

CITY OF  
WOLVERHAMPTON  
COUNCIL

# Resources and Equality Scrutiny Panel

12 October 2023

**Time** 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny

**Venue** Committee Room 3 - 3rd Floor - Civic Centre

## Membership

**Chair** Cllr John Reynolds (Lab)

**Vice-chair** Cllr Sohail Khan (Con)

### Labour

Cllr Zee Russell  
Cllr Tersaim Singh  
Cllr Greg Brackenridge  
Cllr Qaiser Azeem  
Cllr Ciaran Brackenridge  
Cllr Lamina Lloyd  
Cllr Alan Butt  
Cllr Susan Roberts MBE  
Cllr Celia Hibbert

### Conservative

Cllr Ellis Turrell

Quorum for this meeting is three Councillors.

## Information for the Public

If you have any queries about this meeting, please contact the Scrutiny Team:

**Contact** Lee Booker

**Tel/Email** Lee.Booker@wolverhampton.gov.uk

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

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Some items are discussed in private because of their confidential or commercial nature. These reports are not available to the public.

# Agenda

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

- | <i>Item No.</i> | <i>Title</i>   |
|-----------------|--|
| 1               | <b>Welcome and Introductions</b><br>[The Chair to welcome everyone to the meeting.]  |
| 2               | <b>Meeting procedures to be followed</b><br>[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>   |
| 5 | <b>Minutes of previous meeting</b> (Pages 5 - 10)<br>[To approve the minutes of the previous meeting as a correct record] |

### DISCUSSION ITEMS

- |   |  |
|---|--|
| 6 | <b>EDI strategy Progress against Objectives</b> (Pages 11 - 54)<br>[Jin Takhar, Head of Equality Diversity & Inclusion to lead presentation with colleagues] |
| 7 | <b>Race at Work Charter &amp; Pay Gap Reporting</b> (Pages 55 - 92)<br>[Jin Takhar, Head of Equality Diversity & Inclusion, to present to the Panel]         |
| 8 | <b>Treasury Management</b> (Pages 93 - 134)<br>[Alison Shannon, Chief Accountant, to present a For Information Only item]                                    |

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# Resources and Equality Scrutiny Panel

Minutes - 8 June 2023

Agenda Item No: 5

## Attendance

### Members of the Resources and Equality Scrutiny Panel

Cllr John Reynolds (Chair)  
Cllr Zee Russell  
Cllr Tersaim Singh  
Cllr Ellis Turrell  
Cllr Greg Brackenridge  
Cllr Qaiser Azeem  
Cllr Ciaran Brackenridge  
Cllr Sohail Khan (Vice-Chair)  
Cllr Lamina Lloyd  
Cllr Alan Butt  
Cllr Susan Roberts MBE

### Employees

Lee Booker (Scrutiny Officer)  
David Pattison (Chief Operating Officer)  
Jin Takhar (Head of Equality Diversity and Inclusion)  
Ruth Taylor (Service Lead – Placemaking)  
Julia Nock (Deputy Director of Assets)  
Alison Shannon (Chief Accountant)

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

*Item No.*     *Title*

- 1        **Welcome and Introductions**  
The Chair welcomed the Panel
- 2        **Meeting procedures to be followed**  
The Chair informed the Panel of meeting procedures
- 3        **Apologies and notifications of substitutions**  
Apologies received: Councillor Linda Leach due to other Council business
- 4        **Declarations of interest**  
There were no declarations of interest.
- 5        **Minutes of previous meeting**  
Resolved: That the minutes of the meeting held on 16 March 2023 be confirmed as a correct record.

6 **EDI strategy - Equalities Impact Assessments**

The Head of Equality Diversity and Inclusion stated that the purpose of the report was to give assurance to the Panel that the Council was meeting legal requirements in adhering to the Equality Act 2010 and its public sector duties, specifically in carrying out Equalities Impact Assessments (EIA). It was also to display the Council had robust EIA policies and procedures and an example was to be shown to the Panel. The Head of Equality Diversity and Inclusion gave background to EIAs which were designed to enable and ensure that the Council could assess projects so that they would not discriminate against anyone, where possible. The Head of Equality Diversity and Inclusion brought up the Public Realm Phase 1 and 3 developments, which covered Victoria Street and the Civic Halls redevelopments. She explained to the Panel that EIA policies had been reviewed 18 months previously and that guidance and templates were available via internal Council web systems for colleagues to refer to and use. The Head of Equality Diversity and Inclusion informed the Panel that the Council was looking to adopt an EIA Oversight Board to better improve future EIAs.

The Service Lead – Placemaking explained to the Panel that as part of the broader scheme of the redevelopment of Victoria Street, they sought to improve EDI and had carried out an EIA to achieve this. Some benefits listed included better access for wheelchair users, improved street safety for women via increased footfall and cleaner air, via cycle lanes, leading to lower pollution levels for street users. The Service Lead – Placemaking referred to the presentation slides (A copy of the presentation is attached to the minutes) which showed an 18 month consultation process with the public and stakeholders. She then told the Panel they were moving onto Phase 2, Queens Square and Lichfield Street developments. Consultations had occurred for this, and a mitigation process had been pursued which were designed to eliminate or minimise potential adverse effects on Equality Groups. Further consultation and workshops with relevant groups were planned for September 2023.

The Vice Chair highlighted that the EIA report showed recommendations for the Phase 1 and 3 developments which were set to be completed in November 2021, he said that the report did not show that these were completed and asked if they had documents which showed the successful implementation of recommendations. The Vice Chair also queried assessment content for visually impaired people on the Victoria Street re-development, seeking further information.

The Service Lead – Placemaking replied that the information in the report was specific to the time it was done and that they aimed to work with stakeholder groups in the future to assess the works now they were completed to see how the work had been received and gather feedback. The information would then be matched by an outcomes report.

The Vice Chair replied asking when this report would be done, referring back to Phases 1 and 3 being completed.

The Service Lead – Placemaking answered that the work would be done over the summer and be used to also inform Phase 2 designs in the autumn.

A Panel member highlighted that there were difficulties for some with visual impairments seeing the grey step half kerb in the Victoria Street cycle lane.

The Service Lead – Placemaking explained that the cycle lane was done with blind people and visually impaired people in mind, having worked with blind colleagues and other disability partnership groups. The slight kerb section was added as a result of consultation with blind colleagues that advised they would need raised delineation to use their sticks to tap to understand the space. However, since the launch, issues had been raised regarding it as a potential trip hazard so further consultation would take place between members of the public, including people with visual impairments to find a working resolution.

It was agreed across the Panel and Officers that a lessons learned approach would be taken and this design not used in future redevelopments.

A Councillor enquired if the team benchmarked their work results next to other local authorities.

The Head of Equality Diversity and Inclusion stated that The City of Wolverhampton Council was leading the way on Equalities policies and works with other Local Authorities so that they could improve their equalities and EIAs. She stated that she had previously worked for Wolverhampton Homes and sought to incorporate elements of their Equalities policy into the Council's.

A Panel member raised Hackney Carriage and Taxi driver consultations in reference to Victoria Street, stating that they had a taxi rank there, he wanted to know if the drivers were happy with the consultation outcomes.

The Service Lead – Placemaking answered that there were no major issues raised regarding the loss of Victoria Street by the Taxi Drivers Federation. Hackney Carriage and Taxi Drivers were consulted with and newer rank additions in various streets had contributed to a net gain in Taxi spaces.

A Councillor enquired if many disabled parking spaces were available.

The Service Lead – Placemaking said they had increased disabled parking spaces in School Street, Salop Street and Skinner Street.

A Councillor asked if the West Midlands Fire Service were consulted with, along side other partners.

The Service Lead – Placemaking stated that they had consulted with all blue light services and continued to do so.

A Councillor sought clarification with the legal requirements of EIAs, he asked if it was legally necessary to do an EIA for every single decision the Council took or was it only for projects over a certain budget level. He also enquired about bus stops.

The Head of Equality Diversity and Inclusion replied that in line with the Equality Act 2010, the Council had a duty to eliminate unlawful discrimination where possible.

The Service Lead – Placemaking said that a net increase in bus stops would be achieved, in particular in Lichfield Street and Princess Square.

A Councillor raised that Wolverhampton Homes had been mentioned and sought to

clarify the Head of Equality Diversity and Inclusion's reference to them for transparency.

The Head of Equality Diversity and Inclusion explained that she had introduced the assurances board in Wolverhampton Homes and that other Local Authorities had taken up a similar policy structure, She was keen to ensure The City of Wolverhampton Council adopted a progressive policy which had become standard practice elsewhere.

The Vice Chair asked if the Equality Diversity & Inclusion team had reviews within the progress of a project rather than just before and after. He also referred to earlier questions about Taxi ranks and asked how they had prepared for those taxis which only drop off and pick up, formerly in Victoria Street.

The Service Lead – Placemaking stated that they did not currently have mid project reviews occurring as part of their current EIA templates and that this would be future work for the EDI team. She stressed that they currently had an outcomes-based report structure. She also replied agreeing there were less taxi tanks in Victoria Street now but that the increased taxi ranks elsewhere contributed to a net gain and this was done in agreement with the Taxi Drivers Federation.

A Councillor debated the reply, highlighting that whilst there may be ranks, there were a lack of legal drop off areas for taxi drivers which are policed by traffic wardens. The Councillor felt this made it harder for those with disabilities to get near to some areas and increased their travelling time outside of the vehicle.

The Service Lead – Placemaking replied that they were currently consulting and looking to add more pick up and a drop off points at Queen's Square. The Police had advised this would be a good spot and would enable safety for those who used the Safe Haven.

The Chair raised a concern that other organisations of whom the Council consulted when doing EIAs were not communicating effectively enough through their own organisations to ensure full, broad consultation had taken place. He felt this needed to be considered in the future.

The Panel agreed the report.

## 7 **Land and Property Disposal Policy**

The Deputy Director of Assets stated that the purpose of the report was to bring to Scrutiny information on how Council owned land and properties were disposed of, which included those capital receipts over £10,000, across the 2022 – 2023 financial year. This was to show they were compliant with the Council's constitution and the Local Government Act 1972 when disposing of assets. The plan was to deal with properties that were no longer required by the Council for service delivery, the plan would be reviewed in 2024 as the current plan was to end in 2023. Once a site had been recognised as surplus to requirements, an internal service consultation was done, followed by a ward Councillor consultation. If it was decided an item was to be

sold off, this would be taken to Cabinet Resources Panel if it was over £250,000. If the item was under the amount it would be taken through an Individual Executive Decision Notice (IEDN) process. Everything was documented and brought to Cabinet so that the team were transparent in how they planned to dispose of an item. 2022 – 2023, 8 properties were sold, generating £500,000 and Housing Revenue Account profit of £278,000. All assets were sold in accordance with the Local Government Act 1972. Further information on the assets were displayed in the appendices (a copy is attached to the signed minutes). Scrutiny was asked to observe and agree on the documentation and useage of the assets. The Deputy Director of Assets also stated that Scrutiny would get to see the planned changes for the 2024 – 2029 policy plan in the future.

A Panel member stated that they felt the £250,000 threshold was too high and that assets under the price should still be looked at to the same level as those over £250,000. The Councillor requested future strategy reports to show what wards the items sold were in. He also stated that he believed it should be shown if the Council initiated a sale or if it was because a private investor made an offer. He also asked if income made from asset sales was to be used specifically on the area from which the asset was sold, or was the money absorbed into the general Council budget. He felt the money made from the sale of an asset should be put back into the area from which it was sold.

The Director of Assets said she would take the threshold comment back to her team to discuss. She said she would reissue appendices to include the ward information, as well as whether the Council decided to sell it as an initiative or if it was in response to a private offer. She stated that the money from sales was absorbed into the central Council finance system.

The Vice Chair stated that the reports showed the price of the sale of the assets, but not what they were valued at. He felt it would improve transparency and Scrutiny if the value of the assets was also shown along side sale price.

The Director of Assets said they could provide this information in future reports.

- 8 **Treasury Management Activity Monitoring Quarter Three 2022-2023**  
The Chief Accountant stated that the Treasury Management Activity Monitoring Quarter Three 2022-2023 report had been took to Cabinet in March and that as part of the constitution, it was a requirement for her to bring it to Scrutiny. She summarised the definition of Treasury Management, she explained to the Panel that they had budget indicators with which they worked to. She stated that the final quarter of 2022 – 2023 had an underspend on the Council budget and an overspend on the Housing Revenue Account. A cash limit was set to protect funds, whereby cash was not kept in the Council holdings for long, it was invested into money markets to generate more money via interest. The limit was exceeded during Christmas, due to staff holidays, once the holiday was over, the money was moved into money markets.

There was a brief discussion about the limit being exceeded during the Christmas holidays. There was agreement between Officers and the Chair that the team would look to try avoid this occurring again.

9 **Date of next meeting**

The date of the next meeting was confirmed as the 12 October 2023.



# Resources and Equalities Scrutiny Panel

12<sup>th</sup> October 2023

<b>Report title</b>	Equality Diversity and Inclusion (EDI) Strategy Update	
<b>Cabinet member with lead responsibility</b>	Councillor Paula Brookfield Governance and Equalities	
<b>Wards affected</b>	All	
<b>Accountable director</b>	David Pattison, Chief Operating Officer	
<b>Originating service</b>	Equality Diversity and Inclusion (EDI)	
<b>Accountable employee(s)</b>	Jin Takhar	Head of Equality Diversity and Inclusion
	Tel	01902 554650
	Email	<a href="mailto:Jin.Takhar@wolverhampton.gov.uk">Jin.Takhar@wolverhampton.gov.uk</a>

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## Recommendation(s) for action or decision:

The Resources and Equalities Scrutiny Panel is requested to:

1. Provide comments and feedback on the progress made in delivering the Councils EDI Strategy 2022 – 2024, Objective four.

Objective Four: *Provide Responsive, Accessible, and Inclusive services which actively seek to address inequality, disparities, and exclusions – within Adult Services, Children's, and Education Services.*

## 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:
- Objective one: To demonstrate Visible Leadership and Strong Organisational Culture
  - Objective two: To be an Inclusive Employer, building a workforce that is reflective of the communities we serve.
  - Objective three: Develop an inclusive workplace culture, where targeted professional training, development and support is provided.
  - Objective four: Provide Responsive, Accessible, and Inclusive services which actively seek to address inequality, disparities, and exclusions.
- 2.5 This update will focus on the council's achievements/progress against objective four as indicated and described above.

- 2.6 Actions that have been progressed and service outcomes achieved against '*Service EDI performance indicators*' are summarised and can be found in the presentations attached in appendix one.

## 3.0 Next Steps

- 3.1 Resources and Equalities Scrutiny Panel to receive a further report on progress made to address the disparities identified and presented today – date to be agreed / scheduled.
- 3.2 Resources and Equalities Scrutiny Panel to continue to receive further reports on progress made against the EDI Strategy, in relation to the strategy key objective four as indicated in section 2.4 above. At the next scheduled meeting (December) we propose to provide an EDI performance update on Resident Services, Regeneration and Public Health Services.



#### **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.

#### **5.0 Legal implications**

5.1 There are no direct legal implications associated with the report.

#### **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>

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# Equality, Diversity and Inclusion KPI's – ASC

Quarter 1 update 2023-2024

12<sup>th</sup> October 2023



# Overview of EDI KPI's – Adult Social Care

## Adult Social Care

To provide the same level of access to care and opportunities regardless of age, sex, gender, religion, ethnicity or other factors that make someone unique

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- Monitor the number of people receiving direct payments broken down by PC's
- Monitor the number of adults formally assessed and detained under the Mental Health Act – broken down by PC's
- Monitor the number of adults receiving ongoing support from mental health services in the form of all Assessments completed by the Mental Health Team on CareFirst – broken down by PC's
- Monitor the number of safeguarding referrals broken down by PC's
- Monitor the number of people receiving social care assessments broken down by PC's

Protected Characteristic	Performance
Age	<p>Most of the ASC EDI measures show an over representation of older adults, (i.e. those aged over 65). In addition as people in their more advanced years (80's and 90's) will experience higher levels of disability, long-term illness, dementia or mental health problems, they will rely more heavily on social care so will continue to appear disproportionately in this data. As the population of those aged over 65 is estimated to rise locally and nationally there is a growing interest in the need for adult social care and the provision in place to meet the needs for an ageing population.</p>
Sex	<p>There is a slight over representation of Females in most of the cohorts compared to Males. There were more Females than Males in the older age groups, but for people aged 18-64 the gender split was more even. This is partly explained by the fact that Females are expected to live longer than Males, however, the gap between male and female life expectancy has been reducing over recent years.</p>
Disability	<p>Most of the ASC EDI measures show an over representation of people with a disability. Whilst many people understand the issues in social care linked to ageing, longer life expectancy and rising numbers of people with dementia there are many people in the service who have a disability so will continue to appear disproportionately in this data.</p>
Ethnicity	<p>There is a higher uptake of Direct Payments for Black and Asian ethnic groups compared to the overall population of Wolverhampton ((Census 2021). There is a lower uptake from people from the Asian ethnic group in terms of the volume of overall assessments / conversations in comparison with the population and conversely there is higher uptake of assessments within the Black ethnic group population. People from a Black, Black British, Caribbean or African background are over represented when it comes to formal detentions under the Mental Health Act 1983 which follows the national trend. There is an underrepresentation of the Asian and Black ethnic groups in terms of safeguarding referrals in comparison with the population.</p>
Religion, Marital Status, Gender, Sexual Orientation, Pregnancy	<p>The data quality of these protected characteristics is not sufficient enough to make an accurate assessment of underrepresentation and over representation therefore further work is continuing in the business to improve these areas</p>

- Bespoke external training was commissioned in 2022 to enable the workforce to have sensitive conversations with people around their protected characteristics, however this training did not meet the desired outcomes. Next steps to take place are how to effectively engage with people to create an environment and relationship where they will share their protected characteristics with us?
- Continue to build ASC Equalities data into every dashboard to identify any trends that need further investigation within service areas and support data quality improvement

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Further research to be carried out to understand why Black and Asian ethnic groups prefer to use Direct Payments as opposed to commissioned services to enable us to understand how we can be more inclusive when commissioning services going forward. Whilst the increased use of Direct Payment is positive, as it ensures people are getting more personalised services, it can potentially raise issues around the cultural appropriateness of our current commissioned services which needs further investigation.

- Data interrogation has identified a disproportionate use of the Mental Health Act 1983 with Black ethnic groups and a lack of preventative approach across both Black and Asian ethnic groups. Mental Health services to review this position together with Health partners to ensure services are inclusive going forward.
- Further investigation by Wolverhampton Safeguarding Together Board required to understand if the current underrepresentation of Black and Asian ethnic groups in relation to Safeguarding issues is an area of concern

The highest proportion of adults in receipt direct payments (DP) and Individual Service Funds (ISF) in Q1 2023-24 were:

**Age:** Adults aged 25-49  
The percentage of adults aged 65+ in receipt of DP's is high compared to the 2021 population. As are those aged 50 to 64 in receipt of ISF's.

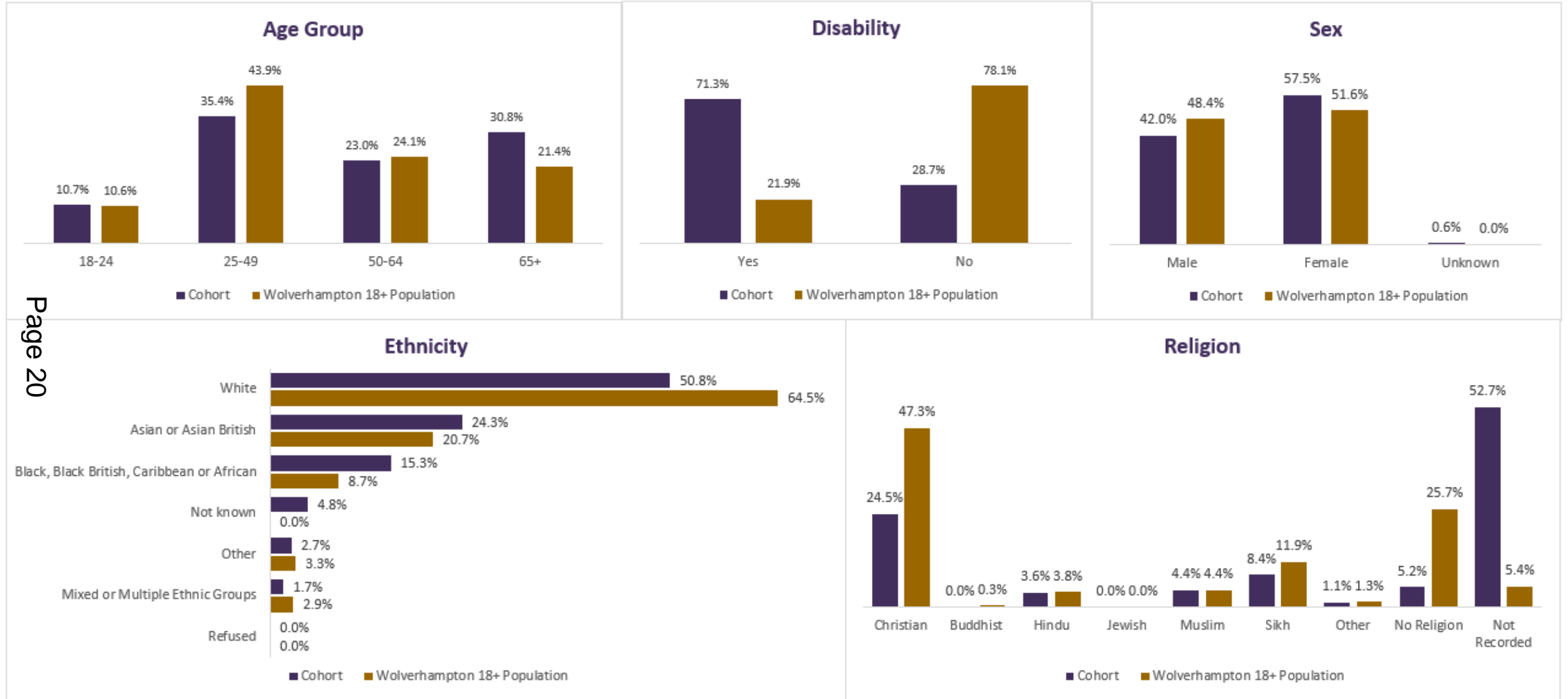
**Disability:** Adults with a disability  
71.3% of adults in receipt of DP's and 86.1% in receipt of ISF's were disabled.

**Sex:** Females for DP's, 57.5% which is marginally higher than the 2021 population. Males for ISF's 61.3% which is significantly higher than the 2021 population.

**Ethnicity:** Adults of White ethnicity, DP's cohort being lower than the 2021 population and ISF's being higher. Black, Black British, Caribbean or African show a higher proportion compared to the 2021 population. Asian or Asian British show a significantly lower proportion for ISF's compared to the 2021 population.

