

<b>CITY OF WOLVERHAMPTON COUNCIL</b>	<b>Our Council Scrutiny Panel</b> <b>17 November 2021</b>
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**Time** 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny

**Venue** Council Chamber - 4th Floor - Civic Centre

## Membership

**Chair** Cllr Zee Russell (Lab)

**Vice-chair** Cllr Udey Singh (Con)

### Labour

Cllr Milkinderpal Jaspal  
Cllr Christopher Burden  
Cllr Jaspreet Jaspal  
Cllr Rupinderjit Kaur  
Cllr John Reynolds  
Cllr Clare Simm  
Cllr Tersaim Singh  
Cllr Jacqueline Sweetman

### Conservative

Cllr Paul Appleby  
Cllr Jonathan Crofts

Quorum for this meeting is three Councillors.

## Information for the Public

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

**Contact** Earl Piggott-smith

**Tel/Email** earl.piggott-smith@wolverhampton.gov.uk /01902 551251

**Address** Democratic Services, Civic Centre, 1<sup>st</sup> floor, St Peter's Square,  
Wolverhampton WV1 1RL

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# Agenda

## Part 1 – items open to the press and public

<i>Item No.</i>	<i>Title</i>
1	<b>Welcome and Introductions</b> [The Chair to welcome everyone to the meeting.]
2	<b>Meeting procedures to be followed</b> [The Chair will explain how the meeting will proceed, how questions are to be asked and any matters of meeting etiquette.]

### MEETING BUSINESS ITEMS

3	<b>Apologies</b>
4	<b>Declarations of interest</b>

### DISCUSSION ITEMS

5	<b>EDI report on consultation findings and update on actions</b> (Pages 3 - 26) [Jin Takhar, Equality, Diversity and Inclusion Manager, to present report]
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## Our Council Scrutiny Panel

17 November 2022

<b>Report title</b>	Equality, Diversity, and Inclusion (EDI) Strategy Consultation Phase Two	
<b>Cabinet member with lead responsibility</b>	Councillor Paula Brookfield EDI	
<b>Wards affected</b>	All	
<b>Accountable director</b>	David Pattison – Chief Operating Officer	
<b>Originating service</b>	Equalities	
<b>Accountable employee(s)</b>	Jin Takhar Tel Email	Head of EDI 01902 552904 Jin.Takhar@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Cabinet Member Strategic Executive Board Cabinet	4 October 2021 12 October 2021 8 December 2021

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### Recommendation(s) for action or decision:

The Scrutiny Panel is recommended to:

1. Note the consultation findings
2. Provide feedback or comments on the consultation undertaken to date
3. Note that any feedback provided will be considered and incorporated into the final report for Cabinet

## **1.0 Purpose**

- 1.1 To invite scrutiny to provide feedback and/or comment on the findings of the phase two consultation.
- 1.2 Feedback and comments will be considered and incorporated into the final EDI strategy document and supporting action plans.

## **2.0 Background**

- 2.1 The Council is completely committed to ensuring fairness and inclusion throughout its actions both internally and externally and this forms one of the key principles underpinning the Relighting the City Plan adopted by the Council in September 2020.
- 2.2 The Council has made substantial progress in its work on equalities building on a strong position, previously having achieved excellence in the Local Government Association (LGA) equality framework for Local Government in October 2018.
- 2.3 The need for a renewed focus on EDI was highlighted following the murder of George Floyd, Black Lives Matter, the release of disparity reports and Covid-19. Staff equality forum meetings were held in July 2020 where members were consulted on what the priorities of our EDI strategy should be. The following priorities emerged:
  - Visible Leadership and Strong Organisational Culture
  - Inclusive Employer where its workforce is reflective of the City
  - Targeted professional Training and Development
  - Inclusive, Responsive and Accessible Services
- 2.4 Phase one consultation on the strategy was undertaken as detailed in the presentation attached at appendix A slide 3 with key community partners including Black Community Matters, Ethnic Minority Council, Wolverhampton Equality and Diversity Partnership WEDP) and Corporate Equality Steering Group (CESG) in 2020 and 2021. Phase one consultations were also held with Equality Advisory Group (EAG) members and Trade Unions on the draft strategy and its four underpinning priorities as above.
- 2.5 Having carried out extensive internal consultation in phase one, it was essential that we engaged the wider community by consulting with a number of voluntary and community sector organisations to better understand service needs across protected characteristics.
- 2.6 The findings of this phase two consultation would then be considered carefully to inform the final strategy.
- 2.7 The Scrutiny Panel received a detailed presentation on the first draft Equality, Diversity, and Inclusion Strategy Approach at its meeting on 30 June 2021 which highlighted the proposed approach as indicated above. Scrutiny panel were further informed of phase two consultation planned.

