **Priority Three:** training and development
  - **Priority Four:** Service Priorities to tackle race inequality



## Priority One: Leadership & Organisational Culture

- **EDI team:** 2 additional EDI advisors appointed – 1 focused on LGBT+ issues and 1 on Race Religion and Belief - 1 graduate placement commenced
- **Training** Roll out:
  - i. Reverse mentoring programme for HOS/ service managers
  - ii. Active EDI Leadership Workshops (early new year)
  - iii. ‘Having the conversation’ Heads Of Service (Dec 2020)
  - iv. ‘No Offence’ training programme (Jan 2021)
- **Comms:** City people articles/ Facebook/ Twitter. Including: reminder of wrap around support scheme, launch of brilliant leaders programme, cultural celebrations, Trans Remembrance Day, Orange campaign and various other arts and culture work dedicated to marking Black History Month – ensuring that diversity at the heart of our approach on Communications – new Editorial Panel
- **EDI Conference:** Conference to be held June 21
- **EDI regularly discussed** at Strategic SEB , Executive Board, EAG and with portfolio holder for governance
- **Building equalities into assessment of performance:** we are working on how promotion fo equalities is built into the assessment of staff
- **Community Partnerships:** stronger working relationships- WEDP and Faith Leaders

Work continues to ensure EDI is a standing item on all leadership/team agendas.

## Priority Two: Employment Matters

- **Pay Gap Reports 19/20:** Pay reports shared with staff and at Scrutiny Panel – will be regularly updated.
- **Recruitment Activity:** 18 jobs advertised between period of 1<sup>st</sup> October to 11<sup>th</sup> Jan, for grade 9 and above posts. 3 posts not appointed to . Of the 17 appointments made, 4 were made to BAME applicants : 1 at grade 9 and 3 at grade 10.
- **All interview panels were diverse in this period.** We now have mandatory gender and race diverse panels for all grades in place (as from January 2021)
- **Safe Space scheme** – went live on 18 January 2021 (Seehearspeakup). Provides an additional mechanism for officers where they have a concern to raise issues in a safe space on a confidential basis to provide support and advice on what their options are – in addition to existing whistleblowing/Union/HR support.
- **Work in Progress:**
  - Grievance and disciplinary procedures
  - Review of recruitment procedures (3<sup>rd</sup> Dec action plan)
  - Wrap around support scheme/procedures
- **Strong messages/** posters circulated across faith and community leaders: CWC is a welcoming and inclusive organisation, committed to equality, diversity and inclusion.

## Priority Three: training and development

- **Mentoring Programme:** 20 mentee applications and 26 mentor applications.
- **Wrap around support scheme** for staff
- **‘No Offence’ Training Programme** to be launched Jan 2021.
- **Reverse Mentoring for managers** to be rolled out in the new year (EDI Active Leadership)
- **Brilliant Leadership Programme** launched 17<sup>th</sup> Nov  
→ 13 candidates on Programme.

## Priority Four: Service Priorities to tackle race inequality

- **Review of data, systems and equality monitoring arrangements:** Reports presented at Adult and Safer City Scrutiny Panel (Nov).
  - Plans in place to support each directorate over next 12 months to better understand needs and requirements.
- **Service equality plans now developed:**
  - Received service equality plans from each Directorate
  - Final EDI Strategy to Cabinet → early new year
- **Leadership pledge:** will form part of the EDI strategy

# Questions

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