**Religion:** Adults with Christian religious beliefs  
Just over half of active DP and ISF records did not have a religion or belief recorded.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1 Snapshot	Change (% point)	Census 2021 - population	2023-24 Q1 Snapshot ISF
Age	18-24	9.7%	10.7%	1.0%	10.6%	5.0%
	25-49	31.9%	35.4%	3.5%	43.9%	46.5%
	50-64	21.3%	23.0%	1.7%	24.1%	30.7%
	65+	36.9%	30.8%	-6.1%	21.4%	17.8%
	Not Recorded	0.0%	0.2%	0.2%	-	0.0%
Disability	Yes	76.1%	71.3%	-4.8%	21.9%	86.1%
	No	23.8%	28.7%	4.9%	78.1%	13.9%
Sex	Male	41.0%	42.0%	1.0%	48.4%	61.3%
	Female	59.0%	57.5%	-1.5%	51.6%	38.6%
	Unknown	0.0%	0.6%	0.6%	-	0.0%
Ethnicity Group	White	50.2%	50.8%	0.6%	64.5%	69.3%
	Mixed or Multiple Ethnic Groups	1.6%	2.1%	0.5%	2.9%	3.0%
	Asian or Asian British	25.9%	24.3%	-1.6%	20.7%	10.9%
	Black, Black British, Caribbean or African	16.5%	15.3%	-1.2%	8.7%	14.9%
	Other	2.1%	2.7%	0.6%	3.3%	0.0%
	Not known	3.7%	4.8%	1.1%	-	2.0%
	Refused	0.0%	0.0%	0.0%	-	0.0%
Religion	Christian	21.8%	24.5%	2.7%	47.3%	40.6%
	Buddhist	0.0%	0.0%	0.0%	0.3%	0.0%
	Hindu	3.6%	3.6%	0.0%	3.8%	1.0%
	Jewish	0.2%	0.0%	-0.2%	0.0%	0.0%
	Muslim	4.5%	4.4%	-0.1%	4.4%	1.0%
	Sikh	8.1%	8.4%	0.3%	11.9%	4.0%
	Other	3.6%	1.1%	-2.5%	1.3%	1.0%
	No Religion	4.1%	5.2%	1.1%	25.7%	5.9%
	Not Recorded	54.1%	52.7%	-1.4%	5.4%	46.5%

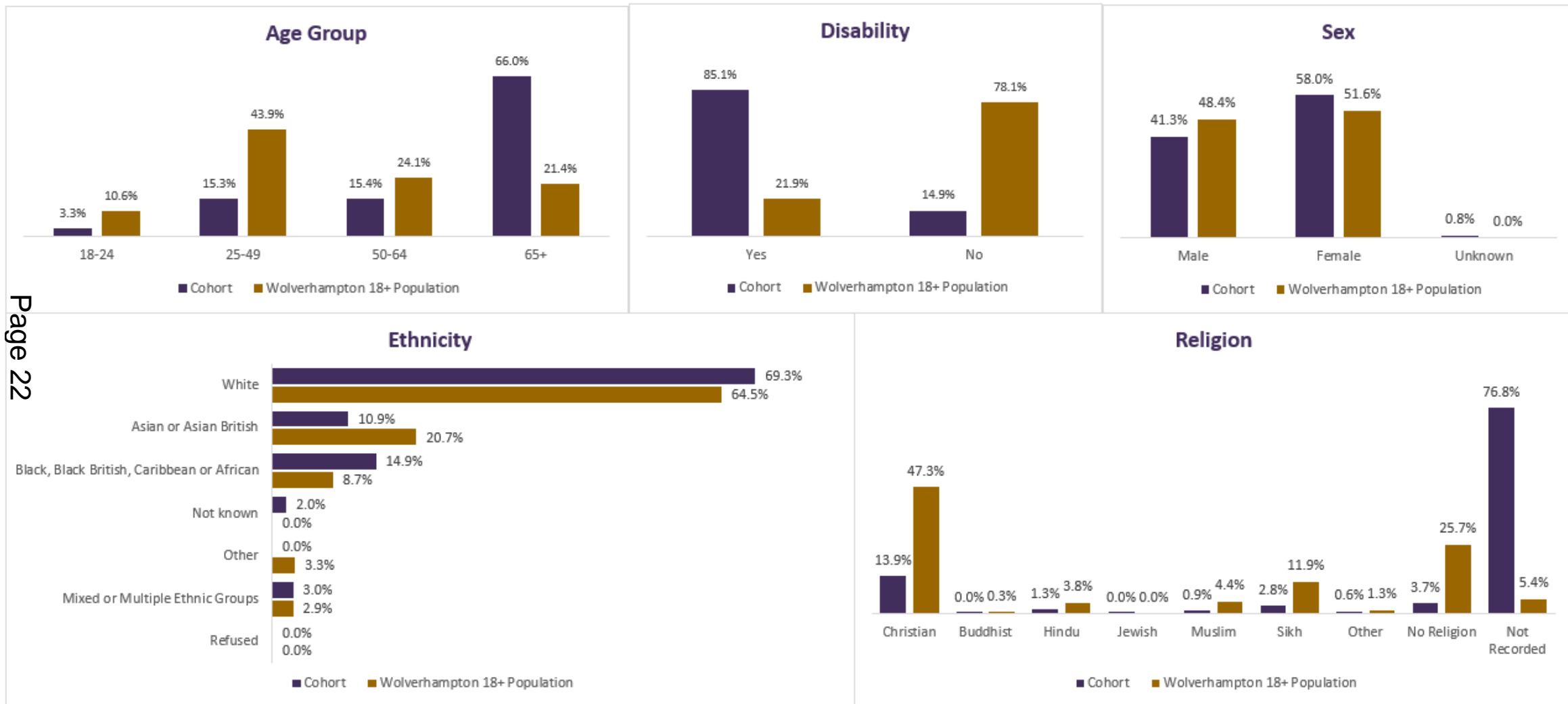




The majority of all assessments completed in Q1 2023-24 were for:

- Age:** Adults aged 65+ (66%)  
Compared to 21.4% of the 2021 population
- Disability:** Adults with a disability (85.1%).
- Sex:** Female adults (58%).  
Marginally higher than the 2021 population (51.6%).
- Ethnicity:** Adults of White ethnicity (69.3%)  
Marginally higher than the 2021 population (64.5%).
- 10.9% were of Asian or Asian British ethnicity. This is significantly lower than the population proportion (20.7%).
- 14.9% were of Black, Black British, Caribbean or African ethnicity. This is significantly higher than the population proportion (8.7%)
- Religion:** Inconclusive – there are a significant number of records where religion or belief has not been recorded (76.8%).

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	3.8%	3.3%	-0.5%	10.6%
	25-49	17.5%	15.3%	-2.2%	43.9%
	50-64	19.2%	15.4%	-3.8%	24.1%
	65+	57.8%	66.0%	8.2%	21.4%
	Not Recorded	1.6%	0.0%	-1.6%	-
Disability	Yes	21.9%	85.1%	63.2%	21.9%
	No	77.3%	14.9%	-62.4%	78.1%
Sex	Male	39.8%	41.3%	1.5%	48.4%
	Female	57.5%	58.0%	0.5%	51.6%
	Unknown	2.7%	0.8%	-1.9%	-
Ethnicity Group	White	51.5%	69.3%	17.8%	64.5%
	Mixed or Multiple Ethnic Groups	1.1%	3.0%	1.9%	2.9%
	Asian or Asian British	10.0%	10.9%	0.9%	20.7%
	Black, Black British, Caribbean or African	6.8%	14.9%	8.1%	8.7%
	Other	1.1%	0.0%	-1.1%	3.3%
	Not known	29.3%	2.0%	-27.3%	-
	Refused	0.3%	0.0%	-0.3%	-
Religion	Christian	10.1%	13.9%	3.9%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	1.1%	1.3%	0.2%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.7%	0.9%	0.2%	4.4%
	Sikh	2.5%	2.8%	0.3%	11.9%
	Other	2.1%	0.6%	-1.5%	1.3%
	No Religion	3.1%	3.7%	0.6%	25.7%
Not Recorded	80.2%	76.8%	-3.3%	5.4%	



The majority of all MH assessments completed in Q1 2023-24 were for:

**Age:** Adults aged 25 to 49, with those aged 50 to 64 also being high. The percentages are marginally higher than the 2021 population.

**Disability:** Adults who did not have a disability (65.3%). Although those having a disability (34.7%) is high compared to the 2021 disabled population.

**Sex:** More males than females, a marginally higher percentage of males than the 2021 population.

**Ethnicity:** Adults of White ethnicity (49.9%). However records indicate a significantly lower proportion compared to the 2021 population.

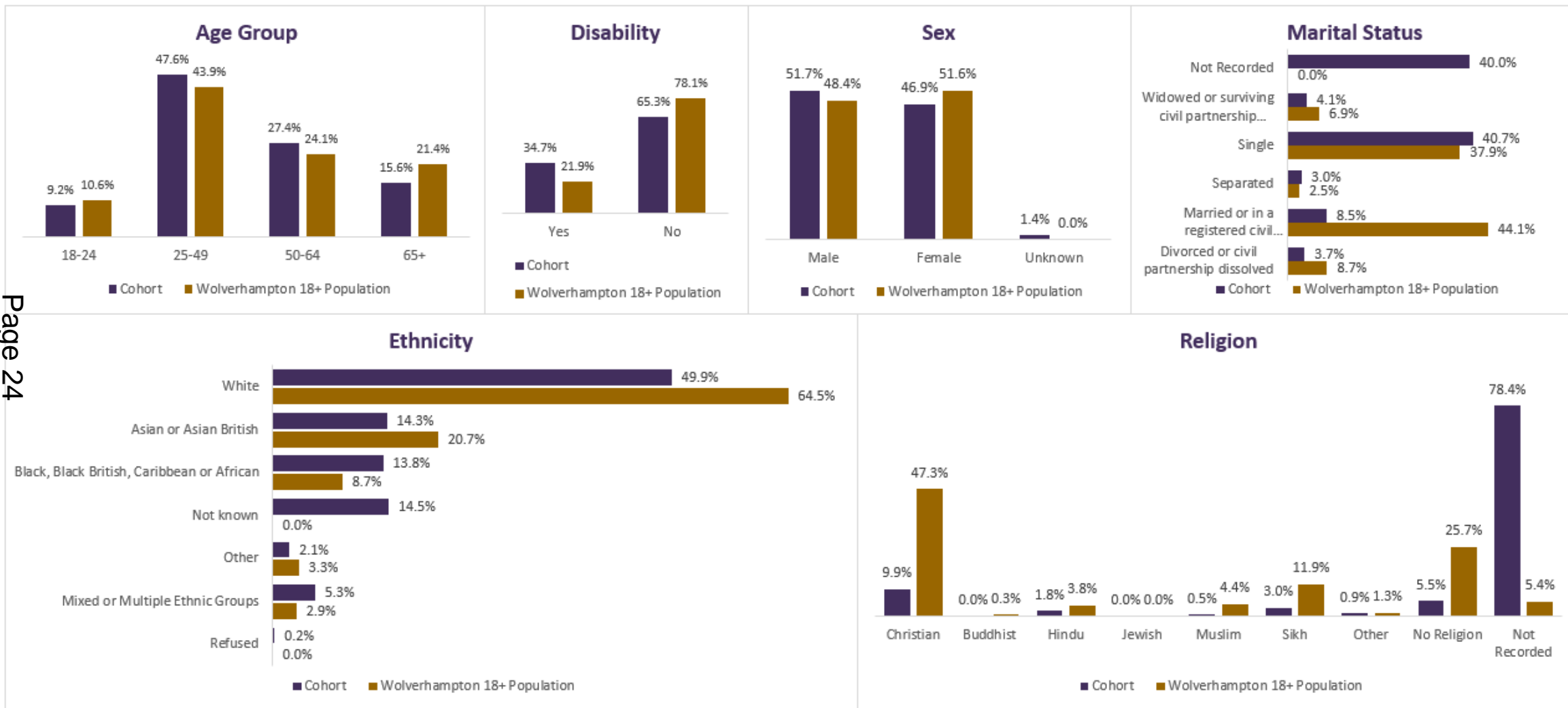
14.3% of adults were of Asian or Asian British ethnicity. This is lower than the population proportion (20.7%).

13.8% of adults were of Black, Black British, Caribbean or African ethnicity. This is higher than the population proportion (8.7%)

**Religion:** Inconclusive – there are a significant number of records where religion or belief has not been recorded (78.4%).

**Marital Status:** Single Adults (40.7%). Adults married or in a civil partnership (8.5%) was significantly lower than the 2021 population cohort (44.1%). 40% did not have a marital status recorded.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	8.8%	9.2%	0.4%	10.6%
	25-49	42.4%	47.6%	5.2%	43.9%
	50-64	25.7%	27.4%	1.6%	24.1%
	65+	21.0%	15.6%	-5.4%	21.4%
	Not Recorded	0.7%	0.2%	-0.4%	-
Disability	Yes	34.3%	34.7%	0.4%	21.9%
	No	65.4%	65.3%	-0.1%	78.1%
Sex	Male	56.1%	51.7%	-4.4%	48.4%
	Female	42.8%	46.9%	4.1%	51.6%
	Unknown	1.1%	1.4%	0.3%	-
Ethnicity Group	White	51.3%	49.9%	-1.4%	64.5%
	Mixed or Multiple Ethnic Groups	3.7%	5.3%	1.6%	2.9%
	Asian or Asian British	9.8%	14.3%	4.5%	20.7%
	Black, Black British, Caribbean or African	14.2%	13.8%	-0.4%	8.7%
	Other	2.1%	2.1%	0.0%	3.3%
	Not known	17.5%	14.5%	-3.1%	-
	Refused	1.4%	0.2%	-1.2%	-
Religion	Christian	10.1%	9.9%	-0.2%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	1.4%	1.8%	0.4%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.8%	0.5%	-0.3%	4.4%
	Sikh	2.4%	3.0%	0.6%	11.9%
	Other	2.4%	0.9%	-1.5%	1.3%
	No Religion	6.2%	5.5%	-0.7%	25.7%
	Not Recorded	76.7%	78.4%	1.7%	5.4%
Marital Status	Divorced or civil partnership dissolved	2.3%	3.7%	1.4%	8.7%
	Married or in a registered civil partnership	9.2%	8.5%	-0.6%	44.1%
	Separated	2.7%	3.0%	0.3%	2.5%
	Single	37.3%	40.7%	3.4%	37.9%
	Widowed or surviving civil partnership partner	3.2%	4.1%	1.0%	6.9%
	Not Recorded	45.4%	40.0%	-5.4%	-



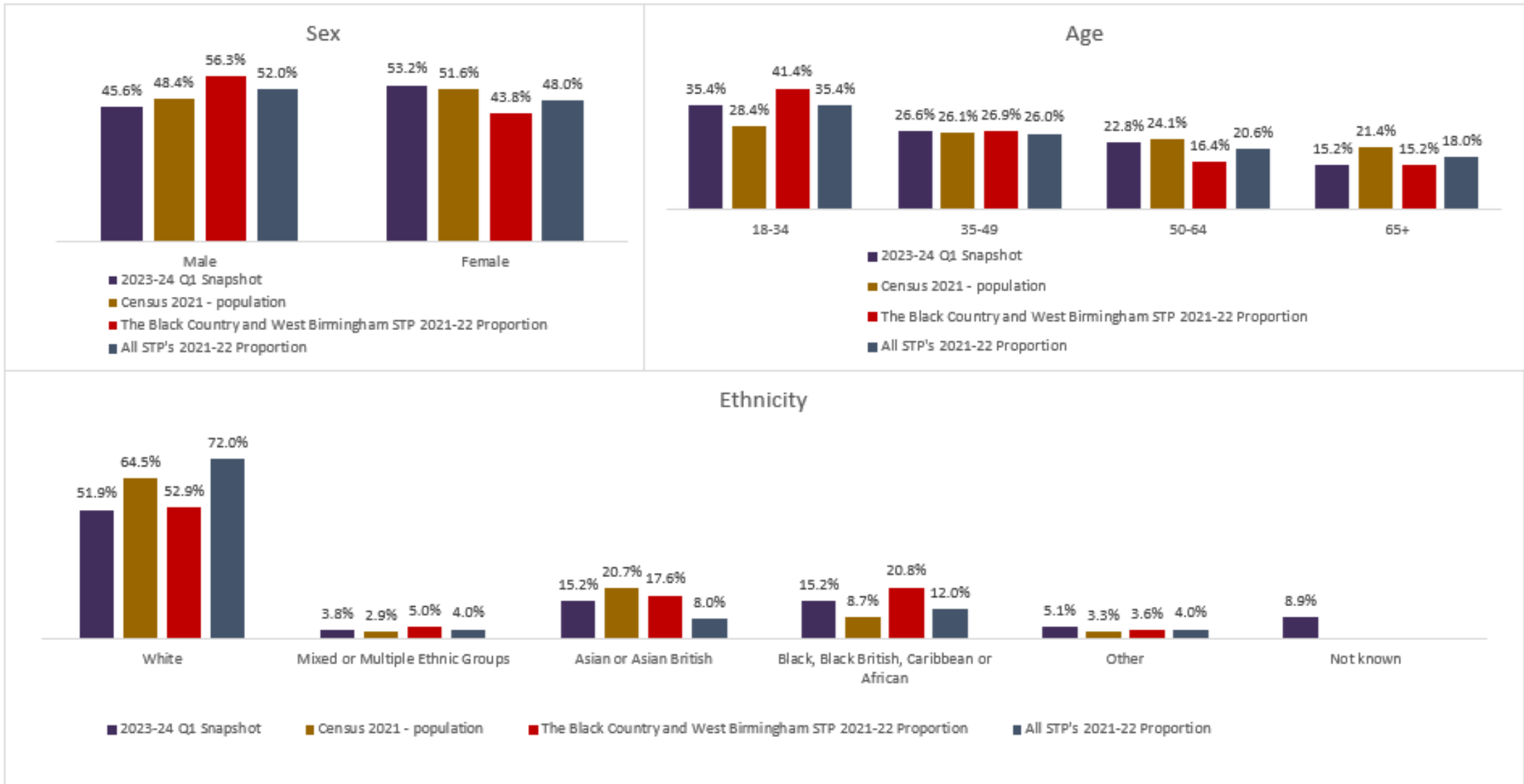
# EDI KPI Measure

Monitor the number of adults formally assessed and detained under the Mental Health Act – broken down by PC's

Indicator	Group	All MH A.M.P.H Assessments			A.M.P.H Assessments - Detained				Detention Data			
		Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population	The Black Country and West Birmingham STP 2021-22 Proportion	The Black Country and West Birmingham STP 2021-22 Per 100,000 population	All STP's 2021-22 Proportion	All STP's 2021-22 Per 100,000 population
Age	18-34	32.4%	33.8%	1.5%	30.0%	35.4%	5.5%	28.4%	41.4%	169.0	35.4%	144.2
	35-49	28.1%	26.3%	-1.8%	25.3%	26.6%	1.3%	26.1%	26.9%	130.0	26.0%	120.0
	50-64	19.3%	26.3%	7.0%	21.5%	22.8%	1.3%	24.1%	16.4%	87.0	20.6%	95.1
	65+	16.7%	13.5%	-3.1%	20.7%	15.2%	-5.5%	21.4%	15.2%	87.0	18.0%	86.3
	Not Recorded	1.0%	0.0%	-1.0%	1.3%	0.0%	-1.3%	-	-	-	-	-
Disability	Yes	18.6%	21.1%	2.5%	22.4%	26.6%	4.2%	21.9%	-	-	-	-
	No	81.0%	78.9%	-2.1%	76.8%	73.4%	-3.4%	78.1%	-	-	-	-
Sex	Male	55.2%	48.9%	-6.4%	51.5%	45.6%	-5.9%	48.4%	56.3%	105	52.0%	94
	Female	42.9%	50.4%	7.5%	47.3%	53.2%	5.9%	51.6%	43.8%	80	48.0%	86
	Unknown	1.9%	0.8%	-1.2%	1.3%	1.3%	0.0%	-	-	-	-	-
Ethnicity Group	White	51.9%	54.1%	2.2%	63.1%	51.9%	-11.2%	64.5%	52.9%	64	72.0%	74
	Mixed or Multiple Ethnic Groups	5.7%	4.5%	-1.2%	6.4%	3.8%	-2.6%	2.9%	5.0%	99	4.0%	13
	Asian or Asian British	10.2%	16.5%	6.3%	7.8%	15.2%	7.4%	20.7%	17.6%	64	8.0%	102
	Black, Black British, Caribbean or African	13.6%	14.3%	0.7%	11.4%	15.2%	3.8%	8.7%	20.8%	258	12.0%	307
	Other	3.1%	4.5%	1.4%	1.4%	5.1%	3.6%	3.3%	3.6%	200	4.0%	197
	Not known	5.2%	6.0%	0.8%	9.2%	8.9%	-0.4%	-	-	-	-	-
	Refused	1.7%	0.0%	-1.7%	0.7%	0.0%	-0.7%	-	-	-	-	-
Religion	Christian	5.7%	6.8%	1.1%	4.6%	7.6%	3.0%	47.3%	-	-	-	-
	Buddhist	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	-	-	-	-
	Hindu	0.5%	1.5%	1.0%	0.4%	2.5%	2.1%	3.8%	-	-	-	-
	Jewish	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-
	Muslim	1.4%	0.8%	-0.7%	1.7%	0.0%	-1.7%	4.4%	-	-	-	-
	Sikh	1.9%	1.5%	-0.4%	1.7%	1.3%	-0.4%	11.9%	-	-	-	-
	Other	0.7%	0.0%	-0.7%	1.3%	0.0%	-1.3%	1.3%	-	-	-	-
	No Religion	6.2%	4.5%	-1.7%	6.3%	6.3%	0.0%	25.7%	-	-	-	-
	Not Recorded	82.6%	85.0%	2.3%	84.0%	82.3%	-1.7%	5.4%	-	-	-	-
Marital Status	Divorced or civil partnership dissolved	3.1%	4.5%	1.4%	3.0%	1.3%	-1.7%	8.7%	-	-	-	-
	Married or in a registered civil partnership	12.6%	11.3%	-1.3%	13.9%	11.4%	-2.5%	44.1%	-	-	-	-
	Separated	4.3%	4.5%	0.2%	3.8%	6.3%	2.5%	2.5%	-	-	-	-
	Single	59.5%	60.2%	0.6%	59.9%	60.8%	0.8%	37.9%	-	-	-	-
	Widowed or surviving civil partnership partner	4.1%	8.3%	4.2%	4.6%	12.7%	8.0%	6.9%	-	-	-	-
	Not Recorded	16.4%	11.3%	-5.2%	14.8%	7.6%	-7.2%	-	-	-	-	-

The majority of adults formally assessed and detained under the Mental Health Act in Q1 2023-24 were:

- Age:** Adults aged 18 to 34, with the cohort being marginally higher than the 2021 population cohort  
The proportion of adults aged 35 to 49 and 50 to 64 that were assessed and detained was consistent with the 2021 population proportions.
- Disability:** Adults who did not have a disability, in line with the 2021 population breakdown.
- Sex:** More females than males, in line with the 2021 population breakdown.
- Ethnicity:** Adults of White ethnicity, 54.1% for those assessed and 51.9% for those detained. This is a lower proportion compared to the 2021 population (65.4%).  
  
16.5% of adults assessed were of Asian or Asian British ethnicity, with 15.2% detained being of the same ethnic origin. This is lower than the population proportion (20.7%).  
  
14.3% of adults were of Black, Black British, Caribbean or African ethnicity, with 15.2% detained being of the same ethnic origin. This is significantly higher than the population proportion (8.7%).
- Religion:** Inconclusive – there are a significant number of records where religion or belief has not been recorded.
- Marital Status:** Single Adults (60.2% assessed and 60.8% detained).  
37.9% of the 2021 population aged 18 years and over are single.  
Adults married or in a civil partnership (11.3% assessed and 11.4% detained) was significantly lower than the 2021 population cohort (44.1%).