### 3.0 Progress to date

- 3.1 Phase one consultations were held from July 2020 to May 2021 with members of staff equality forums, key community partners, EAG and Trade Unions.
- 3.2 It was then important to engage the wider community to better understand their needs and aspirations regarding our Council services with particular focus on priority four of the strategy – ‘Inclusive, Responsive and Accessible Services’.
- 3.3 Phase Two consultation commenced on 13 July 2021 with a number of voluntary and community sector organisations being invited to meet to receive an overview of the strategy and priorities and to discuss their own priorities, how they fit into the strategy and any gaps in the draft.

### 3.4 Phase Two Consultation Methodology

Please refer to appendix A slide 8 for the detailed methodology.

Phase 2 consultation was undertaken through 3 methods:

- Focus groups - 63 community groups targeted
- One to one meetings - 17 meetings held
- Online Survey – 219 respondents

### 3.5 Consultation Findings

Please refer to appendix A slides 9-14 for the detailed findings.

- 3.6 The majority of groups consulted in phase two were happy with the priorities as set out within the strategy. Several key areas were highlighted for further consideration and actioning:
- **Source Funding** - Council to support community to source funding and write bids
  - **Community Representation** - Council to address under representation of diverse community groups on strategic boards and address workforce representation of teaching professionals within education setting
  - **Education** – Council to review exclusion rates and attainment levels with regard to the disproportionate impact on key sections of the community
  - **Public Health** – Council to review the disproportionate impact of infant mortality amongst black African and Caribbean women and review community safety of women.
  - **Accessibility** - Council to improve access to services for the deaf community, review current BSL offer and video messages on social media platforms
  - **Inclusivity** - To take account of people with hidden disabilities in the current strategy. To tackle the digital inclusion agenda

- **Employment and Skills** – Council to do more to offer targeted mentoring and apprenticeship opportunities to Black African and Caribbean communities and our new established communities (refugees).
- **Adult Social Care** - Council to review support for vulnerable adults who are from ethnic minority backgrounds

While these themes emerged during the consultations, we are pleased to note that the majority had already been identified and addressed within the supporting Directorate Equality Plans (DEPs). Any areas that had not already been incorporated will be, as per our next steps below.

#### **4.0 Questions for Scrutiny to consider**

- 4.1 Scrutiny panel to consider and comment on whether appropriate level of consultation has been undertaken to date.
- 4.2 Please note consultation findings will be incorporated into final EDI strategy document and supporting action plans

#### **5.0 Next Steps**

- 5.1 We will look to incorporate all findings into relevant directorate equality plans and further update the EDI strategy to take account of hidden disabilities.
- 5.2 The next steps following the phase two consultations are as below:
  - To revise the strategy to take account of hidden disabilities as indicated in Appendix A slide 12
  - To incorporate the actions into DEPs as indicated in Appendix A slide 16 where appropriate, following discussions with leadership teams – November 2021

#### **6.0 Financial Implications**

- 6.1 There are no financial implications associated with the recommendation in this report. [MH/09112021/H]

#### **7.0 Legal implications**

- 6.1 There is a clear legal duty to comply with the equality duty under s.149 of the Equality Act 2010 – this provides that public authorities are now required, in carrying out their functions, to have regard to the need to achieve the objectives set out under s.149 of the Equality Act 2010 to:
  - a) Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010

- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

6.2 In addition to ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, named on, to publish equality objectives, at least every four years and information to demonstrate their compliance with the public sector equality duty. The proposed Equality, Diversity and Inclusion Strategy will meet those duties.  
[TC/08112021/A]

6.3 There are no other legal implications

## **7.0 Equalities implications**

7.1 The aim of this strategy is to ensure that fairness and inclusion are embedded into all the functions of the Council and that is the intention of the authority.

## **8.0 Schedule of background papers**

8.1 Previous reports to the Our Council Scrutiny Panel including meetings on 20 January 2021 and 30 June 2021.

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# EDI Strategy Consultation and Feedback

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12<sup>th</sup> October 2021



Presenter:

Sharonrose Manhiri

Name

EDI Adviser

Position

[wolverhampton.gov.uk](http://wolverhampton.gov.uk)

# EDI Strategy Context and Purpose

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The need for a renewed focus on EDI was highlighted as a result of murder of George Floyd, Black Lives Matter, release of disparity reports and Covid-19

- ▶ It provoked a need for change
- ▶ To date we have been listening to the views of our workforce and our community partners