The majority of Safeguarding referrals completed in Q1 2023-24 were for:

**Age:** Adults aged 65+ (51.8%)  
Compared to 21.4% of the 2021 population

**Disability:** Adults who did not have a disability (77.2%). This is fairly in line with the 2021 population breakdown.

**Sex:** More females than males, a marginally higher percentage of females than the 2021 population.

**Ethnicity:** Adults of White ethnicity (60.5%). A marginally lower proportion compared to the 2021 population.

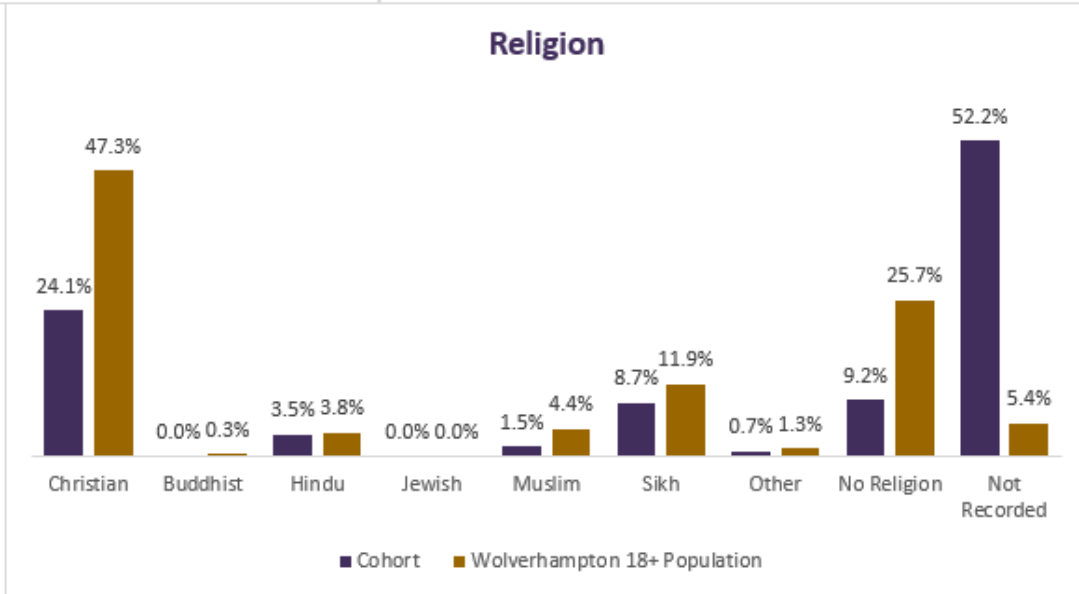
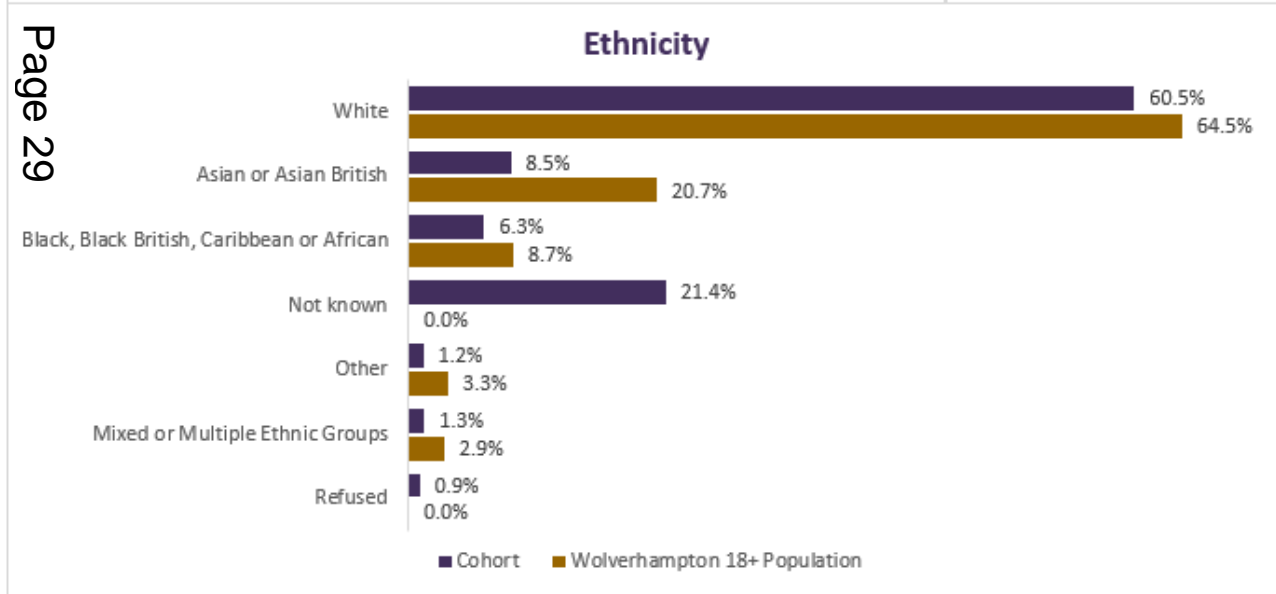
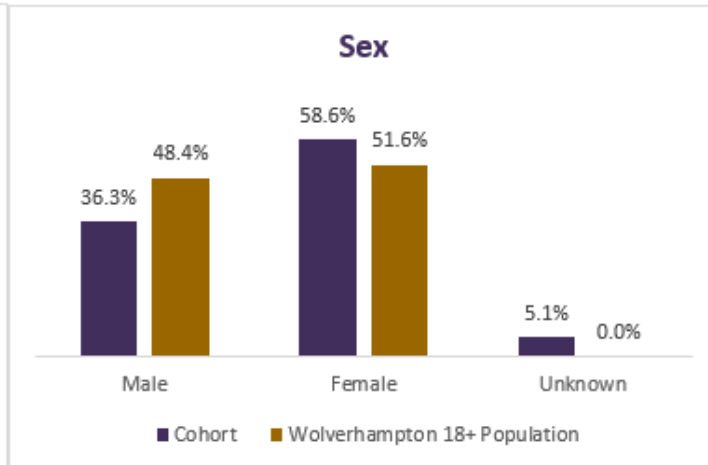
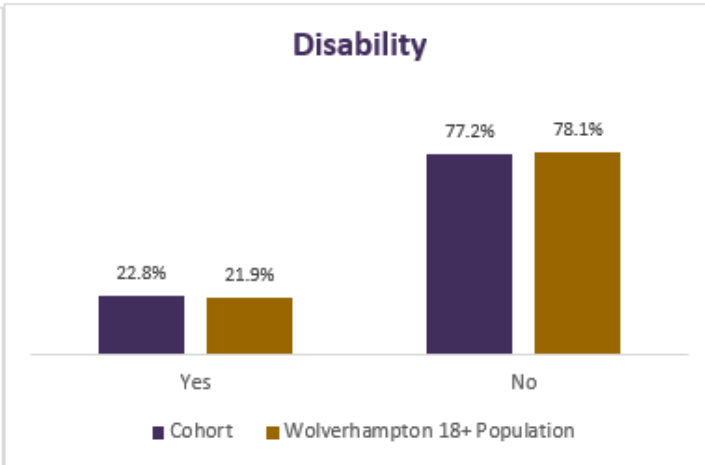
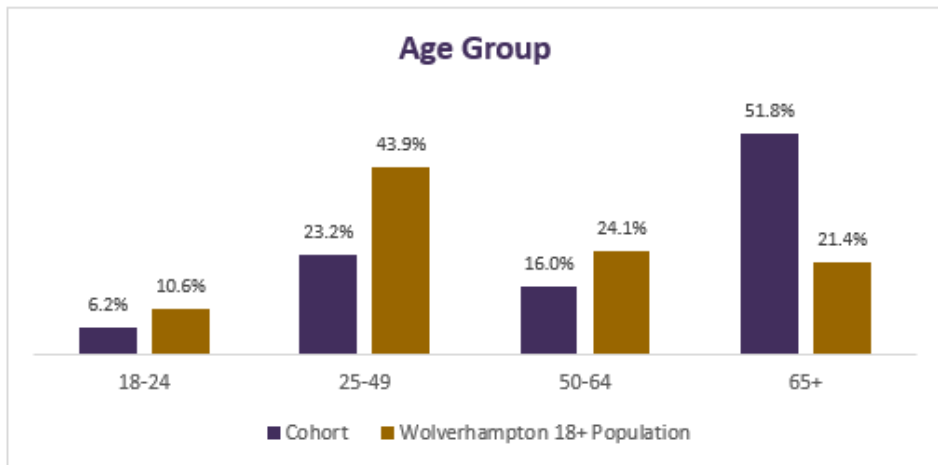
8.5% of adults were of Asian or Asian British ethnicity. This is significantly lower than the population proportion (20.7%).

6.3% of adults were of Black, Black British, Caribbean or African ethnicity. This is lower than the population proportion (8.7%)

**Religion:** Just over half of the safeguarding referrals did not have a religion or belief recorded, this has improved significantly from starting point where 83.3% were not recorded. Christian is the highest proportion.

Indicator	Group	Starting point 2021-22 Year End	2023-24 Q1	Change (% point)	Census 2021 - population
Age	18-24	6.9%	6.2%	-0.7%	10.6%
	25-49	23.3%	23.2%	-0.1%	43.9%
	50-64	17.6%	16.0%	-1.6%	24.1%
	65+	49.5%	51.8%	2.3%	21.4%
	Not Recorded	1.0%	2.8%	1.8%	-
Disability	Yes	20.5%	22.8%	2.3%	21.9%
	No	79.4%	77.2%	-2.2%	78.1%
Gender	Male	41.2%	36.3%	-4.9%	48.4%
	Female	55.1%	58.6%	3.5%	51.6%
	Unknown	3.6%	5.1%	1.5%	-
Ethnicity Group	White	49.8%	60.5%	10.7%	64.5%
	Mixed or Multiple Ethnic Groups	1.8%	1.3%	-0.5%	2.9%
	Asian or Asian British	7.5%	8.5%	1.0%	20.7%
	Black, Black British, Caribbean or African	5.6%	6.3%	0.7%	8.7%
	Other	1.4%	1.2%	-0.2%	3.3%
	Not known	33.5%	21.4%	-12.1%	-
	Refused	0.5%	0.9%	0.4%	-
Religion	Christian	8.1%	24.1%	16.0%	47.3%
	Buddhist	0.0%	0.0%	0.0%	0.3%
	Hindu	0.7%	3.5%	2.8%	3.8%
	Jewish	0.0%	0.0%	0.0%	0.0%
	Muslim	0.3%	1.5%	1.2%	4.4%
	Sikh	2.2%	8.7%	6.5%	11.9%
	Other	1.9%	0.7%	-1.2%	1.3%
	No Religion	3.5%	9.2%	5.7%	25.7%
Not Recorded	83.3%	52.2%	-31.1%	5.4%	





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# Equality, Diversity and Inclusion KPI's – CYP & Education

Quarter 4 2022-2023 & 2022-23 Academic  
update

12<sup>th</sup> October 2023



# Recap on previous CYP priorities with progress

<p>Ensuring that we are recording and analysing the right equalities data both in relation to measuring outcomes for children and young people through the services we provide and in relation to the employees across the services.</p>	<p>All systems have been checked to ensure there is the capability to record protective characteristics.</p> <p>Regular data quality reports are run to identify gaps in reporting and this continues to be an area of focus in team meetings and supervision</p> <p>Data and Analytics have produced a service wide data set with the protective characteristics for all areas</p> <p>A deep dive of the match between foster carer and adopter ethnicity compared to the young people's ethnicity has been undertaken. This showed there are fewer foster carer of mixed heritage background than there are children in foster care and more black foster carers than there are black children in care.</p> <p>For adoption this showed there 60.4% of approved adopters are recorded as White ethnicity, compared to 53.3% of children / young people awaiting adoption placements. Almost a third (30.2%) of approved adopters are from Asian ethnicities, while there are currently no children / young people of Asian ethnicities awaiting adoption (0%)</p>
<p>To understand from frontline practitioners how we are supporting CYP with protected characteristics and promoting diversity.</p>	<p>Through regular practice week quality assurance activity, senior leaders talk to staff about promoting diversity, they look through children's records and also discuss in supervision/ team meetings</p>
<p>To develop a Children's Services pledge to support our actions both internally and with key partners such as schools, health and wider partnership boards.</p>	<p>The pledge has been written and approved</p>
<p>To ensure service priorities and equality actions are informed by the experiences of the children and young people we work with.</p>	<p>Participation and co-production with young people is an ongoing focus for our work. There are a number of young people forums (CiC Council, Care Leavers Forum, Hi5). Young people are consulted on proposed changes to service provision e.g. holiday activities. Young people have supported staff to arrange events to celebrate and recognise key religious and cultural days</p>
<p>To ensure the Children's workforce is reflective of the City's diversity and equip them with the right tools to challenge inequalities and promote diversity through the services we provide.</p>	<p>Data is available from HR. All recruitment panels are diverse.</p> <p>Advanced practitioners have developed and delivered cultural competency training to staff</p>

# Our Childrens Service Pledge

In Children's Services we want to know the children, young people, and families we work with and understand what makes them unique. This will enable us to co-produce and deliver services that address inequalities of experience and outcomes.

We pledge to do this by:

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Putting the children's and families' voice at the centre of all that we do

Ensuring service priorities are informed by the experiences of the children and young people we work with

Making sure we have the right data to measure outcomes for children, young people and families

Making sure we have the right data to support us having a Children's workforce that is reflective of the city's diversity

Equipping all colleagues to challenge inequalities and promote diversity

Working with schools and partners to foster a culture of belonging and inclusivity for all children and young people

# Performance Overview

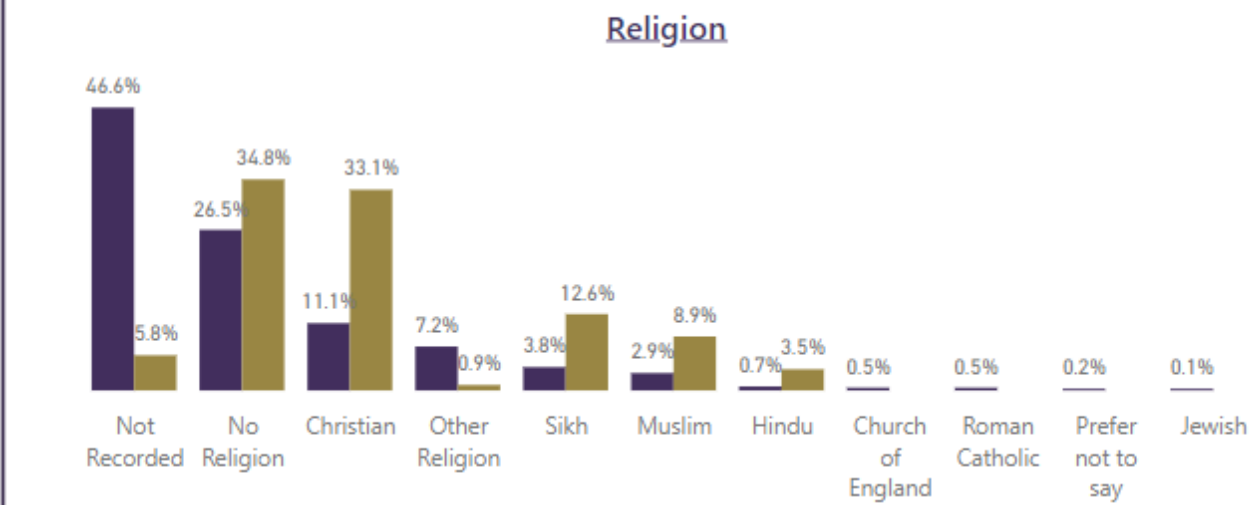
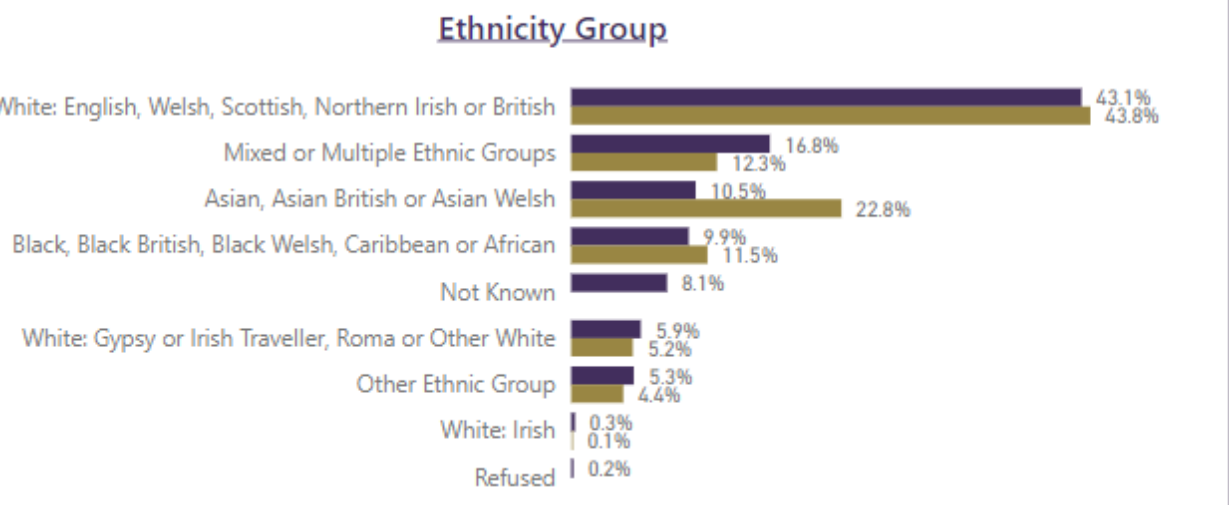
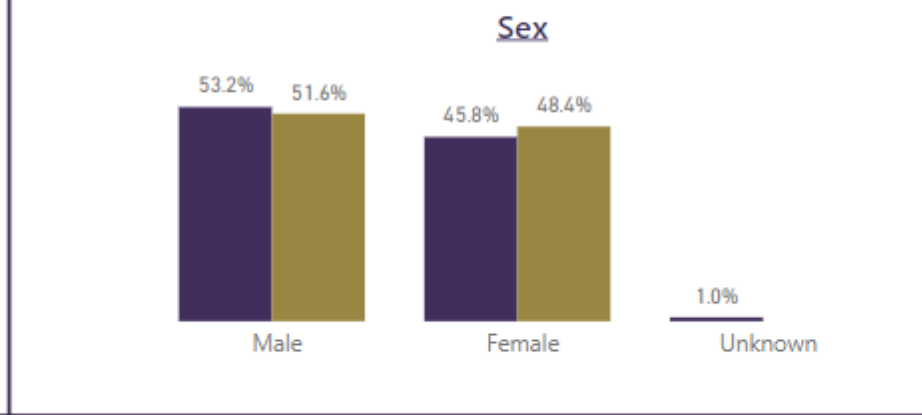
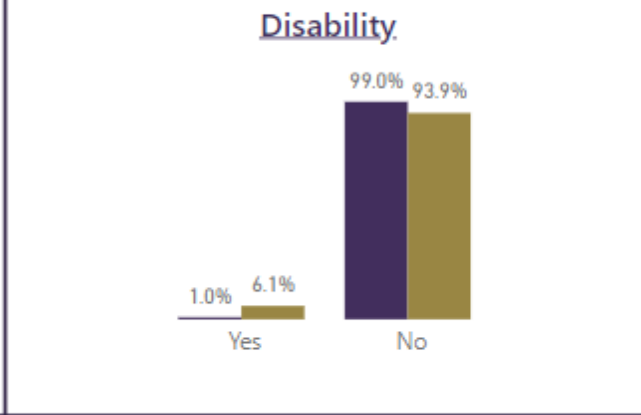
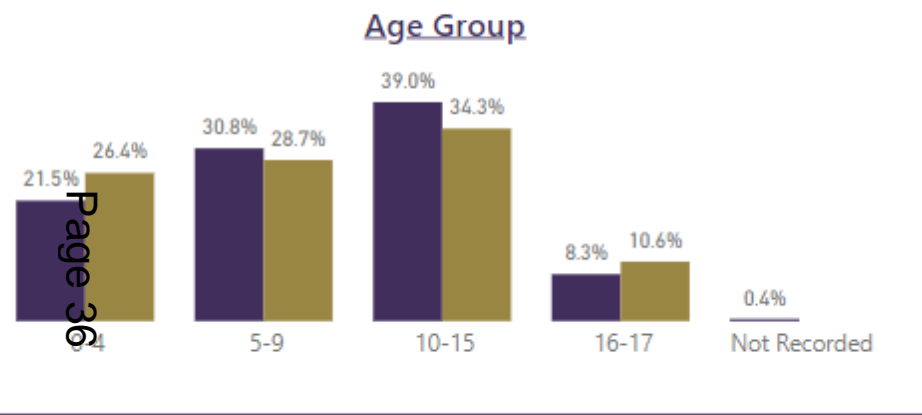
# Equality Diversity and Inclusion

Protected Characteristic	Performance
Age	<p>Data for individuals in the Early Intervention, CIN and CAYPIC cohorts shows an underrepresentation of children in the younger age groups (0-9) with an overrepresentation in young people aged 10-17, whereas the opposite is true for the CP cohort with an 8.9% increase in those aged below 5. There is also an overrepresentation of the younger age groups in the Adoption pipeline cohort, with no individuals in the pipeline aged between 10 and 17.</p>
Disability	<p>Individuals open to Early Intervention or in the adoption pipeline show an underrepresentation of children with a disability, however, there is an increased proportion of individuals with a disability in the CIN and CaYPIC cohorts, the proportion of young people on a CP plan with a disability remains consistent with the 0-17 Wolverhampton population and disability information is not available for first time entrants to the youth justice system.</p>
Sex	<p>There is an overrepresentation of males in all of the cohorts, some cohorts such as Early Intervention, CIN and CP remain largely consistent with the census data, however, the Adoption cohort has 8.8% more male representation than the census population and 78.9% of first time entrants to the youth justice system in the last 6 months were male.</p>
Ethnicity	<p>There is an underrepresentation of children and young people from an Asian or Asian British background in all of the cohorts with no young people of this ethnicity group in the adoption pipeline. The percentage of individuals with unknown ethnicity has increased in the Early Intervention, CIN, CP and CAYPIC cohorts. Ethnicity is known for all individuals in the adoption pipeline and first time entrants cohorts.</p>
Religion	<p>There has been an increase in the percentage of individuals where their religion is not recorded for Early Intervention, CIN, CP, CAYPIC and adoption pipeline cohorts, however religion coverage for first time entrants to the youth justice system has improved significantly with the percentage not recorded reducing from 82.4% in Q2 to 57.9% at the end of Q4 2022/23.</p>

EDI KPI Measure	Early Intervention cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p><b>Performance:</b></p> <p>The largest underrepresentation of an age group for the Early Intervention cohort is seen in 0-4 year olds with 4.9% less than the percentage for the Wolverhampton 0-17 population, whilst there is an overrepresentation of 10-15 year olds by 4.7%.</p> <p>There remains an under representation (5.1%) of children and young people with a disability and an underrepresentation of females by 2.6%.</p> <p>The largest disproportionality for ethnicity is seen in the Asian or Asian British ethnicity group, 12.3% less than the percentage seen across the Wolverhampton 0-17 population. There has been a 0.8% increase in the percentage of the Early Intervention cohort where the ethnicity it not known.</p> <p>There has been a significant increase (11.5%) in the percentage of individuals for whom religion is not recorded and most religions show an underrepresentation when compared to the census data, Christian seeing the largest underrepresentation with 22% less.</p> <p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>Continuing drive to enhance recording of protected characteristics</li> <li>To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered</li> </ul>	Age	0-4	26.5%	21.5%	-5.0%	26.4%	
		5-9	29.0%	30.8%	+1.8%	28.7%	
		10-15	36.0%	39.0%	+3.0%	34.3%	
		16-17	7.5%	8.3%	+0.8%	10.6%	
		18+	-	-	-	-	
		Not Recorded	1.0%	0.4%	-0.6%	-	
		Disability	Yes	1.1%	1.0%	-0.1%	6.1%
	No	98.9%	99.0%	+0.1%	93.9%		
	Sex	Male	51.4%	53.2%	+1.8%	51.6%	
		Female	46.9%	45.8%	-1.1%	48.4%	
		Unknown	1.7%	1.0%	-0.7%	-	
		Indeterminate	-	-	-	-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British			43.1%		43.8%
		White: Gypsy, Irish Traveller, Roma or Other	52.1%		5.9%	-2.8%	5.2%
		White: Irish			0.3%		0.1%
		Mixed or Multiple Ethnic Groups	15.1%		16.8%	+1.7%	12.3%
		Asian or Asian British	10.9%		10.5%	-0.4%	22.8%
		Black, Black British, Caribbean or African	10.5%		9.9%	-0.6%	11.5%
		Other	3.8%		5.3%	+1.5%	4.4%
		Not known	7.3%		8.1%	+0.8%	-
		Refused	0.4%		0.2%	-0.2%	-
	Religion	Christian	13.5%		11.1%	-2.4%	33.1%
		Buddhist	-		-	-	0.1%
		Hindu	1.6%		0.7%	-0.9%	3.5%
		Jewish	-		0.1%	+0.1%	-
		Muslim	4.4%		2.9%	-1.5%	8.9%
		Sikh	3.3%		3.8%	+0.5%	12.6%
Church of England		0.5%		0.5%	0.0%	-	
Roman Catholic		0.3%		0.5%	+0.2%	-	
Other		1.8%		7.2%	+5.4%	0.9%	
No Religion		39.3%		26.5%	-12.8%	34.8%	
Not Recorded	35.2%		46.7%	+11.5%	5.8%		

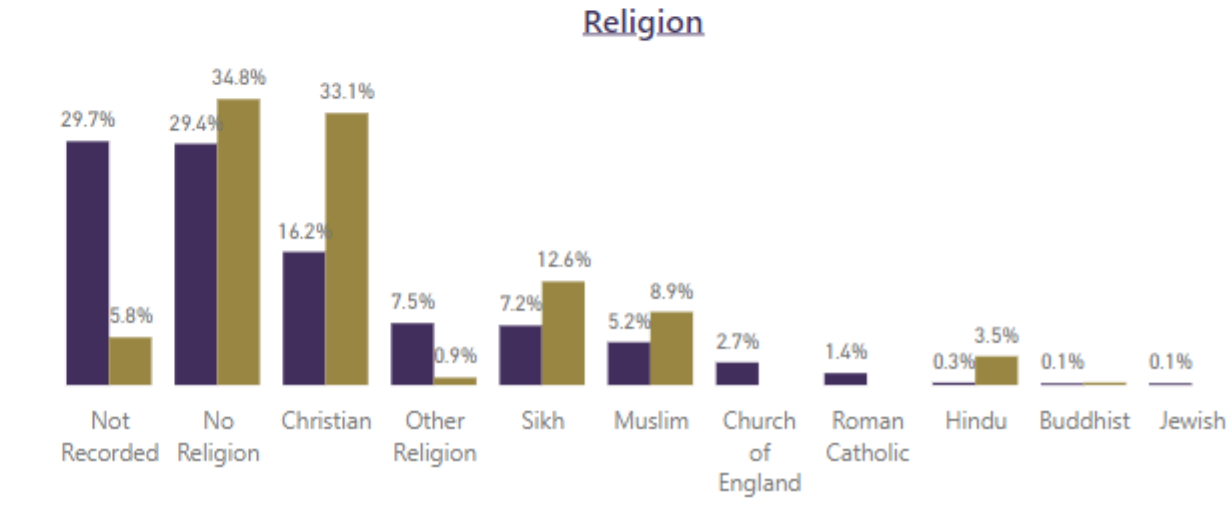
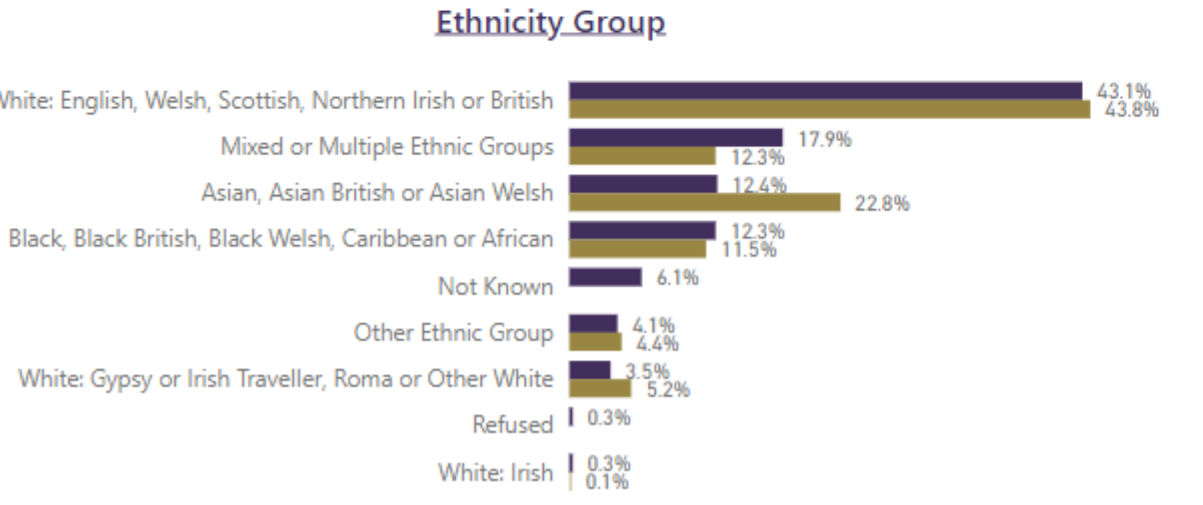
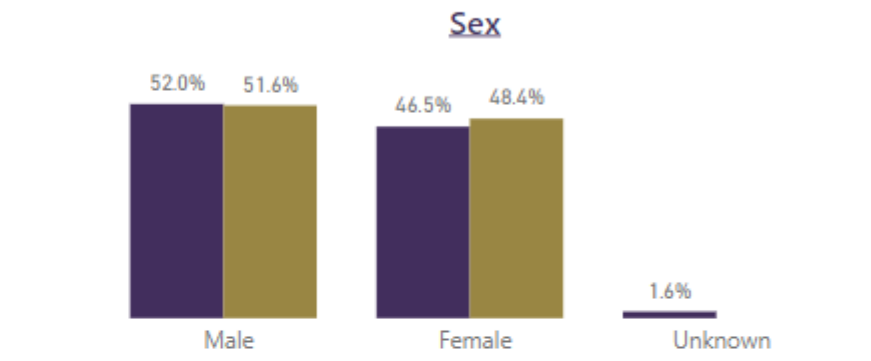
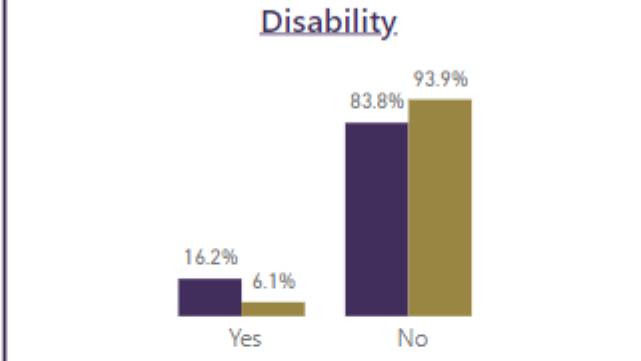
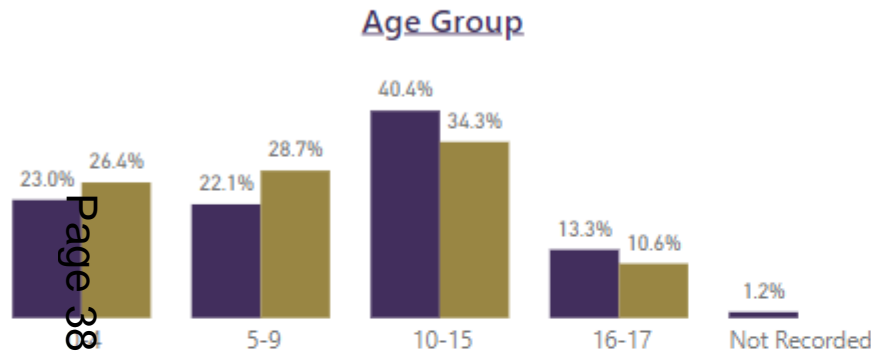
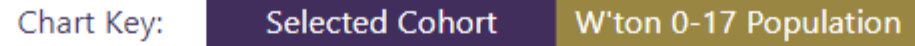


Chart Key: Selected Cohort W'ton 0-17 Population





EDI KPI Measure	CIN cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
		<p><b>Performance:</b> The largest overrepresentation of an age group for the CIN cohort is seen in 10-15 year olds with 6.1% more than the 0-17 Wolverhampton population, whilst there is an underrepresentation of 5-9 year olds by 6.6%.</p> <p>There is an overrepresentation of children and young people with a disability (+10.1%) while the representation of males and females in the cohort remains largely consistent with the wider population.</p> <p>The largest disproportionality for ethnicity is seen in the Asian or Asian British ethnicity group, 10.4% less than the percentage seen across the Wolverhampton 0-17 population. Cases where ethnicity is not known has risen by 1.1%, although this is not as significant as the increase reported at the end of Q2 (+4.5%).</p> <p>There is a large overrepresentation of individuals in the CIN cohort with no recorded religion when compared to the Wolverhampton 0-17 population (+23.9%). Similar to the Early Intervention cohort, the Christian group is the most</p>	Age	0-4		23.3%	23%
5-9				22.0%	22.1%	+0.1%	28.7%
10-15				40.4%	40.4%	0.0%	34.3%
16-17				11.6%	13.3%	+1.7%	10.6%
18+				-	-	-	-
Not Recorded				2.7%	1.2%	-1.5%	-
Disability	Yes				15.2%	16.2%	+1.0%
No			84.8%	83.8%	-1.0%	93.9%	
Sex	Male			53.9%	52%	-1.9%	51.6%
	Female			42.5%	46.5%	+4.0%	48.4%
	Unknown		3.6%	1.6%	-2.0%	-	
	Indeterminate		-	-	-	-	
Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British				43.1%	-1.6%	43.8%
	White: Gypsy, Irish Traveller, Roma or Other		48.5%		3.5%		5.2%
	White: Irish				0.3%		0.1%
	Mixed or Multiple Ethnic Groups		17.3%	17.9%	+0.6%	12.3%	
	Asian or Asian British		11.6%	12.4%	+0.8%	22.8%	
	Black, Black British, Caribbean or African		12.7%	12.3%	-0.4%	11.5%	
	Other		4.9%	4.1%	-0.8%	4.4%	
	Not known		5.0%	6.1%	+1.1%	-	
	Refused		-	0.3%	+0.3%	-	
	Religion	Christian		20.1%	16.2%	-3.9%	33.1%
Buddhist			+/- 0%	0.1%	+0.1%	0.1%	
Hindu			2.0%	0.3%	-1.7%	3.5%	
Jewish			0.1%	0.1%	0.0%	-	
Muslim			4.4%	5.2%	+0.8%	8.9%	
Sikh			4.4%	7.2%	+2.8%	12.6%	
Church of England			2.4%	2.7%	+0.3%	-	
Roman Catholic			0.7%	1.4%	+0.7%	-	
Other			3.3%	7.5%	+4.2%	0.9%	
No Religion			43.6%	29.4%	-14.2%	34.8%	
Not Recorded		18.8%	29.7%	+10.9%	5.8%		
<p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>Continuing drive to enhance recording of protected characteristics</li> <li>To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered</li> <li>Ensure the short break offer is sufficient to meets the needs of disabled young people and SEND across the city</li> <li>To develop the 'best start to life' offer through the Family Hubs in order to ensure children receive support at the earliest opportunity</li> </ul>							

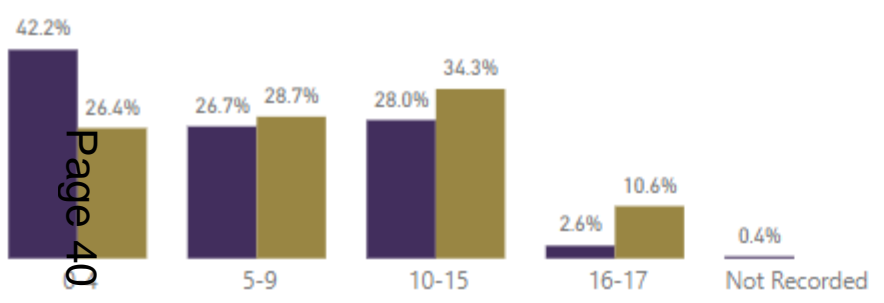


EDI KPI Measure	CP cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021	
<p><b>Performance:</b> The CP cohort data shows an overrepresentation of 15.8% for children in the youngest age group (0-4) with an underrepresentation in young people aged 10-17.</p> <p>The percentage of young people with a disability is slightly lower than in the general population (-0.9%).</p> <p>The data shows a 1.6% increase in the percentage of males in the CP cohort, however, it should be noted that there has been a 2.6% reduction for those where the sex is unknown.</p> <p>Comparison of the ethnicity groups shows the greatest disproportionality is seen with the underrepresentation of individuals from an Asian ethnic background, 14.6% less than the census population data for young people within Wolverhampton. There has been an increase of 3.8% in young people whose ethnicity group is unknown, a larger increase than the change seen in the previous 6 months.</p> <p>Within the religion groups: there has been a significant decrease (-22.8%) in the percentage of young people recorded as having no religion, however, there has been a significant increase in young people where religion is not recorded (+21%).</p> <p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>Continuing drive to enhance recording of protected characteristics</li> <li>To develop the child protection system to be able to respond to risk outside the home</li> <li>To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered</li> </ul>	<b>Age</b>	0-4		33.3%	42.2%	+8.9%	26.4%	
		5-9		31.8%	26.7%	-5.1%	28.7%	
		10-15		26.7%	28%	+1.3%	34.3%	
		16-17		4.7%	2.6%	-2.1%	10.6%	
		18+		-	-	-	-	
		Not Recorded		3.5%	0.4%	-3.1%	-	
		Disability	Yes		3.9%	5.2%	+1.3%	6.1%
	No		96.1%	94.8%	-1.3%	93.9%		
	<b>Sex</b>	Male		51.8%	53.4%	+1.6%	51.6%	
		Female		43.5%	44.8%	+1.3%	48.4%	
		Unknown		4.3%	1.7%	-2.6%	-	
		Indeterminate		0.4%	-	-0.4%	-	
	<b>Ethnicity Group</b>	White: English, Welsh, Scottish, Northern Irish, British				60.8%		43.8%
		White: Gypsy, Irish Traveller, Roma or Other		69.4%		1.7%	-6.9%	5.2%
		White: Irish				-		0.1%
		Mixed or Multiple Ethnic Groups		17.3%		11.2%	-6.1%	12.3%
		Asian or Asian British		3.5%		8.2%	+4.7%	22.8%
		Black, Black British, Caribbean or African		3.5%		8.2%	+4.7%	11.5%
		Other		2.7%		2.2%	-0.5%	4.4%
		Not known		3.5%		7.3%	+3.8%	-
Refused			-		0.4%	+0.4%	-	
<b>Religion</b>	Christian		12.9%		7.8%	-5.1%	33.1%	
	Buddhist		-		-	-	0.1%	
	Hindu		-		1.3%	+1.3%	3.5%	
	Jewish		-		-	-	-	
	Muslim		2.0%		1.7%	-0.3%	8.9%	
	Sikh		2.0%		2.2%	+0.2%	12.6%	
	Church of England		0.4%		0.4%	0.0%	-	
	Roman Catholic		0.8%		-	-0.8%	-	
	Other		3.5%		9.9%	+6.4%	0.9%	
	No Religion		62.0%		39.2%	-22.8%	34.8%	
Not Recorded		16.5%		37.5%	+21.0%	5.8%		

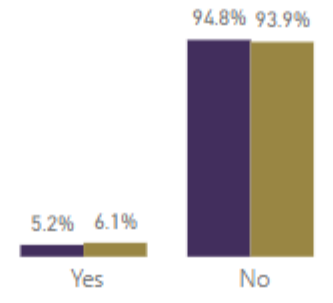


Chart Key: Selected Cohort (dark blue), W'ton 0-17 Population (olive green)

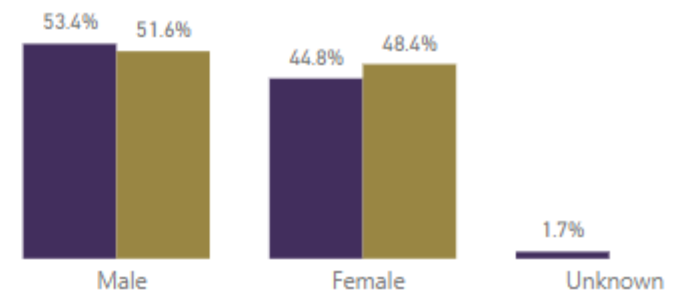
Age Group



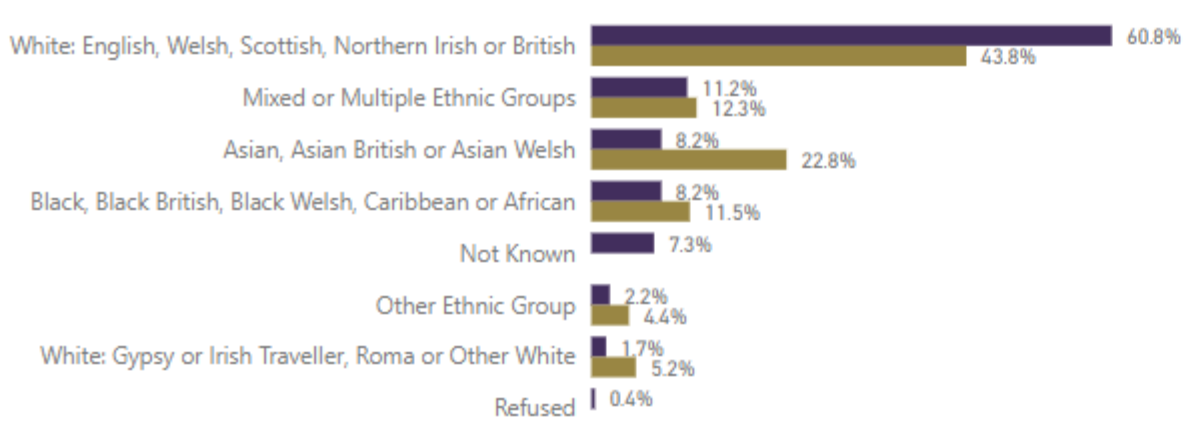
Disability



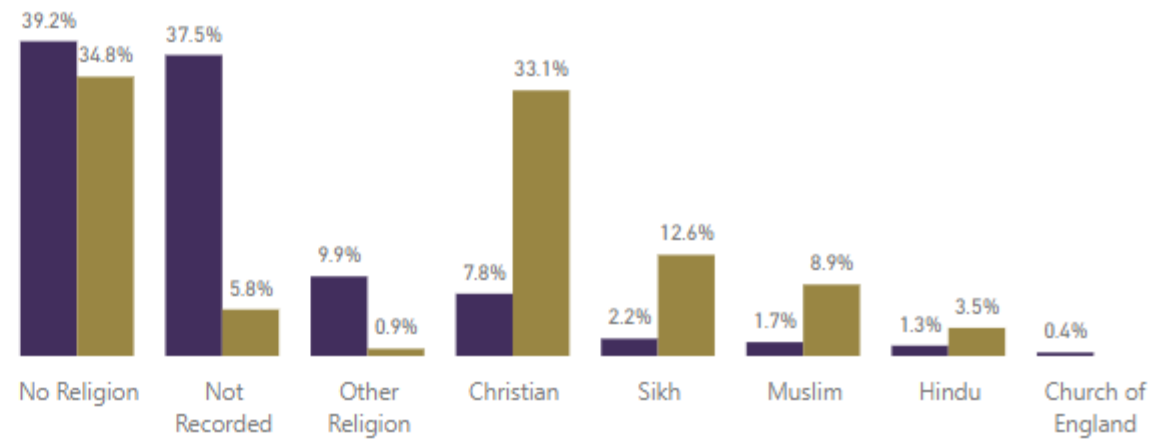
Sex



Ethnicity Group



Religion

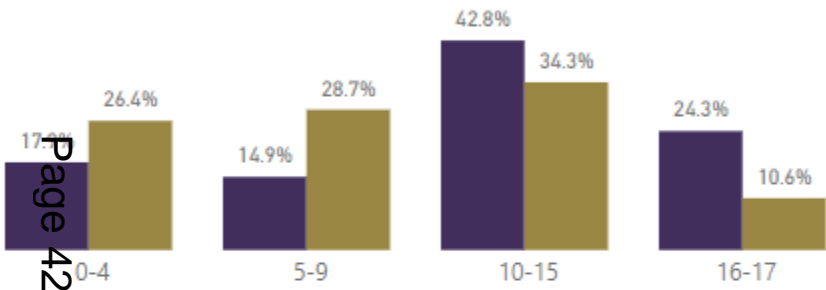


EDI KPI Measure	CaYPIC cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p><b>Performance:</b></p> <p>The CaYPIC Cohort data continues to show an underrepresentation of children in the younger age groups (0-9) with an overrepresentation in young people aged 10-17. The data shows an overrepresentation of young people with a disability, 4.7% more than the percentage for the Wolverhampton 0-17 population. There is an overrepresentation of males in the CaYPIC cohort, a difference of +7.4% to the Census population data. This is an increase of 0.5% from the end of Q2 2022/23. Similar to the EI, CIN &amp; CP cohorts, individuals from an Asian or Asian British background are significantly underrepresented in comparison to the wider population for this age group and there has been an increase of 3.2% of those whose ethnicity is unknown. There is a significant underrepresentation of young people who are Christian, 20.4% less than the Wolverhampton 0-17 population. There has been a significant reduction in the percentage of young people with no religion, now aligning with the percentage in the census data, however, there is a large proportion of individuals in the cohort where religion is not recorded, this has increased by 14.9% in the 6 month period.</p> <p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>To take equalities motion to full council to recognise care leavers as a protected characteristic with the potential outcome of extending existing EDI offers to care leavers</li> <li>Continuing drive to enhance recording of protected characteristics</li> <li>To ensure that fostering sufficiency strategy is diverse and inclusive and able to meet the needs of children with disabilities</li> </ul>	Age	0-4	17.0%	17.9%	+0.9%	26.4%	
		5-9	14.8%	14.9%	+0.1%	28.7%	
		10-15	41.7%	42.8%	+1.1%	34.3%	
		16-17	26.5%	24.3%	-2.2%	10.6%	
		18+	-	-	-	-	
		Not Recorded	-	-	-	-	
		Disability	Yes	10.6%	10.8%	+0.2%	6.1%
	No	89.4%	89.2%	-0.2%	93.9%		
	Sex	Male	58.5%	59.0%	+0.5%	51.6%	
		Female	41.5%	41.0%	-0.5%	48.4%	
		Unknown	-	-	-	-	
		Indeterminate	-	-	-	-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British		56.2%			43.8%
		White: Gypsy, Irish Traveller, Roma or Other	61.7%	1.2%	-3.9%	5.2%	
		White: Irish		0.4%		0.1%	
		Mixed or Multiple Ethnic Groups	17.6%	15.9%	-1.7%	12.3%	
		Asian or Asian British	4.6%	4.8%	+0.2%	22.8%	
		Black, Black British, Caribbean or African	9.6%	10.2%	+0.6%	11.5%	
		Other	6.4%	7.6%	+1.2%	4.4%	
		Not known	-	3.2%	+3.2%	-	
		Refused	-	0.6%	+0.6%	-	
	Religion	Christian	15.6%	12.7%	-2.9%	33.1%	
		Buddhist	-	-	-	0.1%	
		Hindu	-	-	-	3.5%	
		Jewish	-	-	-	-	
		Muslim	6.4%	8.4%	+2.0%	8.9%	
		Sikh	1.2%	1.4%	+0.2%	12.6%	
Church of England		7%	6.2%	-0.8%	-		
Roman Catholic		2.0%	1.8%	-0.2%	-		
Other		7.2%	15.3%	+8.1%	0.9%		
No Religion		57.7%	36.5%	-21.2%	34.8%		
Not Recorded	2.8%	17.7%	+14.9%	5.8%			

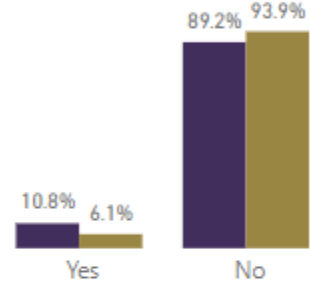


Chart Key: Selected Cohort (dark blue), W'ton 0-17 Population (olive green)