# EDI Strategy - Phase One

## We listened and continue to do so

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- ▶ Special meeting of RRB forum held in **July 2020** with 200 attendees and Senior Management representation
- ▶ Consulted with key community partners including Black Community Matters, Ethnic Minority Council, WEDP, CESG in **2020** and **2021**
- ▶ Consulted EAG members in **2020**
- ▶ Consulted with Trade Unions in **May 2021**
- ▶ Discussions held to date informed the first draft of the EDI strategy and its four key priorities
- ▶ First draft presented to our Council Scrutiny in **June 2021**



# First draft of EDI Strategy

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Plan on a page presented to SEB 31/03/2021 and endorsed in principle



### Context – Drivers for Strategy

- Diverse City made up of 249,470 citizens.
- Legislative requirements; Equality Act 2010 .
- Our moral duty and social responsibility.
- In October 2018 awarded Excellence in LGA Equality Framework for Local Government.
- Renewed focus and commitment since George Floyd / Black Lives Matter / Release of Disparity Reports / COVID-19. 28<sup>th</sup> June 2020 Meeting with Chief Executive Officer.
- Embedded Equalities into Council Plan and Relighting our City Plan

### Objectives – What do we aim to achieve?

- Our handling of equality and inclusion through visible leadership, strong organisational culture and partnerships will reach the high standard we expect of ourselves.
- To be an inclusive employer and build an inclusive organisation where the workforce reflects the diversity of the city we serve.
- To build an inclusive workplace culture where everyone can thrive and flourish and reach their full potential through training and development.
- To provide inclusive, responsive and accessible services which actively seek to address inequality and exclusion .

### Priorities – Key Issues we want to tackle (You Said; We Are Doing)

- Visible Leadership & strong Organisational Culture**
  - Improve and Foster our understanding of our communities and employees.
  - Continue to work closely with the business, employees, community and voluntary sector to ensure that discrimination is eliminated.
  - Develop an organisational culture where everyone is valued, respected and treated fairly.
- Inclusive Employer where its workforce is reflective of the City**
  - Push hard to employ staff that reflect the City's diversity.
  - Improve the diversity of the workforce at senior levels – key action is to set aspirational targets and agree vision for 2030.
  - Close the 'pay gap' on the grounds of ethnicity, gender, disability and LGB .
- Targeted professional Training & Development**
  - Take action that supports career progression for employees from diverse backgrounds.
  - Actively promote staff development opportunities targeting under-representative groups.
- Inclusive, Responsive and Accessible Services**
  - Understand the barriers to equality, experienced in Wolverhampton and act to remove them.
  - Bridging the gap between the levels of deprivation and prosperity in the borough.
  - Provide more accessible, responsive and inclusive services.

### Message from our Leader and Chief Executive

We're an incredibly diverse City that pulls together and proudly celebrates our differences – but we know that many residents still face disadvantage and discrimination. Everyone who lives or works in Wolverhampton is valued for the unique contribution they make to our City and we won't rest until everyone can achieve their potential and live their lives free of discrimination. We will ensure that no matter how difficult the challenges become, we will protect our most vulnerable residents and ensure that 'no-one' is left behind.



Leader of the Council  
Councillor Ian Brookfield



Chief Executive  
Tim Johnson

### Our Vision

To be a fairer, inclusive and a more equal City – where no-one is left behind. To achieve our vision, we will lead by example, work with our partners, invest in our communities, develop and empower our workforce and listen and act when our communities and our employees tell us how we can do better.

### Our Values

- Put people first
- Raise the city's profile & reputation
- Inspire trust & confidence
- Deliver together
- Empower people to innovate

### Measurables (work in progress)

- Consultation with our employee's, councillors and citizens (staff and resident survey results – parity in service satisfaction and engagement)
- Monitoring the data that we hold both for our staff and our customers; make use of the data to determine service satisfaction and change.
- Directorate Equality Plans to define measurables (In Progress)

### Directorate Equality Plans

- Regeneration
- Adult Social Care
- Children and Young People
- Governance
- Strategy
- Communication
- Finance
- City Assets
- City Environment
- Public Health

# EDI Strategy Priorities

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## PRIORITY 1

Visible Leadership and Strong Organisational Culture

## PRIORITY 2

Inclusive Employer where its workforce is reflective of the City

## PRIORITY 3

Targeted professional Training and Development

## PRIORITY 4

Inclusive, Responsive and Accessible Services



# Aims of Phase Two Consultation

Have we got it right?  
Shape and inform final  
strategy

Engage with the wider  
community to better  
understand their needs  
and aspirations  
regarding CWC services

Better understand  
service needs across  
protected characteristics

Promote collaborative  
working with partners  
across the city  
#OneCityApproach