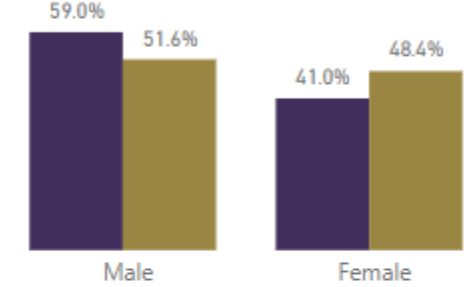
**Age Group**



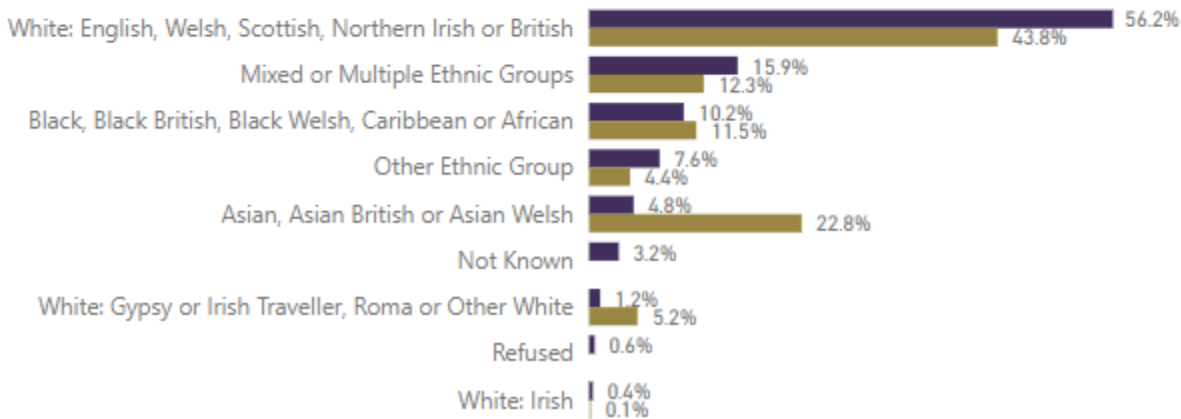
**Disability**



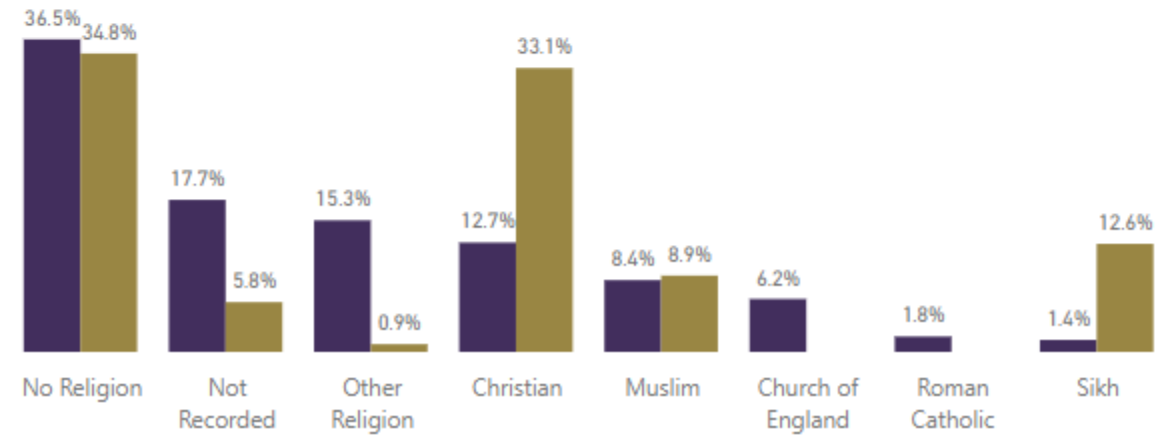
**Sex**



**Ethnicity Group**

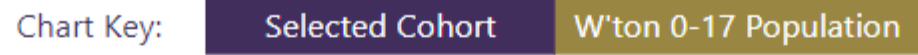


**Religion**



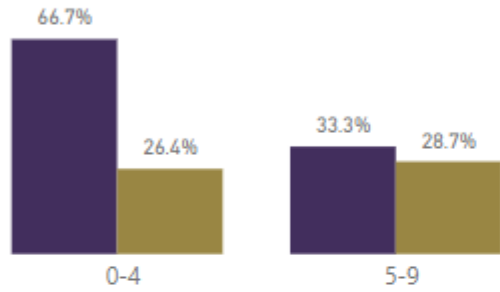


EDI KPI Measure	Adoption pipeline cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p><b>Performance:</b></p> <p>The adoption pipeline data shows a significant over-representation of children in the younger age groups (0-9) with no representation of those aged 10-17. Both snapshots show an under representation of children with a disability.</p> <p>There is a higher proportion of males than females in the Adoption pipeline cohort at the end of Q4, this is 8.8% larger than the representation of males seen in the census data, however, the percentage of males has reduced by 2.6% from the end of Q2.</p> <p>There has not been significant changes in the representation of ethnicity groups in the 6 months to the end of Q4. The second largest ethnic group in the W'ton 0-17 population is Asian or Asian British, however, there continues to be no representation of young people from an Asian background in the adoption pipeline. There is a notable overrepresentation (+127%) of children from mixed ethnicity groups.</p> <p>The religion breakdown shows that there is a large underrepresentation of children with Christianity as their recorded religion (-31%). The data shows a 28.3% reduction in the proportion of individuals with no religion, however, there has been an 22.7% increase in the percentage of young people who do not have religion information recorded.</p> <p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>Monitoring and improvements to the recruitment strategy for adopters to ensure that prospective adopters can meet the needs of young people</li> <li>Whilst there are very few Asian children available for adoption from CWC, there are mixed heritage children and some Asian children from across the partnership and nationally. Asian adopters are to be given early access to Linkmaker so the time they wait for a match is reduced.</li> <li>Asian adopters enquiring about adoption will be given local and national data on the availability of Asian children for adoption. This data will be used to support Asian adopters to think more broadly about their matching criteria, for example willingness to consider mixed heritage children to reduce their waiting time</li> </ul>	<p><b>Age</b></p> <p>0-4</p> <p>5-9</p> <p>10-15</p> <p>16-17</p> <p>18+</p> <p>Not Recorded</p> <p><b>Disability</b></p> <p>Yes</p> <p>No</p> <p><b>Sex</b></p> <p>Male</p> <p>Female</p> <p>Unknown</p> <p>Indeterminate</p> <p><b>Ethnicity Group</b></p> <p>White: English, Welsh, Scottish, Northern Irish, British</p> <p>White: Gypsy, Irish Traveller, Roma or Other</p> <p>Mixed or Multiple Ethnic Groups</p> <p>Asian or Asian British</p> <p>Black, Black British, Caribbean or African</p> <p>Other</p> <p>Not known</p> <p>Refused</p> <p><b>Religion</b></p> <p>Christian</p> <p>Buddhist</p> <p>Hindu</p> <p>Jewish</p> <p>Muslim</p> <p>Sikh</p> <p>Church of England</p> <p>Roman Catholic</p> <p>Other</p> <p>No Religion</p> <p>Not Recorded</p>	58.7%	66.7%	+8%	26.4%		
		39.1%	33.3%	-5.8%	28.7%		
		2.2%	-	-2.2%	34.3%		
		-	-	-	10.6%		
		-	-	-	-		
		-	-	-	-		
		2.2%	2.1%	-0.1%	6.1%		
		97.8%	97.9%	+0.1%	93.9%		
		63.0%	60.4%	-2.6%	51.6%		
		37.0%	39.6%	+2.6%	48.4%		
		-	-	-	-		
		-	-	-	-		
		71.7%	68.8%	-2.9%	43.8%		
		-	2.1%	+2.1%	5.2%		
		26.1%	25%	-1.1%	12.3%		
		-	-	-	22.8%		
		2.2%	4.2%	+2%	11.5%		
		-	-	-	4.4%		
		-	-	-	-		
		-	-	-	-		
13.0%	2.1%	-10.9%	33.1%				
-	-	-	0.1%				
-	-	-	3.5%				
-	-	-	-				
2.2%	6.3%	+4.1%	8.9%				
-	-	-	12.6%				
-	-	-	-				
-	-	-	-				
-	12.5%	+12.5%	0.9%				
78.3%	50%	-28.3%	34.8%				
6.5%	29.2%	+22.7%	5.8%				

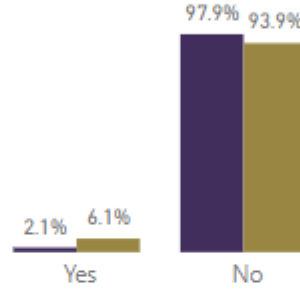


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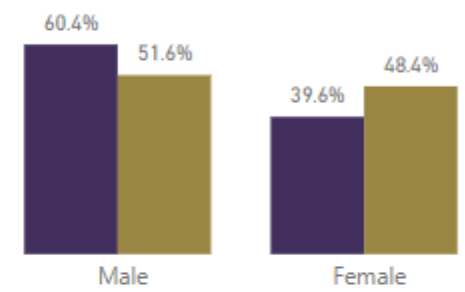
Age Group



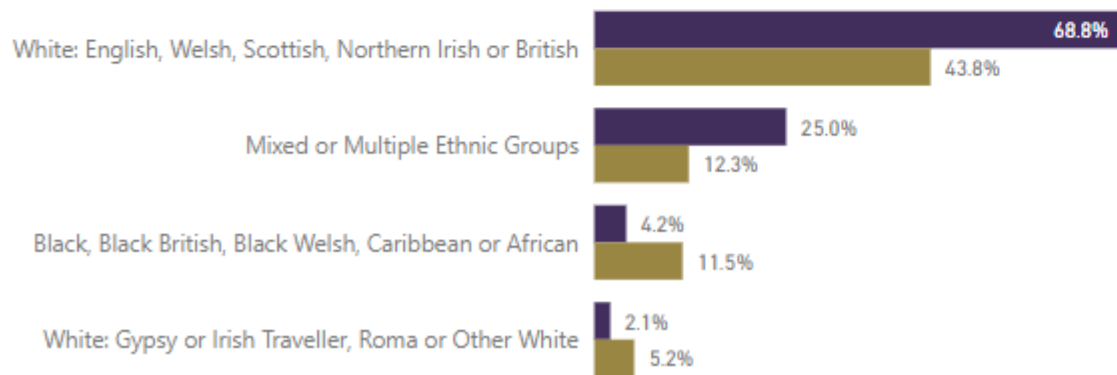
Disability



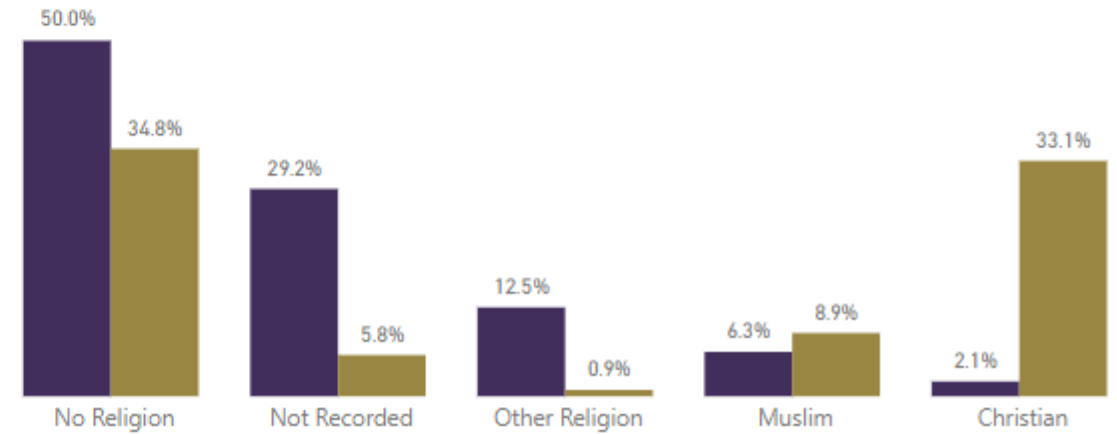
Sex



Ethnicity Group



Religion



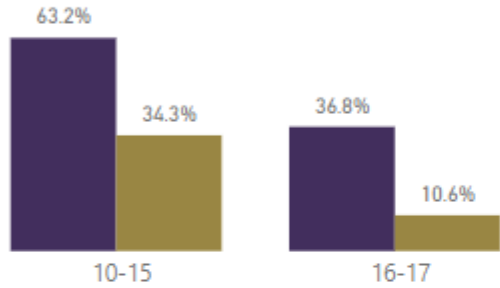


EDI KPI Measure	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021	
<p><b>Performance:</b></p> <p>78.9% of the 19 first time entrants to the youth justice system, in the previous 6 months at the end of 2022-23 Q4, were male, this is a 9.3% reduction from the percentage seen in the previous 6 months. The percentages reported at the end of Q2 showed the majority of young people to be in the 10-15 age group, and this group has increased by 10.3% at the end of Q4. The greatest disproportionality seen in the ethnicity breakdown was the proportion of first time entrants from a mixed or multiple ethnic background, 24.5% greater than the Wolverhampton 0-17 population. The majority (both with 36.8%) of individuals were from white and mixed or multiple ethnic groups. The most underrepresented ethnicity group was Asian and Asian British with 17.5% less than the census population data. Religion was not recorded for 57.9% of first time entrants, a reduction of 24.5% from the previous snapshot, but still overrepresented by 52.1%. The most underrepresented religion group was Agnostic with 24.3% less than the census population.</p> <p><b>Agreed Next Steps/Actions to Date:</b></p> <ul style="list-style-type: none"> <li>YOT back on track project to support 80 young people at risk of exclusion or entering criminal justice system (specifically targeting black and mixed heritage young people, boys in years 7, 8 and 9 and those who also have SEND)</li> <li>Developing a targeted girls group to enhance the understanding of issues contributing to the increase in female young people receiving a YOT outcome</li> </ul>	First time entrants to the youth justice system in the previous 6 months - protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Age	0-4	-	-	-	26.4%
		5-9	-	-	-	28.7%	
		10-15	52.9%	63.2%	+10.3%	34.3%	
		16-17	47.1%	36.8%	-10.3%	10.6%	
		18+	-	-	-	-	
		Not Recorded	-	-	-	-	
		Disability	Yes	-	-	-	6.1%
	No	-	-	-	93.9%		
	Sex	Male	88.2%	78.9%	-9.3%	51.6%	
	Female	11.8%	21.1%	+9.3%	48.4%		
	Unknown	-	-	-	-		
	Indeterminate	-	-	-	-		
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British	23.5%	36.8%	+13.3%	43.8%	
		Mixed or Multiple Ethnic Groups	35.3%	36.8%	+1.5%	12.3%	
		Asian or Asian British	5.9%	5.3%	-0.6%	22.8%	
		Black, Black British, Caribbean or African	29.4%	21.1%	-8.3%	11.5%	
		Other	-	-	-	4.4%	
		Not known	5.9%	-	-5.9%	-	
	Religion	Refused	-	-	-	-	
		Christian	5.9%	15.8%	+9.9%	33.1%	
Buddhist		-	-	-	0.1%		
Hindu		-	-	-	3.5%		
Jewish		-	-	-	-		
Muslim		-	5.3%	+5.3%	8.9%		
Sikh		-	-	-	12.6%		
Church of England		-	-	-	-		
Roman Catholic		-	5.3%	+5.3%	-		
Other		-	5.3%	+5.3%	0.9%		
Agnostic		11.8%	10.5%	-1.3%	34.8%		
Not Recorded		82.4%	57.9%	-24.5%	5.8%		



Chart Key: **Selected Cohort**    W'ton 0-17 Population

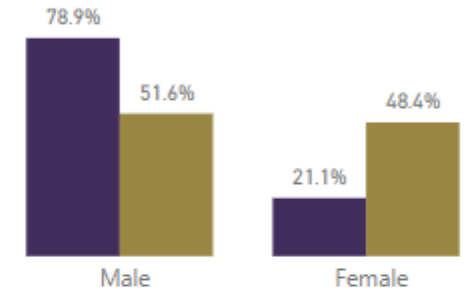
Age Group



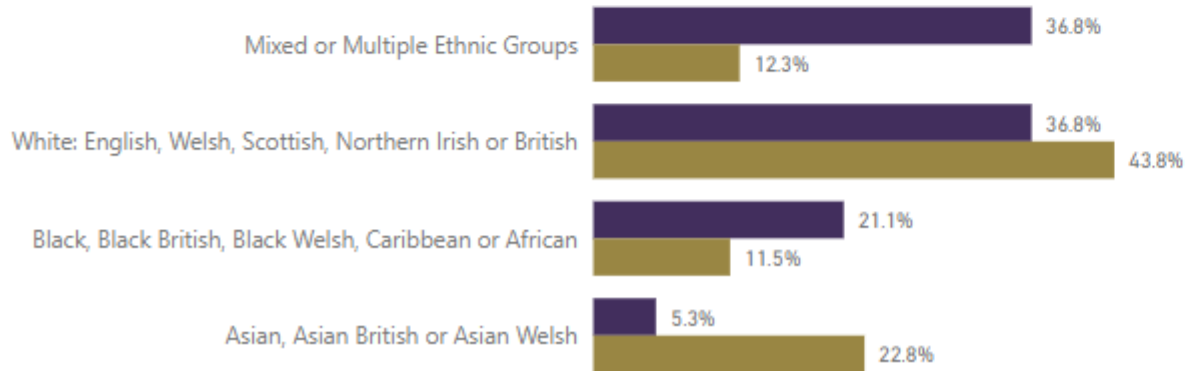
Disability

Data not currently available

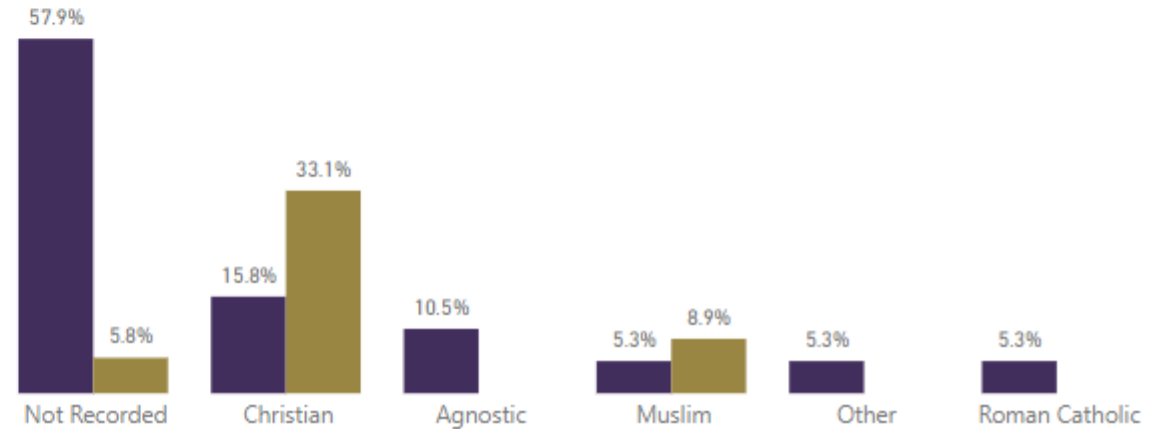
Sex



Ethnicity Group



Religion



# Priorities for next year

- Continue to improve the recording of all protected characteristics within all case management systems
- To develop and embed the work of the Family Hubs across the city with a focus on the 'best start to life' offer. This will ensure early years access to support and address the under-representation of the young age groups in the current EI and CIN cohorts
- As part of the Families First for Children pathfinder, develop a multi-agency child protection system that can respond to and protect teenagers subject to harm outside the home. This will respond to the under-representation of 10-17 year on child protection plans
- To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway; using partnerships boards across the city to ensure harder to reach groups are considered
- To take the equalities motion to full council to recognise care leavers as a protected characteristic with the potential outcome of extending existing EDI offer to care leavers
- To ensure that fostering sufficiency strategy is diverse and inclusive and able to meet the needs of children with disabilities
- Ensure the short break offer is sufficient to meets the needs of disabled young people and SEND across the city
- Whilst there are very few Asian children available for adoption from CWC, there are mixed heritage children and some Asian children from across the partnership and nationally. Asian adopters are to be given early access to Linkmaker so the time they wait for a match is reduced.
- Asian adopters enquiring about adoption will be given local and national data on the availability of Asian children for adoption. This data will be used to support Asian adopters to think more broadly about their matching criteria, for example willingness to consider mixed heritage children to reduce their waiting time
- To deliver the Back on Track project in YOT specifically targeting black and mixed heritage young people, boys in years 7, 8 and 9 and those who also have SEND where there is a risk of exclusion or involvement in the criminal justice system
- Develop a targeted girls group within the YOT to enhance the understanding of issues contributing to the increase in female young people receiving a YOT outcome

Protected Characteristic	Performance
Age	<p>Permanent exclusions (PEX) 22/23 cohort data shows a significant overrepresentation of 10-15 year olds against census data and an underrepresentation of 5-9 year olds. The highest proportion of young people with attendance below 95% is 5-9 year old at 39.5%; 4.2% higher than 21/22 academic year and over-represented compared to 0-17 city average by 10.8%. 0-4 is significantly under-represented but is expected due to the lower number of nursery schools sharing data.</p>
Page 48 SEN	<p>The highest proportion of PEX's have been SEN Support since 20/21 academic year with the percentage decreasing to 55.2% in 22/23 academic year. There has been an over-representation of SEN support PEX students compared to school census numbers. Those with an EHCP with attendance below 95% has remained consistent since 21/22 and are slightly overrepresented than the school census percentage. The KS4 attainment 8 cohort in 21/22 showed a slight over-representation in SEN support pupils by 3.5% compared to the spring school census.</p>
Sex	<p>Over the last two academic years the proportion of males that are permanently excluded has remained higher than females and significantly higher than the city 0-17 population. The proportion of male and females with attendance below 95% has remained relatively on par with census percentages. The 21/22 academic year revised KS4 characteristics show all KS4 students, disadvantaged and free school meals students are evenly proportionate to male to female.</p>
Ethnicity	<p>The highest proportion of permanent exclusions have been of a white ethnic background in 22/23 academic year; which is slightly below the census population. The highest proportion of young people with attendance below 95% are of White and Asian ethnic background. White ethnic group is under-represented compared to 0-17 city average and Asian ethnic group are over-represented. The latest KS4 ethnicity characteristic for 21/22 shows an under-representation compared to 18/19 published data of White ethnic group and over-representation of Asian ethnic group.</p>
Religion	<p>Within PEX cohort there has been a high proportion of students stating no religion or religion not stated. The highest proportion of young people with attendance below 95% have stated Christianity and no religion; the proportion of no religion records has decreased in 22/23 by 2.4%. Christianity is over-represented when comparing the 0-17 census population (attendance below 95%).</p>

EDI KPI Measure	Permanent Exclusions (One system) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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**Performance:**

Over the last two academic years the proportion of males that are permanently excluded (PEX) has remained higher than females and significantly higher than the city 0-17 population. The highest proportion of PEX's within the last three academic years have been between the age group 10-15 years. There has been an increase in PEX's for 16-17 in 22/23 academic year by 9.4%. The highest proportion of PEX's have been of a white ethnic background in 22/23 academic year; the percentage was 48.3% which is below the 0-17 population average of 49%. There has been a significant decrease in mixed ethnic group PEX's in 22/23 academic year to 17.2%. Mixed and Black ethnic groups are over-represented when comparing to census 2021 population. The highest proportion of PEX's have been SEN Support since 20/21 academic year with the percentage decreasing to 55.2% in 22/23 academic year. There has been an over-representation of SEN support and EHCP students compared to school census numbers. Over the last two academic years there has been a high proportion of students stating no religion or religion not stated.

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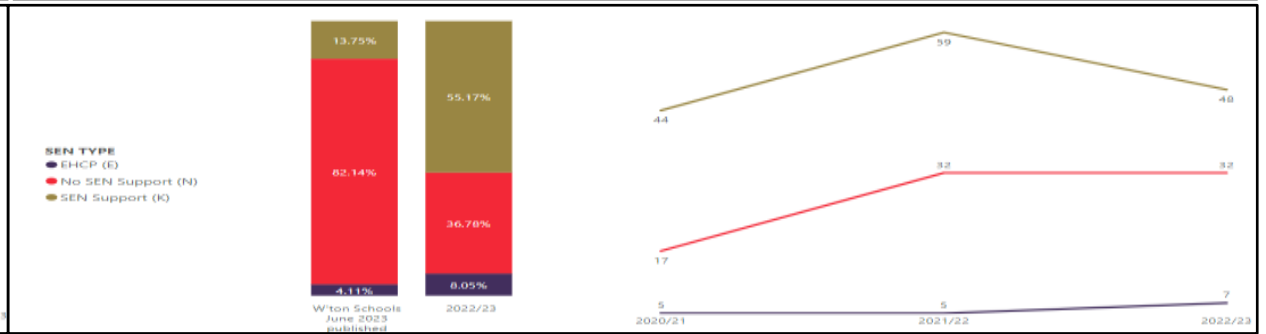
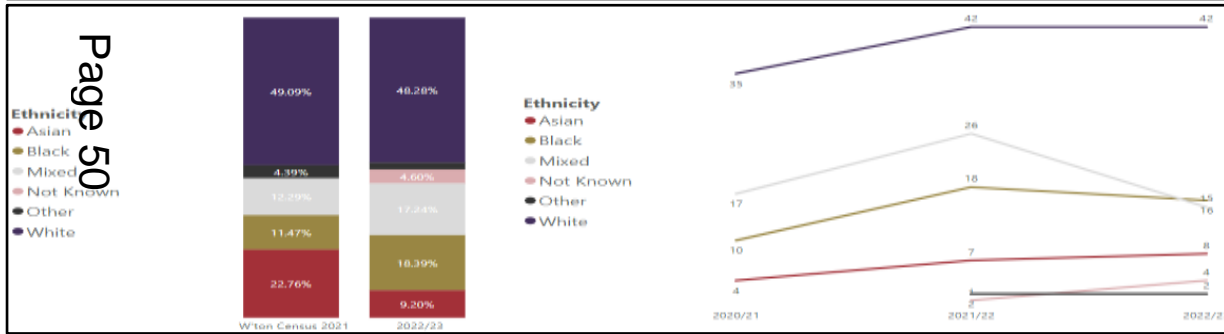
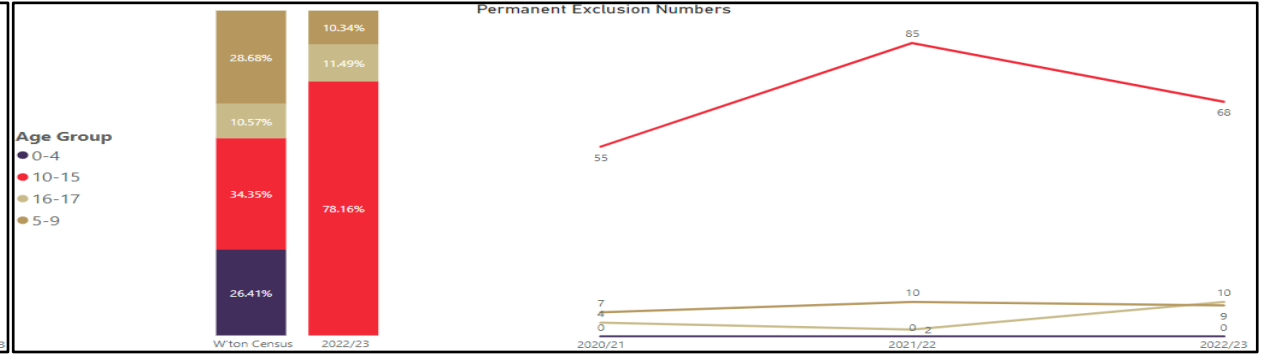
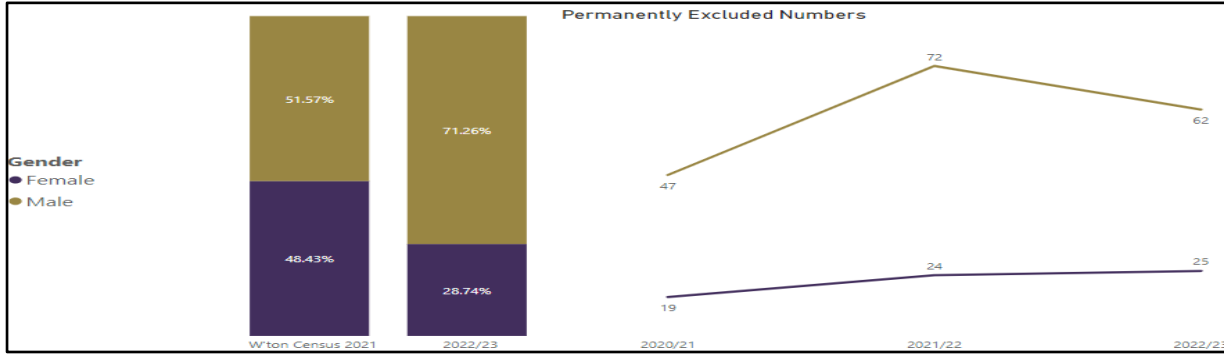
**Actions taken to date:**

Secondary Inclusion Framework Workshop held on 6th Feb 2023, with CEO's and School Leaders to address exclusions, focussing on overrepresented groups with SEND, Ethnic Groups etc  
 Recruitment of Senior Inclusion Officer (Seconded) who undertakes direct intervention with CYP at risk of being exploited / excluded.  
 Link with YOT back on track project.

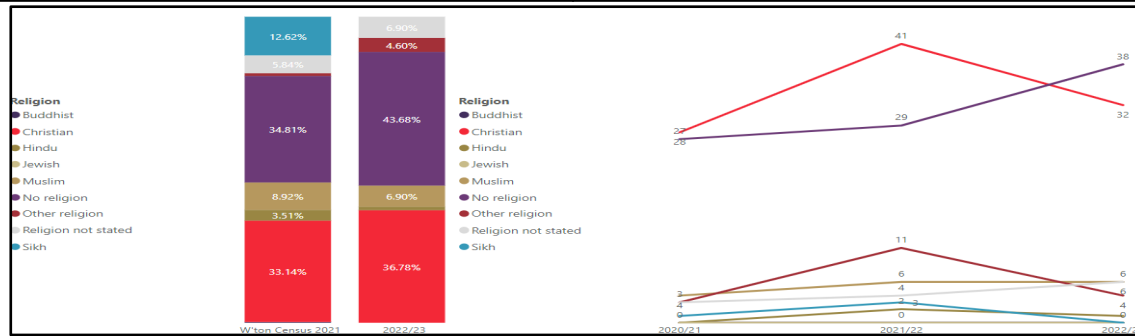
**Next steps:**

Follow up Inclusion Framework Workshop to be held on 31st March (6 weekly)  
 Project Support to be considered to achieve ambitions. This is being explored initially via Youth Futures and Mission 44. Grant funding to be further explored via Inclusion Framework Workshops.  
 Review and update the terms of reference for Inclusion Support & Alternative Provision Panel (ISAPP). Ensuring referrals for pupils with SEN are appropriate and robust with clear evidence of costed provisions maps and details of any reasonable adjustments (including how schools have utilised notional 6K funding).

Indicator	Group	2020-21 Academic year	Starting point 2021-22 Academic year	2022-23 Academic Year	Change (% point)	Census 2021 - population
Age	0-4	-	-	-	-	26.4%
	5-9	10.6%	10.3%	10.3%	-	28.7%
	10-15	83.3%	87.6%	78.2%	-9.4	34.3%
	16-17	6.1%	2.1%	11.5%	+9.4	10.6%
SEN	SEN Support	66.7%	60.8%	55.2%	-5.6	13.7%
	EHCP	7.6%	5.2%	8%	+2.8	4.1%
	No Support	25.7%	34%	36.8%	+2.8	82.2%
Gender	Male	71.2%	75.3%	71.3%	-4	51.6%
	Female	28.8%	24.7%	28.7%	+4	48.4%
Ethnicity Group	White	51.5%	42.3%	48.3%	+6	49%
	Mixed or Multiple Ethnic Groups	25.8%	28.8%	17.2%	-11.6	12.3%
	Asian or Asian British	6.1%	7.2%	9.2%	+2	22.8%
	Black, Black British, Caribbean or African	15.1%	17.5%	18.4%	+0.9	11.5%
	Other	-	2.1%	2.3%	+0.2	4.4%
	Not known	1.5%	2.1%	4.6%	+2.1	-
Religion	Christian	42.4%	41.2%	36.8%	-4.4	33.1%
	Buddhist	-	-	0.2%	+0.2	0.1%
	Hindu	-	3.1%	1.2%	-1.9	3.5%
	Jewish	-	-	-	-	0.0%
	Muslim	6.1%	6.2%	7%	+0.8	8.9%
	Sikh	1.5%	2.1%	0	-2.1	12.6%
	Other	4.6%	9.3%	4.6%	-4.7	0.9%
	No Religion	40.9%	34%	43.7%	+9.7	34.8%
Not Recorded	4.5%	4.1%	6.9%	+2.8	5.8%	



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EDI KPI Measure	Attendance below 95% cohort (One system) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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**Performance:**

At the end of 22/23 academic year, the proportion of male and females with attendance below 95% has remained relatively on par with census percentages. Males are under-represented by 0.8%.

At the end of 22/23 academic year, the highest proportion of young people with attendance below 95% is 5-9 year old at 39.5%; 4.2% higher than 21/22 academic year and over-represented compared to 0-17 city average by 10.8%.

At the end 22/23 academic year, the highest proportion of young people with attendance below 95% are of White and Asian ethnic background. White ethnic group is under-represented compared to 0-17 city average and Asian ethnic group are over-represented by 3.6%. At the end of 22/23 academic year the attendance below 95% cohort has remained relatively stable at 18.5% (K); 4.8% above the school census. Those with an EHCP are represented more than the census percentage.

At the end 22/23 academic year, the highest proportion of young people with attendance below 95% have stated Christianity as their religion at 30.3%; which is significantly under-represented by 2.8%. No religion/Not recorded % still remains high which could be down to the none recording within the One system.

**Actions taken to date:**

Over-representation of ethnic groups highlighted at the Inclusion Conference and via ConnectED Forum (Oct/Nov 22)

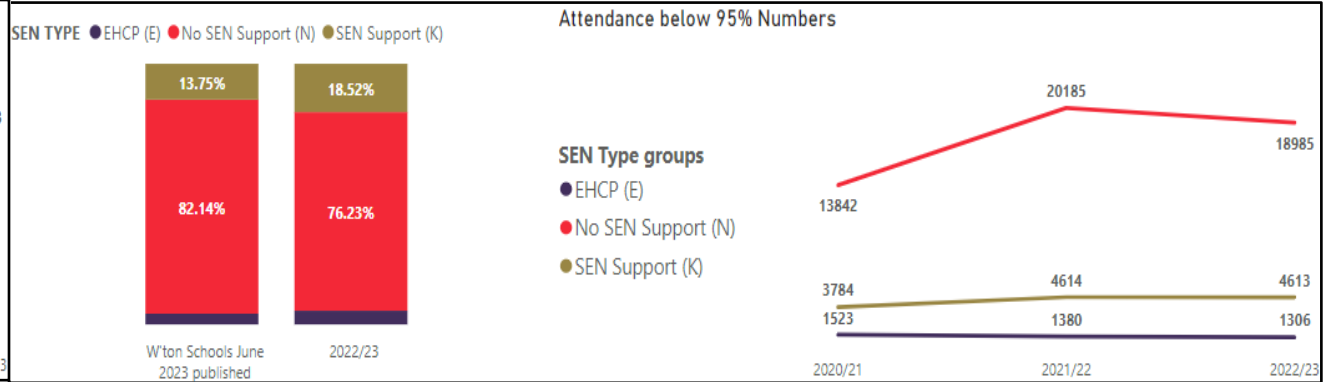
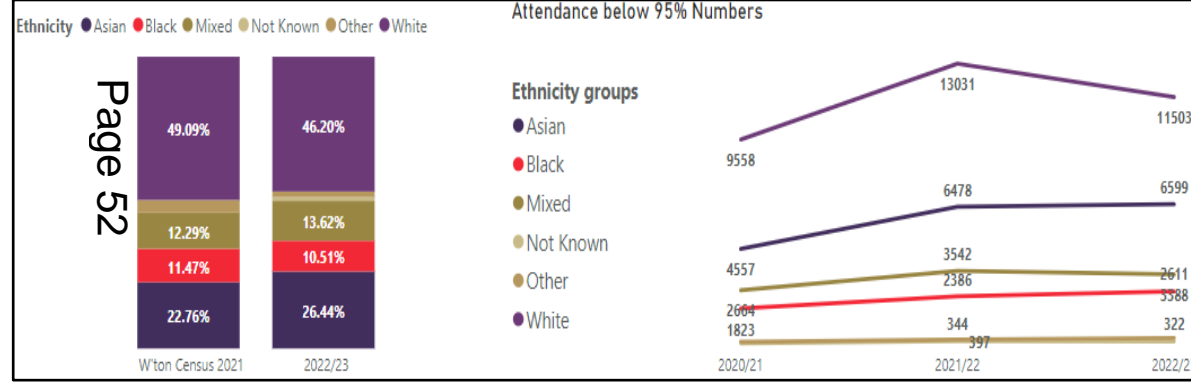
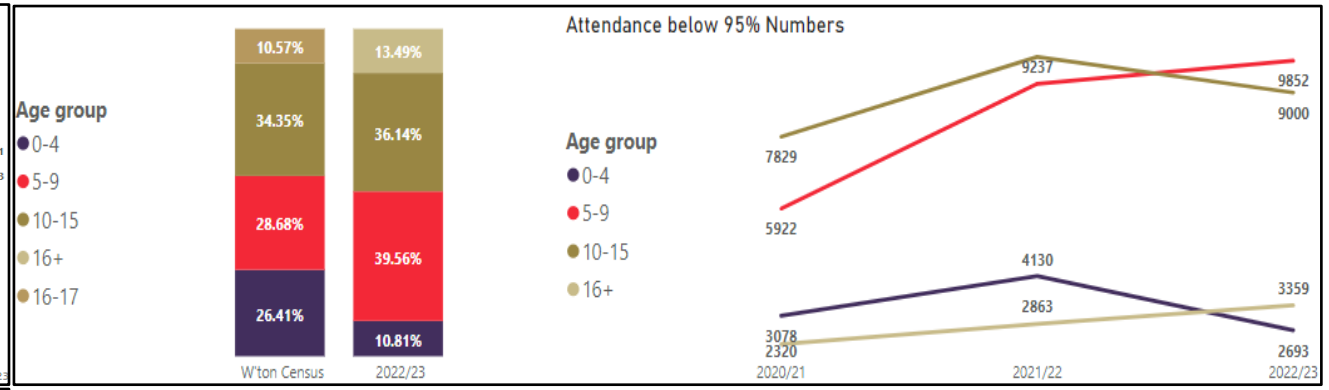
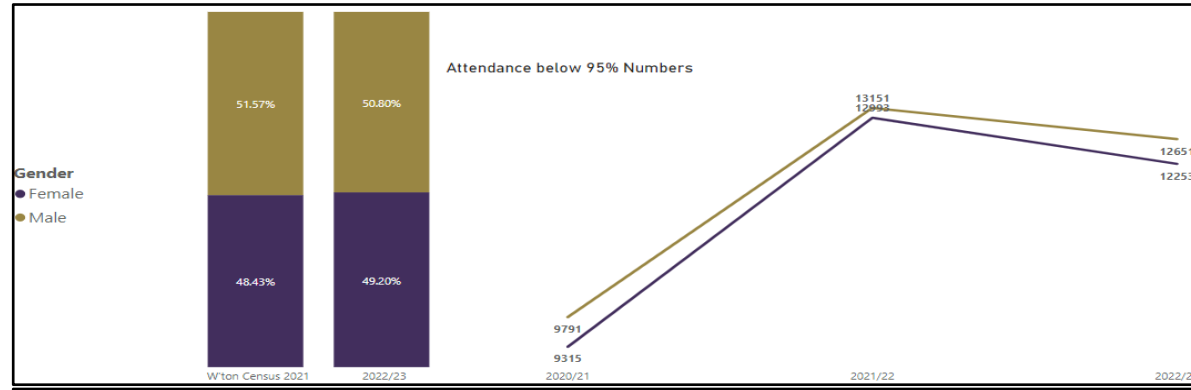
Consultations and scoping of opportunity for grant funding via Mission 44 & Youth Futures Foundations for bespoke projects to support, champion and empower young people from underserved groups to succeed through narrowing opportunity gaps in education, employment and wider society.

Shared Attendance Data dashboard via HT's bulletin from the Dfe, so they can undertake live analysis in comparison with their own cohort. Updated Attendance Traded Service offer published to schools for 2022/23. Launch of EBSNA pathway – training delivered to schools.

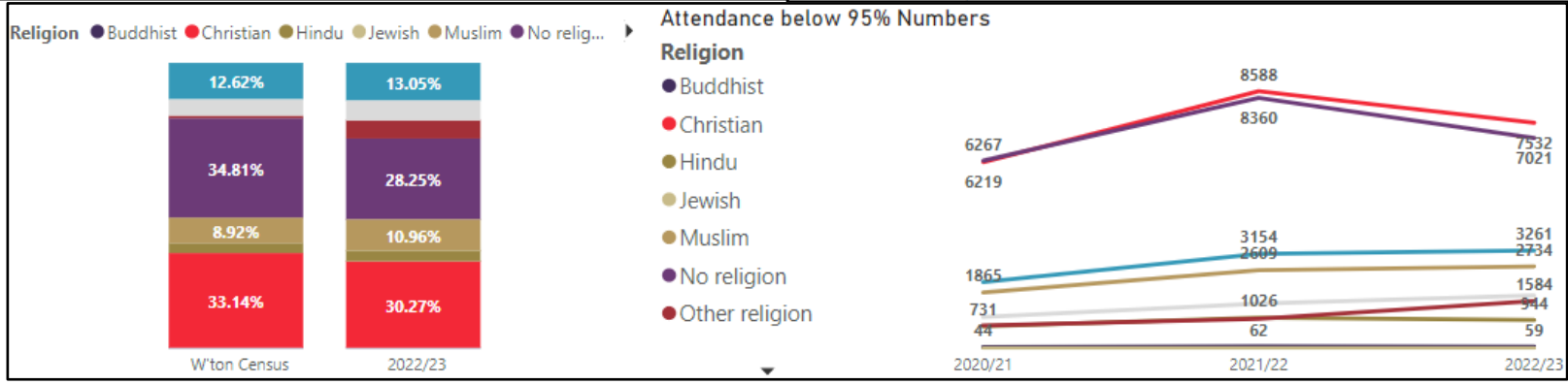
**Next steps:**

Attendance Team to RAG rate schools with highest levels of absence and offer/arrange termly meetings with identified red schools, review actions to date and offering advice, guidance and support. Development of LA Attendance Strategy and Policy documents in collaboration with partner services (Virtual School, Early Help, etc).

Indicator	Group	2020-21 Academic year	Starting point 2021-22 Academic year	2022-23 Academic Year	Change (% point)	Census 2021 - population
Age	0-4	16.1%	15.8%	10.8%	-5	26.4%
	5-9	30.9%	35.3%	39.5%	+4.2	28.7%
	10-15	40.9%	38%	36.3%	-1.7	34.3%
	16-17	12.1%	10.9%	13.4%	+2.5	10.6%
SEN	SEN Support	19.8%	17.6%	18.5%	+0.9	13.7%
	EHCP	8%	5.3%	5.3%	-	4.1%
	No Support	72.2%	77.1%	76.2%	-0.9	82.2%
Gender	Male	51.3%	50.3%	50.8%	+0.5	51.6%
	Female	48.7%	49.7%	49.2%	-0.5	48.4%
Ethnicity Group	White	49.9%	49.8%	46.2%	-3.6	49.1%
	Mixed or Multiple Ethnic Groups	13.9%	13.5%	13.6%	+0.1	12.3%
	Asian or Asian British	23.8%	24.8%	26.4%	+1.6	22.8%
	Black, Black British, Caribbean or African	9.5%	9.1%	10.5%	+1.4	11.5%
	Other	1.6%	1.5%	1.9%	+0.4	4.4%
	Not known	1.3%	1.3%	1.3%	-	-
Religion	Christian	32%	32.7%	30.3%	-2.4	33.1%
	Buddhist	0.2%	0.2%	0.2%	-	0.1%
	Hindu	3.8%	3.9%	3.8%	-0.1	3.5%
	Jewish	0	0	0	-	0.0%
	Muslim	9.7%	9.6%	11%	+1.4	8.9%
	Sikh	11.6%	12.1%	13%	+0.9	12.6%
	Other	4.6%	3.8%	6.4%	+2.6	0.9%
	No Religion	32.7%	32%	28.3%	-3.7	34.8%
	Not Recorded	5.4%	5.7%	7.1%	+1.4	5.8%



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EDI KPI Measure	Attainment KS4 Characteristics cohort (revised) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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**Performance:**

The 21/22 academic year revised KS4 characteristics show all KS4 students, disadvantaged and free school meals students are evenly proportionate to male to female. Males are over-represented when looking at KS4 pupils that are SEND with a percentage of 55.6% compared to the city census of 51.6%. The KS4 attainment 8 cohort in 21/22 showed a slight over-representation in SEN support pupils by 3.5% compared to the spring school census in 2022. SEN support students had an average attainment 8 score of 35.3; below the average score of no support students of 52.4. The average attainment 8 score increased compared to 18/19. The latest KS4 ethnicity characteristic for 21/22 shows an under-representation compared to 18/19 published data of White ethnic group by 1.1% and over-representation of Asian ethnic group by 3%. Mixed and other group slightly increased in latest provisional results.

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**Actions taken to date:**

Overall the gender balance is in line with the City however boys are over represented in the SEND cohort. Whilst there has been improvements in Attainment 8 scores this is partly related to the post Covid examination arrangements. The changing profile of ethnicity of CYP is noted.

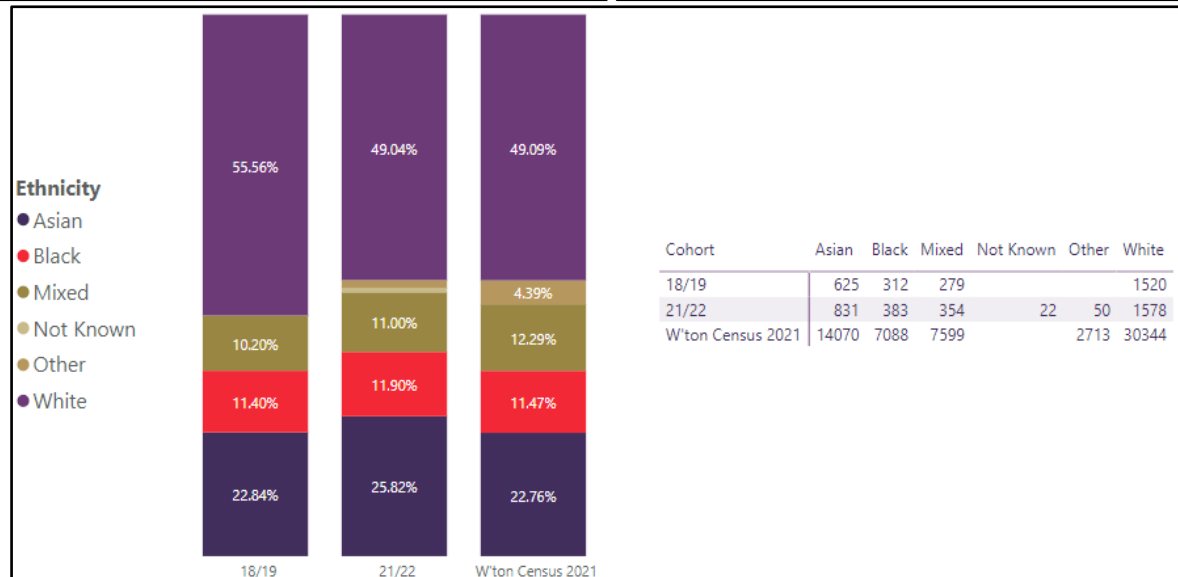
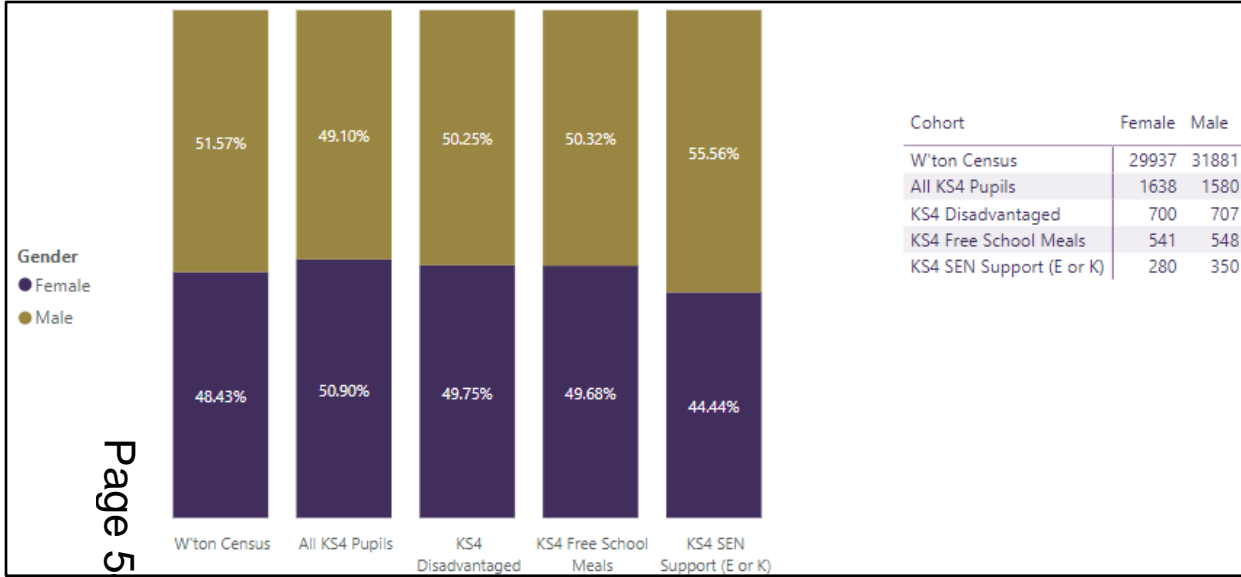
**Next steps:**

The changing profile of the ethnicity of CYP in schools will be shared with school leaders to ensure that appropriate curriculum is in place to meet the diverse needs and representation. The changing profile of the ethnicity of CYP in schools will be shared with school leaders to ensure that appropriate curriculum is in place to meet the diverse needs and representation.