Strengthen key  
community relationships

Demonstrate public duty

Paying particular reference to priority  
Four – CWC to provide Inclusive,  
Responsive and Accessible Services

Timeline – July 2021 to date

Equality Diversity and Inclusion (EDI) Team

[wolverhampton.gov.uk](https://www.wolverhampton.gov.uk)



# Methodology used for Consultation

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## Focus Groups

Virtual focus groups were held with between 5-10 attendees from different organisations who represent /support protected characteristics

(63 community groups engaged )



## 1:1 Meetings

Virtual 1:1 meetings were held with groups who were not able to attend the focus groups and for group members who wished to contribute more

(17 1:1 meetings held)



## On line Survey

Online survey undertaken - Launched 16 August 2021 and closed 21 October 2021

(219 responses received to date)



# Findings of Consultation

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Majority happy with the priorities and actions that have emerged - as set out within the strategy and supporting plans



A number of key areas discussed – however already incorporated into Directorate Equality Plans

# Findings of Consultation Sessions

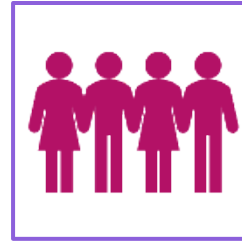
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## Source Funding

Support community groups to source funding

Support in bid writing



## Diverse Community Representation on City Structures

Address the under representation of diverse community groups on strategic boards

# Findings of Consultation Sessions

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## Education

- We want to know what CWC are doing around Exclusion rates and attainment levels.
- Disproportionate impact on key sections of the community (featured in Education Workstream DEP plan)
- Address workforce representation within education setting (Teaching professionals)
- Featured in DEP Plan

## Public Health

- We want to know what CWC are doing around the disproportionate impact of infant mortality amongst black African and Caribbean women
- Featured in DEP plan
- What are you doing around the community safety of women? – Will be addressed in Gender Movement Action Plan

# Findings of Consultation Sessions

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## Accessibility

- We want to know how you intend to improve access to services for the deaf community
- Review Customer Service booking systems
- To review our current BSL offer
- Review social media platforms and video messages

## Inclusivity

- You need to include / take account of people with hidden disabilities in current strategy
- Tackle the digital inclusion agenda

# Findings of Consultation Sessions

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## Employment and Skills

- You need to do more to offer targeted Mentoring and Apprenticeship opportunities for our Black African and Caribbean communities and our new established communities (refugees)

## Adult Social Care – Mental Health

- We want to know what CWC are doing around supporting vulnerable adults with mental health who are from ethnic minority backgrounds
- Featured in ASC DEP Plan

# Findings of Consultation Sessions

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## Cut of Universal Credit Uplift

- End of Universal Credit Uplift has the potential to widen the poverty gap and leave some areas further behind average for living standards
- With forecasted inflation and increase in the cost of living this could lead to debt, increased homelessness and amplified health inequalities

## Cut of Universal Credit Uplift

- You need to review the relevant Directorate Equality Plans to prepare for implications of the uplift cut
- We need to agree and incorporate the identified actions to address this in the relevant Directorate Equality Plans

# Changes to the proposed strategy following feedback

- ▶ Revise strategy to take account of the needs of people with **hidden disabilities**

## DEPS to incorporate actions below

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- ▶ Review BSL offer
- ▶ EDI Team to take ownership of the contract management of the Interpretation and Translation services to ensure service remains fit for purpose and consider the link to the Wolverhampton pound in order to secure local provider/local investment. To further consider efficiency savings (Virtual BSL)
- ▶ Review the diverse make up of city partnership structures and boards to ensure they reflect the communities we serve

# Changes to the proposed strategy following feedback

## PEPS to incorporate actions below

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- ▶ To review our Mentoring/Apprenticeship and Skills offer targeting key sections of our community
- ▶ To set specific EDI conditions and requirements as part of the procurement of contracts, this to ensure a) link in to Wolverhampton pound, b) we offer employment opportunities to local people paying particular reference to ethnic minorities and young people.
- ▶ EDI Advisors to meet with Finance, Public Health and City Housing and Environment to agree and incorporate actions points to address implications of Universal Credit Uplift cut.



# Next Steps

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- ▶ To incorporate actions into DEPs where appropriate following discussions with leadership teams – **November 2021**
- ▶ To address community safety of women in the Gender Movement Action Plan
- ▶ Updates on progress against DEP Plans - to show outcomes – scheduled for SEB Oct/Nov
- ▶ Final EDI strategy will be presented to Our Council Scrutiny – **17<sup>th</sup> November 2021**
- ▶ The findings of this consultation will inform the final EDI Strategy which will go to Council in **December 2021**
- ▶ Will be published in **January 2022**

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