Indicator	Group	Starting point 18/19 KS4 Cohort	Average Attainment 8 Score	21/22 KS4 Cohort	Average Attainment 8 Score	Change (% point)	School census Published June 23
SEN	SEN Support	16.6%	32.3	17.2%	35.3	+ 0.6	13.7%
	EHCP	3.6%	7.3	4.3%	13.5	+ 0.7	4.1%
	No Support	79.8%	49.4	78.5%	52.6	- 1.3	82.2%

Indicator	Group	Starting point 18/19 KS4 Cohort	Average Attainment 8 Score	21/22 KS4 Cohort	Average Attainment 8 Score	Change (% point)	Census 2021 – population
Ethnicity Group	White	55.6%	48.3	49%	45.5	- 6.6	49.1%
	Asian or Asian British	22.8%	54.2	25.8%	54	+ 3	22.8%
	Black, Black British, Caribbean or African	11.4%	46.7	11.9%	48.6	+ 0.5	11.5%
	Mixed or Multiple Ethnic Groups	10.2%	44.4	11%	43.7	+ 0.8	12.3%
	Not Known	-	48.4	0.7%	43.2	+ 0.7	
	Other	-	42.6	1.6%	50.6	+ 1.6	4.4%

Indicator	18/19 KS4 Cohort		21/22 KS4 Cohort	
	Male	Female	Male	Female
All KS4 Students	50.2%	49.8%	49.1%	50.9%
Disadvantaged	50.1%	49.9%	50.2%	49.8%
Free School Meal	49.1%	50.9%	50.3%	49.7%
SEND (E & K)	60.6%	39.4%	55.6%	44.4%
Census 2021 - population	51.6%	48.4%	51.6%	48.4%





# Resources and Equalities Scrutiny Panel

12<sup>th</sup> October 2023

<b>Report title</b>	Progress against the (BITC) Business in the Community - Race at Work Charter Standards	
<b>Cabinet member with lead responsibility</b>	Councillor Paula Brookfield Governance and Equalities	
<b>Wards affected</b>	All	
<b>Accountable director</b>	David Pattison, Chief Operating Officer	
<b>Originating service</b>	Equality Diversity and Inclusion (EDI)	
<b>Accountable employee(s)</b>	Jin Takhar	Head of Equality Diversity and Inclusion
	Tel	01902 554650
	Email	<a href="mailto:Jin.Takhar@wolverhampton.gov.uk">Jin.Takhar@wolverhampton.gov.uk</a>

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## Recommendation(s) for action or decision:

The Resources and Equalities Scrutiny Panel is requested to:

1. Provide comments and feedback on the progress being made against the BITC Race at Work Charter Standards – 7 calls to action as described in section 2.5.

## 1.0 Purpose

- 1.1 To provide Resources and Equalities Scrutiny Panel with an update on progress made against the BITC Race at Work Charter standards as described below.

## 2.0 Background

- 2.1 In 2017 The government-sponsored [Race in the workplace: The McGregor-Smith Review](#) found that Black, Asian, Mixed Race and other ethnically diverse people staff still encounter significant disparities in employment and progression and that greater progress and positive outcomes are needed to ensure all organisations benefit from the wealth of diverse talent on offer .
- 2.2 [BITC's Race at Work 2018: The Scorecard Report](#) was published one year after the McGregor-Smith Review to look at how UK employers performed against the recommendations outlined in the review.
- 2.3 The findings led Business in the Community (BITC) to create the **Race at Work Charter**, with five calls to action to improve race equality, inclusion, and diversity in the workplace. In 2021 the Charter was expanded to include allyship and inclusive supply chain commitments, meaning signatory organisations are now asked to make seven commitments.
- 2.4 City of Wolverhampton Council signed up to the charter in February of 2021. With a commitment to work against the at time five actions, and later all seven.
- 2.5 In 2022 the charter was updated to include the additional 2 calls for action :
  - Appoint an Executive Sponsor for Race
  - Capture Ethnicity Data and publicise progress.
  - Commit at board level to zero tolerance of harassment and bullying.
  - Support equality in the workplace is the responsibility of all leaders and managers.
  - Take actions to support ethnic minority career progression.
  - Support race inclusion allies in the workplace
  - Include ethnically diverse-led enterprise owners in supply chains.

## 3.0 Action taken to date

- 3.1 Actions that have been delivered to date to support the '7 calls to action' are summarised in the presentation pack - in appendix one attached.

## 4.0 Next Steps

- 4.1 Scrutiny Panel to receive a further report on progress made against the standards in 12 months.



## **5.0 Finance implications**

5.1 There are no direct financial implications associated with the report. The activity and actions delivered to demonstrate compliance against the standards continue to be funded from the Council's Corporate service approved revenue budgets.

## **6.0 Legal implications**

6.1 There are no direct legal implications associated with the report.

## **7.0 Equalities implications**

7.1 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.

7.2 Compliance against the BITC race at work Charter is a key example of how the authority is meeting its legal obligations.

## **8.0 Background Papers**

8.1 Link to report on full publication of the standards as attached above in 2.1 and 2.2 .

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# Update on the progress made against the Race at Work Charter



# Background

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- The Business In The Community (BITC) Race at Work Charter was launched in partnership with the UK government in 2018.
- The Charter principles are underpinned by the 2017 McGregor-Smith Review recommendations as set out within the [Race in the Workplace](#) report.
- The review found that people from Ethnic Minority backgrounds were underemployed, underpromoted and under-represented at senior levels.
- *‘All organisations want to recruit from the widest pool of talent to help them progress. It is key to future productivity and performance. The McGregor-Smith review recommended that for organisations to benefit from the wealth of diverse talent on offer - greater progress was needed’ .*

# Race at Work Charter Requirements

- The Race at Work charter is composed of **seven key principle calls to action** for leaders and organisations across all sectors.
- In summary they are a bold set of principles and actions designed to drive forward a step change in the recruitment and progression of ethnic minority employees.
- By signing up means clear demonstration of taking practical steps to ensure workplaces are tackling barriers that ethnic minority people face in recruitment and progression and that their organisations are representative of the diverse communities they serve.

# Seven Calls For Action

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Appoint an **Executive Sponsor** for race



Capture **ethnicity data** and publicise progress



Commit at board level to **zero tolerance** of harassment and bullying.



Support equality in the workplace is the **responsibility** of all **leaders and managers.**



Take actions that support ethnic minority career **progression.**



Support **race inclusion** allies in the workplace



Include **ethnically diverse-led** enterprise owners in supply chains.







# Appoint an **Executive Sponsor** for Race

Provide visible leadership on race and ethnicity in their organisation and can drive key actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship

- David Pattison (Chief Operating Officer) has been appointed as Executive Sponsor for Race Religion and Belief Forum and this has led to all Staff Equality Forums now having Executive Sponsors.
- SEB Sponsors engage and meet with staff forums monthly, and commit to being accessible and available to all members of the forum.
- SEB Sponsors provide monthly feedback at leadership meetings on the ongoing activities of their respective forum.
- SEB Sponsors as well as 60+ senior members of staff have or are currently mentoring employees. 25 of 75 mentees have been 'promoted internally' since the launch of this scheme.



# Capture Ethnicity Data and publish progress

Capturing ethnicity data is important to establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay

- The Council has published in 2022 the first ethnicity pay gap report and has committed to producing this annually. As of April 2023 new ethnicity pay gap reporting Guidance, which has led to amendments to the most recent 2021-2022. Combined Pay Gap report being presented today
- The number of employees from black and Asian ethnic groups holding positions at pay grades GR09-GR17 has doubled since 2018/2019, with a 100% and 106.3% increase, respectively
- 42.1% of apprentices in 2021-2022 were from ethnic minority groups, making them a higher proportion than of the workforce as a whole (31.8%). This is positive progress, but also impacts the 'pay gap'
- Annual Workforce Equality Monitoring is published, and shows workforce presentation against city population, workforce changes, recruitment summaries, disciplinary, grievance & dismissals.



# Commit at board level to zero tolerance of harassment and bullying

The Race at Work Survey revealed that 25% ethnic minority employees reported that they had witnessed or experienced racial harassment or bullying from managers. Commitment from the top is needed to achieve change.

- The Council has a clear policy which sets out the Council's commitment to zero tolerance towards harassment and bullying:

*The City of Wolverhampton Council has a zero approach to any employee being subjected to harm, threats of harm, bullying and harassment, discrimination or any inappropriate behaviour or language in the workplace. – Dignity at work policy statement 2021*

- The Council have also introduced a safe space scheme which allows employees to reach out to an independent third-party organisation 'SeeHearSpeakUp', should they wish to report their concerns and/or seek advice. If an employee feels unable to report their concerns using the grievance procedure
- The Council have also revised their grievance, disciplinary and management of attendance policies and procedures to ensure that all grievance, disciplinary and management of attendance review panels are ethnically and gender diverse when making decisions.



# Supporting Equality in the workplace is the **responsibility** of all leaders and managers

Make clear that supporting equality in the workplace is the responsibility of all leaders and managers. Actions can include ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff

- Strong message from Chief Executive and Strategic Executive Board around the importance of EDI being a standing item on all team meetings.
- Each Directorate has an Equality Plan which shows the steps the Council is taking to tackle service inequality.
- Council awarded the Race Code Charter Mark early this year . ‘RACE Code Action Plan’ now in place, we are tracking work taking place to increase opportunities and the support provided to staff to achieve their full potential.
- Equalities is a main feature of the Breaking Through (former Brilliant Leaders) Programme, ensuring future leaders understand the importance of equalities
- All SEB members and Heads of service are registered as mentors .



# Take actions that supports ethnic minority career progression

Capturing ethnicity data is important to establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay

- Wrap around support is an opportunity for individuals who have been unsuccessful at an interview to receive bespoke support to understand feedback, working with an OD advisor to create a development plan. Originally launched via Race Religion and Belief Forum, but is available for all staff.
- There are several avenues for Coaching and Mentoring, via our internal mentoring and external providers via the West Midlands Employee coaching pool. Internal mentoring also has a focus on reverse mentoring.
- Leadership development: Aspire into Management and Breaking Through (former brilliant leaders). Both programmes are specifically for employees to progress to the next career step, AIM is for staff looking to progress into management. Brilliant leaders was specially for ethnic minority staff to move into senior management.
- Other measures in place include ; interview skills, shadowing oppoirtuntties, matrix working opportunities, and involvement with projects/programmes via staff equality forums.



# Support **race inclusion** allies in the workplace

Provide support for inclusion to allies to promote race equality in teams, at work and within their communities. 26% of White employees say that they would like more support from their employers

- One City Allyship Approach has Council Allies that encourages all staff to become allies and how to be visible in their support. Race Allies are being developed as part of the One City Allyship Approach.
- We have subject matter experts who sit on the WMCA - Race Equality Taskforce. This mini matrix of managers are an example of race allies as they champion race equality not just in Wolverhampton but in the wider west midlands region.





# Include **ethnic diverse-led** enterprise owners in supply chains

Employers should ensure Black-owned businesses and enterprises are part of their supply chains, monitoring timely payment and contract value. These actions will contribute to creating role models for young people and the wider community, as well as economic inclusion.

Procurement and EDI at working closely to ensure opportunities are made available to as

many businesses as possible, and ensuring that all business and enterprises have similar equality principles to our own.

- City Council is working with The Wolverhampton Black Business Network and Asian Business network to help develop training and support for businesses to put themselves forwards for procurement opportunities
- Working with procurement to strengthen EDI arrangements within tendering and evaluation process as well as contract condition & award and contract management & monitoring process .
- The creation of the EIA Assurance Board will ensure there is fair and robust discussions around the requirements of future contracts.

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# Combined pay gap report for Scrutiny

**2021-2022**

Snapshot date 31 March 2022



# Purpose

- To provide a summary on the results of pay gap analysis for March 2022 in relation to ethnicity, disability and sexual orientation. The Gender Pay Gap report for 2022 was published and can be found [here](#)
- To provide an update on the actions taken and forward plan to address identified pay gaps
- To confirm publication arrangements

# Background (1)

- The council is committed to continuous monitoring of workforce equality to identify areas for improvement and enhance the diversity of the workforce in a way that benefits all employees and the city it serves
- Pay gap reporting can help focus targeted action on diversity and inclusion and allow for exploration of the opportunities presented and barriers to these opportunities faced by employees from minority groups when it comes to gender, ethnicity, disability status or sexual orientation
- Pay gap reporting is unrelated to equal pay for equal value of work. All jobs at CWC are evaluated to determine pay grade and Unison are part of the decision-making process to ensure fairness and equality of pay across all council roles. Pay gap is a measure of the difference between average earnings across an organisation or the labour market. This includes a large group of employees in different roles and does not factor in specific roles
- The Council has used its 'inclusive language' guide to write the ethnicity pay gap report, which is based on the UK Government's preferred style of writing about ethnicity as published in 2021
- The Council's aspiration is to narrow any pay gaps that exist and monitor the data annually to make informed decisions for change

# Background (2)

## Why is the median used as the main measure of earnings?

The Office For National statistics presents national pay gap information using the difference between median pay for different groups.

*“We use the median because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly representative of the average earnings of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issue and is consequently considered a better indicator of “typical” average earnings.”*

[- Office for National Statistics \(ONS\) guide to interpreting Annual Survey of Hours and Earnings Estimates](#)



# Ethnicity pay gap – new government guidance (April 23)

There is currently no statutory requirement to produce an ethnicity pay gap report. For this reason, the statutory guidelines for gender pay gap reporting were applied and we were ready to report in May 2023. New [ethnicity pay gap reporting guidance](#) was published in April 2023 which led us to review and amend the report.

The new guidance recognises ethnicity pay gap reporting is more complex than gender pay gap reporting because:

- Gender pay gap reporting compares two groups. Ethnicity pay gap reporting compares many ethnic minority groups dependant on how diverse the workforce is

The new guidance allows:

- Employers to make decisions on how to combine ethnic groups to ensure results are reliable
- Carefully scrutinise and explore underlying causes for pay disparities across ethnic groups

It is recognised there could be legitimate reasons for variations amongst ethnic groups which doesn't necessarily amount to discrimination. The information will be used to make evidenced based decisions on any actions needed.

# Ethnicity pay gap introduction

The following calculations are included in the full report:

- The Mean and Median Ethnicity Pay Gap (presented as a percentage difference between white (British) employees and employees from ethnic minority groups)
- The mean and median hourly rate of employees from six aggregated ethnic groups
- The proportion of white employees and employees from ethnic minority groups in each pay quartile band

The Mean and Median Ethnicity pay gaps are expressed as a percentage of the white employee pay, and will therefore show as a negative figure where employees from ethnic minority groups earn more than white employees

*\* Report includes data from City of Wolverhampton Council employees excluding those employed by maintained schools.*

0.0%

Median Pay  
Gap 2022

6.69%

Mean Pay Gap  
2022

# Ethnic minority groupings

Table showing ethnicity groupings for this report and how they will be grouped

Ethnicity	Ethnic group	Group 2020-2021	Group 2021-2022
Asian - Bangladeshi	Asian	Ethnic minority groups	Ethnic minority groups
Asian - Chinese			
Asian - Indian			
Asian - Other Asian			
Asian - Pakistani			
Black - African	Black	Ethnic minority groups	Ethnic minority groups
Black - Caribbean			
Black - Other black			
Mixed/Multiple - Other mixed background	Mixed ethnic group	Ethnic minority groups	Ethnic minority groups
Mixed/multiple - white and Asian			
Mixed/multiple - white and black African			
Mixed/multiple - white and black Caribbean			
Other ethnicity - Arab	Other ethnicity	Ethnic minority groups	Ethnic minority groups
Other ethnicity - Other			
White - British	White - British	White	White
White - Any Other white	White - Other	White	Ethnic minority groups
White - Gypsy/Traveller		White	Ethnic minority groups
White - Irish		White	Ethnic minority groups

# Key information - Ethnicity

- Median pay gap between white (British) employees and employees from ethnic minority groups remained at **0.00%** for three consecutive years. This means there has been a consistent distribution of employees above and below the overall median for both groups
- Within ethnic groups the median hourly rate is highest amongst employees from 'other' ethnic groups at £14.93 per hour (for comparison, white British, Asian and mixed heritage groups median hourly rate was £14.26 and black employees was £14.34. The workforce overall median was £14.26).
- The mean pay gap between white (British) employees and employees from ethnic minority groups increased from 4.71% (2021) to **6.69%** (factors contributing this are on the slide 10).
- The mean hourly rate is lowest for employees from Asian ethnic groups at £15.39 per hour, and highest for employees from 'other' ethnic groups at £17.03. White British hourly rate was £16.73, mixed heritage £16.23, white other at £15.69 and black ethnic groups at £15.65.
- There were only 20 employees from 'other' ethnic groups so figures relating to this group are highly sensitive to minor fluctuations
- The mean pay gap is most prominent in the upper pay quartile, and stems from an increased average pay for white (British) employees caused by a small number of this group at the highest end of the pay scale
- The upper pay quartile (including those in positions at NJC pay grades GR07 or above) is the quartile with the lowest proportion of employees from ethnic minority groups (at 31.53% of this pay quartile), and also where the highest mean pay gap is

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# Highlights - Ethnicity pay gap analysis

- The hiring success rate for candidates from ethnic minority groups increased from 3.7% (2020-2021) to 6.7% (2021-2022)
- Employees from ethnic minority groups had a higher rate of promotions at 7.1% in 2021-2022 than white (British) employees (5.5%) over the same time period
- The diversity of the workforce ethnicity profile has gradually increased in recent years, with a 3.4 percentage point increase in the proportion of employees from ethnic minority groups since 2019-2020
- The number of employees from black or Asian ethnic groups holding positions at pay grades GR09-GR17 has doubled since 2018/2019, with a 100% and 106.3% increase, respectively
- In line with growing our own, the largest increase in the proportion of employees from ethnic minority groups was in the upper middle pay quartile (grade 5 to 7 with an 8.1 percentage point increase)
- 42.1% of apprentices in 2021-2022 were from ethnic minority groups, making them a higher proportion than of the workforce as a whole (31.8%). This success can be attributed to recent change initiatives such as the introduction of diverse panels in recruitment and the removal of artificial barriers in job roles

# Factors affecting the ethnicity pay gap (1)

- **Grouping** - 2021 updated government guidance on writing about ethnicity which recommended including white – other and white – Irish within ethnic minority groupings. This change has led to an increase in the pay gap by 0.33%.
- **Starters** – many new initiatives such as diverse panels, introduction of WVJobs, removal of artificial barriers, anonymisation etc have led to an increase of new starters from ethnic minority groups from 35.9% (2019/20) to 43.5% (2021/22). This will have long term benefits, but new starters typically commence on the bottom of the pay scale before incremental progression on an annual basis). This means it will take longer for the pay gap to narrow as these new employees move through their pay grade
- **Apprentices** – Whilst 42.1% of apprentices in 2021-2022 were from ethnic minority groups, they are amongst some of the lowest paid at the council (within the lower paid quartile). If these employees progress into permanent roles, their pay is likely to increase and this should also support us in our commitment to narrow the pay gap
- **Turnover** – the ethnicity of leavers and their respective pay rates will also affect the pay gap. If leavers from ethnic minority groups had remained in the workforce for the snapshot period and been included in the ethnicity pay gap calculations, the ethnicity pay gap may have been reduced by a further 0.21 percentage points to an estimated 6.48%

# Factors affecting the ethnicity pay gap (2)

- **Exclusions** – 413 employees who reported their ethnicity but were excluded from the pay gap report as per statutory reporting requirements (employees who do not receive full pay for reasons such as maternity leave, sick leave). A review of the data suggests if this group were included, it would have reduced the pay gap slightly
- **Socio-economic reasons** – the Is Britain Fairer? report by the Equality and Human Rights Commission states poverty is particularly prevalent for some ethnic minorities. Homelessness is on the rise, particularly affecting people from ethnic minorities. ‘Socio-economic disadvantage has a knock-on effect across different areas of life, such as education and health. Despite improvements in school attainment for most children over the last few years, those from lower income backgrounds and Gypsy, Roma and Traveller children are getting below average school exam results and are also more likely to be excluded from school, and poorer young people are less likely to go to university.’



# Key information - Disability

- Employees with a disability are represented in all pay quartiles, but in greater numbers in the highest (upper) pay quartile, where 38 employees have a disability, making up 4.27% of the quartile
- Both the mean and median disability pay gaps have remained negative for 2022 and 2021 (in 2021 the median was -9.34% and mean was -3.61%) - this means that **employees with a disability earn more** than employees without a disability on average
- Employees that have declared a disability earn more than their counterparts in all pay quartiles other than the highest (upper) pay quartile. This is because there is a larger proportion of employees with a disability at the more common pay grades near the lower end of the upper pay quartile (NJC grades GR07 and GR08)

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Median Pay  
Gap 2022



Mean Pay Gap  
2022

# Factors influencing the disability pay gap

- **Workforce numbers** - The low numbers of employees declaring a disability in the workforce overall (155 employees of which 116 were included as full pay employees), leading to pay gap calculations which are highly susceptible to being influenced by outliers. The median disability pay gap is being substantially influenced by the existence of just 20 more employees with a disability earning above the overall median than below it. This has led to a median pay gap of -21.74%.
- **Disclosure** - the reporting rate for disability status in the CWC workforce is good at 83.7% and has increased from 81.6% in 2019-2020. However, this is still below the reporting rate for ethnicity (89.7%), sex (100%) and age (100%). If more employees were to declare their status, this could impact the pay gap
- **Starters** - As employees with no disability reported made up a higher proportion of new starters than of the existing workforce, this may have impacted the average pay of this group slightly by lowering the mean hourly rate calculated
- **Promotions** - In the most recent financial year, employees with a disability were promoted at a rate of 7.1% (compared to the workforce average of 5.7%)
- **Turnover** – the disability status of leavers and their respective pay rates will also affect the pay gap

# Key Information - Sexual Orientation

- The **median** pay for a typical LGB+ employee is 9.4% more than the typical heterosexual employee (was 10.98% more in 2021)
- The **mean** pay for all LGB+ employees is 1.94% less than the average for heterosexual employees (was 1.18% more in 2021)
- The different results for the mean and median sexual orientation pay gap can be explained by a small number of employees from one group at the extreme ends of the pay scale impacting the average hourly rate for this group. In this case the average pay for heterosexual employees has been raised by a small number at the highest pay grades
- Despite the above, LGB+ employees are more likely to be in the highest paid half of the workforce than the lowest paid half, with more earning above the overall median than below it
- Transgender pay gap has not been calculated due to the low number of employees within this group. The data would not be statistically sound and guidance advises against using data based on small groups



Median Pay  
Gap 2022



Mean Pay Gap  
2022

# Factors influencing the sexual orientation pay gap

- **Workforce numbers** - the low number of employees in the workforce as a whole who are LGB+ (out of 80 employees only 59 were included as full pay). Because of this the mean and median pay gaps are both highly susceptible to being influenced by outliers (mean) or being more skewed towards one end of the pay scale by only a handful of additional individuals in roles above that pay point (median)
- **Disclosure** - Sexual orientation has remained one of the less reported characteristics in the CWC workforce, with a reporting rate of 60.9%. There has been progress in increasing reporting rates in recent years, with records available for an additional 5.6% of the workforce compared to two years prior, which is a trend the Council hopes to continue
- **Promotions** - In recent years, LGB+ employees have consistently been promoted at a higher rate than heterosexual employees, with a promotion rate of 6.3% in 2022 compared to a workforce average promotion rate of 5.7%. This has had the effect of not only increasing the average pay of LGB+ employees, but also increasing the number of LGB+ employees overall in positions remunerated at an hourly rate higher than the workforce median
- **Turnover** – turnover for LGB+ employees in 2021/22 was higher than heterosexual employees. Turnover figures are likely to be highly sensitive to being impacted by a small number of LGB+ employees leaving due to the low number of LGB+ employees in the workforce overall. Leaver pay will impact the pay gap.

# Actions to date (1)

- Targeted vacancy advertising and collaboration with community groups to remove barriers to job descriptions and applications, particularly for Director level vacancies
- Commitment to producing an ethnicity pay gap report from 2020 onwards
- Commitment to producing a Sexual Orientation and Disability pay gap report from 2021 onwards
- Equality forum representatives attend SEB on a rotational basis as a critical friend to support decision making through an EDI Lens. The benefits are twofold in that these employees shadow our most senior employees and therefore supports our commitment to growing our own
- Targeted efforts to encourage disclosure amongst all employees but especially in field-based roles as data shows this is where disclosure can be improved
- Working along side Dr Karl George, we have achieved the 'RACE Code Quality Mark' and a future action plan is in place for review
- Introduction of a new exit interview process to identify causes of higher turnover amongst some groups
- Mandatory training on inclusion for all employees
- All key HR panels are diverse panels; race and gender diverse as a minimum
- WVJobs providing jobs, career and employee benefit information to potential applicants. Also highlights the outputs and importance of each of the staff equality forums

# Actions to date (2)

- Extension of mentoring scheme for employees with a disability
- Introduction of Autism awareness guide
- CWC is part of a pilot within the region where recruitment processes at CWC will be considered through an inclusivity lens. Recommendations for change will be considered as an outcome
- Menopause workplace pledge, chatty café's, panel events, introduction of fans and sanitary products in toilets
- Will be launching a coaching and development programme for leaders – from an EDI lens (2024)
- Brilliant Leaders programme – supporting employees from diverse groups in manager roles to take the next step into a senior management role
- Wrap around support for employees unsuccessful at interview
- Internal mentoring to support employees from under represented groups – provided by internal senior managers
- Internal mentoring for all employees
- Regional representation at West Midlands Combined Authority Race Equality Taskforce



# Next steps (1)

- Introduction of a formal feedback mechanism for applicants unsuccessful following interview (2024)
- Continue to utilise targeted advertising media and available channels to reach all local communities and increase applications for senior positions remunerated at pay grades GR10 and above and encourage applications from a more diverse range of audiences
- Utilise staff equality forums to highlight the importance of reporting and encourage confidence in disclosure
- Continuous review of the WVJobs website to ensure up to date, valid information is provided to those who may consider applying for positions at CWC and ensuring promotion and guidance to those who are digitally excluded on how to use and access site
- Updated recruitment and selection training for panel members
- Review data from exit leavers process in order to identify trends and issues and take corrective, targeted action where required
- Collection of diversity data from frontline employees using a manual process
- Staff inclusion project to be completed in order to allow all employees without access to computers to input their diversity details from mobile devices

# Next steps (2)

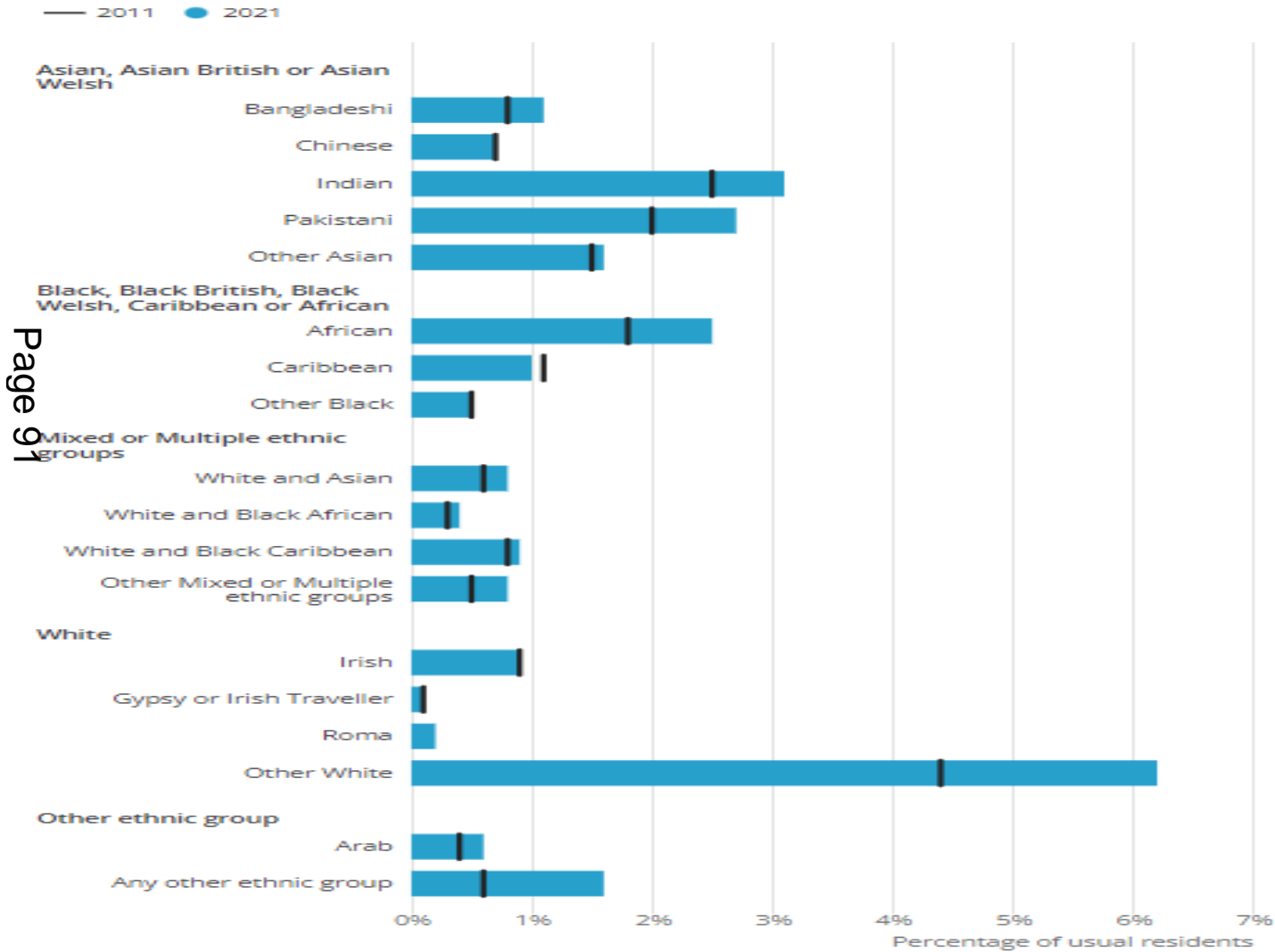
- 🕒 Commitment has been made for a second programme with WM Employers aimed at supporting colleagues from ethnic minority groups who aspire to senior leadership- originally called Brilliant Leaders, it is now termed Breaking Through- application process should be comms in Oct for early 24 start
- 🕒 Implement HR actions in relation to the Race Code Action plan
- 🕒 Ongoing collaborative piece of work for CWC submission for Stonewall renewal application
- 🕒 Commence self - assessment application for Disability Confident Level 3 accreditation
- Continue work on menopause guide and pledge
- Continue review of JD/PS for roles to remove barriers
- Will be engaging the organisation on the Our People transformation programme
- Continue to develop People Services engagement initiatives to ensure all employees have an opportunity to engage and feedback on policies/projects
- Development of wellbeing passports
- Continue development of People Services dashboards – diversity data fields
- Continue to review recruitment strategies and roll out of new applicant tracking system Tribepad (April 2024)

# Next steps (3)

- Continue to promote participation in internal programmes including the mentoring scheme to enhance progression opportunities
- Build on partnerships with community groups to promote job advertisements where representation can be increased
- Our People Strategy refresh – engagement to continue with key stakeholders
- EDI Survey to be launched
- Implement new ways of working guidance; Agile working guide, revision to Working Hours policy and Dress Code Policy (Oct 2023)
- Part of pilot of West Midlands Employers programme looking at recruitment from an inclusion lens. Will support us to ensure our recruitment practices are inclusive (commencing October 2023)

# Information Page

**Figure 2: Ethnic minority groups, 2011 and 2021, England and Wales**



[Source: Office for National Statistics – Census 2021](#)

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<b>Cabinet Member Consultation</b>			
<b>Report title:</b>	Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024		
<b>Cabinet member(s) consulted</b>	<b>Consulting employee</b>	<b>Mode of consultation</b>	<b>Primary date of consultation</b>
Cllr Ahmed	Alison Shannon, Chief Accountant	Email	30 June 2023
<b>Key comments arising from consultation (if applicable):</b> Include as applicable or explain why no consultation undertaken.			



# Resources and Equality Scrutiny Panel

12 October 2023

<b>Report title</b>	Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024		
<b>Cabinet member with lead responsibility</b>	Councillor Louise Miles Resources		
<b>Wards affected</b>	All		
<b>Accountable director</b>	Tim Johnson, Chief Executive		
<b>Originating service</b>	Strategic Finance		
<b>Accountable employee(s)</b>	Claire Nye	Director of Finance	
	Tel	01902 550478	
	Email	Claire.Nye@wolverhampton.gov.uk	
<b>Report to be/has been considered by</b>	Cabinet		12 July 2023
	Council		19 July 2023

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## Recommendation for noting:

Members of the Resources and Equality Scrutiny Panel are asked to note the contents of the report.

## **1.0 Purpose**

- 1.1 To bring to the panel's attention, information about the Council's treasury management activity that has been reported to Cabinet on 12 July 2023.

## **2.0 Background**

- 2.1 The treasury management activities of the Council are underpinned by the Chartered Institute of Public Finance and Accountancy's (CIPFA) Treasury Management Code of Practice. The Code requires a nominated body be responsible for ensuring effective scrutiny of the Council's treasury management strategy and policies, the Resources and Equality Scrutiny Panel fulfils this role.
- 2.2 On 12 July 2023 Cabinet received the report 'Treasury Management – Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024'. This report can be found in Appendix A.
- 2.3 The Scrutiny Panel are asked to note the activity outlined in this report.

## **3.0 Financial implications**

- 3.1 The financial implications are detailed in the Cabinet report of 12 July 2023. [SH/29092023/E]

## **4.0 Legal implications**

- 4.1 The legal implications are detailed in the Cabinet report of 12 July 2023. [TC/19092023/D]

## **5.0 Equalities implications**

- 5.1 The equalities implications are detailed in the Cabinet report of 12 July 2023.

## **6.0 All other implications**

- 6.1 These are detailed in the Cabinet report of 12 July 2023.

## **7.0 Schedule of background papers**

- 7.1 [Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024](#), report to Cabinet, 12 July 2023

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<b>CITY OF WOLVERHAMPTON COUNCIL</b>	<b>Cabinet</b> <b>12 July 2023</b>
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<b>Report title</b>	Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024	
<b>Decision designation</b>	RED	
<b>Cabinet member with lead responsibility</b>	Councillor Obaida Ahmed Resources and Digital	
<b>Key decision</b>	Yes	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	All Wards	
<b>Accountable Director</b>	Tim Johnson, Chief Executive	
<b>Originating service</b>	Strategic Finance	
<b>Accountable employee</b>	Claire Nye Tel Email	Director of Finance 01902 550478 Claire.Nye@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Strategic Executive Board Council Resources and Equality Scrutiny Panel	13 June 2023 19 July 2023 12 October 2023

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### Recommendations for decision:

That Cabinet recommend that Council is asked to note:

1. The Council operated within the overall approved Prudential and Treasury Management Indicators, and also within the requirements set out in the Council's Treasury Management Policy Statement during 2022-2023.
2. That a revenue underspend of £3.6 million for the General Fund and a revenue overspend of £699,000 for the Housing Revenue Account (HRA) were generated from treasury management activities in 2022-2023.
3. That the General Fund and HRA treasury management activities for 2023-2024 are currently forecast to be within budget. This will continue to be monitored and updates provided in future reports.

**Recommendations for noting:**

The Cabinet is asked to note:

1. The financial information included in this report is based on the 'Capital Budget Outturn 2022-2023 including Quarter One Capital Budget Monitoring 2023-2024' report also on the agenda for this meeting. The capital report is subject to two reports being separately approved as follows:
  - Bilston Asset Transformation Programme – Bilston Health & Wellbeing Facility by Cabinet on 12 July 2023
  - i11 – Investing in the City's Workspace Offer by Council on 19 July 2023

Therefore, if these approvals are not obtained, the treasury management forecasts and indicators will be amended to reflect this.

2. The Council's external borrowing decreased by £10.2 million during 2022-2023 due to repayment of three loans and no new loans were taken out during the financial year. So far during quarter one of 2023-2024, two loans totalling £7.1 million have been repaid.

## **1.0 Purpose**

- 1.1 This report sets out the results of treasury management activities carried out in 2022-2023, together with performance against the Prudential Indicators previously approved by Council. It also provides a monitoring and progress report on treasury management activity for the first quarter of 2023-2024, in line with the Prudential Indicators approved by Council in March 2023.

## **2.0 Background**

- 2.1 The treasury management activities of the Council are underpinned by The Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management. For further information on the requirement of the Code please refer to the Treasury Management Strategy 2023-2024 report which can be accessed online on the Council's website by following the link:

[Agenda for Cabinet on Wednesday, 22nd February, 2023, 5.00 pm :: Wolverhampton City Council \(moderngov.co.uk\)](#)

- 2.2 Treasury management is defined as:

"The management of the local authority's borrowing, investments and cash flows, including its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks."

- 2.3 The system of controls on local authority capital investment is based largely on self-regulation by local authorities themselves. At its heart is CIPFA's Prudential Code for Capital Finance.
- 2.4 Cabinet / Cabinet (Resources) Panel received quarterly reports during 2022-2023 to monitor performance against the strategy and Prudential Indicators previously approved by Council.
- 2.5 The Council continued to use Link Group as treasury management advisors throughout 2022-2023 and 2023-2024 to date. Link provides market data and intelligence on which the Council can make decisions regarding all aspects of treasury management activities and, in particular, managing the risks associated with investing surplus cash.
- 2.6 The Council has built up a strong track record of managing its finances well and, in order to reduce interest payment costs, will only undertake external borrowing when cashflows require. The Council has not had to undertake any external borrowing during 2020-2021, 2021-2022 and 2022-2023, the last time the Council carried out external borrowing was March 2019. Due to loans maturing during 2022-2023 the Council's external borrowing has reduced, standing at £710.2 million at 31 March 2023.



- 2.7 On 1 March 2023, the refreshed Our City: Our Plan was approved by Full Council. The plan sets out how the Council will continue to work alongside its local, regional and national partners to improve outcomes for local people.
- 2.8 The plan continues to identify an overarching ambition that ‘Wulfrunians will live longer, healthier lives’ delivered through six Council Plan priorities:
- Strong families where children grow up well and achieve their full potential
  - Fulfilled lives with quality care for those that need it
  - Healthy, inclusive communities
  - Good homes in well-connected neighbourhoods
  - More local people into good jobs and training
  - Thriving economy in all parts of the city
- 2.9 These priorities together with the associated key outcomes, objectives and activity form a framework to improve the outcomes for local people and deliver our levelling up ambitions. Supporting the six overarching priorities are three cross cutting principles – Climate Conscious, Driven by Digital, Fair and Equal.

### 3.0 The strategy and outturn for 2022-2023

- 3.1 The strategy for 2022-2023 was to maintain cash balances at a reduced level, therefore, keeping to a minimum the credit risk incurred by holding investments and to avoid the higher costs of external borrowing compared to interest foregone on cash balances, thereby generating revenue savings.
- 3.2 During 2022-2023, the Council followed the recommendations as set out in the Treasury Management Strategy 2022-2023 which was approved by Council on 2 March 2022.
- 3.3 The Treasury Management outturn for 2022-2023 compared to budget is shown in Table 1.

**Table 1 – Treasury management budget and outturn 2022-2023**

	Approved Budget £000	Outturn £000	Variance £000
General Fund	40,265	36,714	(3,551)
Housing Revenue Account	10,238	10,937	699
<b>Total</b>	<b>50,503</b>	<b>47,651</b>	<b>(2,852)</b>

- 3.4 Overall, there was a revenue underspend of £3.6 million for the General Fund and an overspend of £699,000 for the HRA for 2022-2023. For the General Fund, the main reasons are as previously reported; a reduced borrowing need in year arising as a result of re-phasing of the capital programme, no borrowing being undertaken in 2021-2022 and 2022-2023 and, following a review of the draft balance sheet for 2021-2022, a forecast change in the proportion split for interest between the General Fund and HRA.

- 3.5 The approved Medium Term Financial Strategy includes a release of £1.7 million of the Treasury Management Equalisation Reserve in 2022-2023. This release isn't included in the above table as the treasury management budget needs to be monitored without this release for management purposes. This reserve has now been fully utilised during 2022-2023 and is included in the 'Reserves and Provisions 2022-2023' report. In addition, the outturn positions above are included in the report 'Performance and Budget Outturn 2022-2023', both of these reports mentioned are on the agenda for this meeting.
- 3.6 No institutions in which investments were made had any difficulty in repaying investments or interest in full during the year and no arrangements had to be made to prematurely withdraw funds from any investments as a result of a downgrade in their respective credit rating. There was also no debt rescheduled in 2022-2023.
- 3.7 Table 2 shows the average rate of interest payable and receivable in 2021-2022 and 2022-2023.

**Table 2 – Average interest rate payable and receivable in 2021-2022 and 2022-2023**

	2021-2022 Actual	2022-2023 Actual
Average Interest Rate Payable	3.79%	3.78%
Average Interest Rate Receivable	0.08%	2.05%

**Borrowing outturn for 2022-2023**

- 3.8 The Council has built up a strong track record of managing its finances well and, in order to reduce interest payment costs, will only undertake external borrowing when cashflows require. The Council has not had to undertake any external borrowing during 2020-2021, 2021-2022 and 2022-2023, the last time the Council carried out external borrowing was March 2019. Due to loans maturing during 2022-2023 the Council's external borrowing has reduced, standing at £710.2 million at 31 March 2023. Since this date further loans have been repaid in 2023-2024 reducing this further, see paragraph 4.11.
- 3.9 The average debt interest rate decreased marginally from 3.79% in 2021-2022 to 3.78% in 2022-2023. The Council undertakes borrowing only when necessary to maintain sufficient cash flow balances and after monitoring the market to take advantage of the best available rates. A summary of the borrowing and repayment activities is shown in Table 3 with the average interest rates, this activity has resulted in a slightly lower overall average rate for the year.

**Table 3 – Summary of borrowing and repayment activities**

	<b>PWLB Loans £000</b>	<b>Average Rate %</b>	<b>Temporary Loans £000</b>	<b>Average Rate %</b>	<b>Total Loans £000</b>
New Loans Raised	-	-	-	-	-
Repayment of Loans	(10,199)	6.67%	-	-	(10,199)
<b>Net movement</b>	<b>(10,199)</b>		<b>-</b>		<b>(10,199)</b>

- 3.10 The Council's need to borrow and the rates available continue to be monitored in order to achieve optimum results. The Council's medium term forecast is regularly updated to reflect actual borrowing that takes place along with any revisions to future anticipated borrowing.
- 3.11 The Council's Capital Financing Requirement (CFR) increased from £954.5 million to £969.6 million throughout 2022-2023. This reflects a net increase in the Council's underlying need to borrow for capital purposes of £15.1 million. This was split between the General Fund and HRA at a rate of 69% and 31% respectively (2021-2022: 71% and 29%). Table 4 provides a breakdown of the CFR allocated to funds. It is important to note that, whilst the CFR has increased during the financial year, the increase is substantially lower than previously forecast and approved by Council on 2 March 2022 at £1,039.8 million and 1 March 2023 £988.6 million, this is due to re-phasing of the capital programme which has reduced the borrowing need in year.
- 3.12 As mentioned above no new loans were raised and repayments of £10.2 million were made, therefore, the level of external borrowing has reduced to £710.2 million at 31 March 2023. Since this date further loans have been repaid in 2023-2024 reducing this further, see paragraph 4.11. While investment rates continue to be below long term borrowing rates, the Council can minimise its overall net treasury costs in the short term by continuing to avoid new external borrowing and by using internal cash balances to finance new capital expenditure or to replace maturing external borrowing (this is referred to as internal borrowing). Table 4 shows a breakdown of the external and internal borrowing for the CFR.

**Table 4 – Capital Financing Requirement**

	Opening balance 1 April 2022 £000	Movement in year £000	Closing balance 31 March 2023 £000
Borrowing - external	720,447	(10,199)	710,248
Borrowing - internal	154,397	28,022	182,419
Capital Financing Requirement - capital programme	874,844	17,823	892,667
Other Long Term Liabilities	79,626	(2,698)	76,928
<b>Total Capital Financing Requirement</b>	<b>954,470</b>	<b>15,125</b>	<b>969,595</b>
Allocated:			
General Fund	680,621	(13,414)	667,207
Housing Revenue Account	273,849	28,539	302,388
<b>Total Capital Financing Requirement</b>	<b>954,470</b>	<b>15,125</b>	<b>969,595</b>

- 3.13 Appendix 1 shows a summary of the external borrowing position with a detailed breakdown of repayments made throughout the year.

#### **Investment outturn for 2022-2023**

- 3.14 The actual interest rate earned from investments increased from 0.08% in 2021-2022 to 2.05% in 2022-2023. At the time the budget was set a prudent percentage of 0.10% was used for budgeting purposes as the Covid-19 pandemic had seen interest rates available for investments decrease significantly. However, with the Bank of England increasing the base rate since February 2022, the rates achieved on investments has been improving, resulting in an increase in the level of interest receivable.
- 3.15 The approach during the year was to continue to use cash balances to finance capital expenditure to keep cash balances low. This minimised counterparty risk on investments and also mitigated treasury management costs as investments rates were much lower than most new borrowing rates.
- 3.16 The Council manages its investments in-house and invests only in the institutions listed in the Council's approved lending list, which is reviewed each time a counterparty is subject to a credit rating amendment. The Council's strategy allows for investments for a range of periods from overnight to five years, depending on the Council's cash flows, its interest rate view and interest rates on offer. However, in order to maintain sufficient liquidity most investments have been placed for shorter durations.

#### **4.0 2023-2024 forecast**

- 4.1 It should be noted that in order to provide a timely report, only investment activities up to and including 31 May 2023 have been included. Borrowing activities include the month of June.
- 4.2 The 2023-2024 General Fund budget to support treasury management activities is £40.3 million and £14.7 million for the HRA. The current forecast is that projected costs can be accommodated within these budgets, however, due to the uncertain economic climate

surrounding interest rates this position will be monitored, and updates provided in future reports.

- 4.3 The forecast positions will be considered and incorporated in the Performance, Budget Monitoring and Budget Update 2023-2024 report to Cabinet on 26 July 2023.
- 4.4 Appendix 2 shows a comparison of the latest estimates of Prudential and Treasury Management Indicators over the medium term period with the equivalent figures which were approved by Council in March 2023.

**Borrowing forecast for 2023-2024**

- 4.5 Table 5 shows the average rate of interest payable in 2022-2023 and forecast for 2023-2024.

**Table 5 – Average interest rate payable in 2022-2023 and 2023-2024**

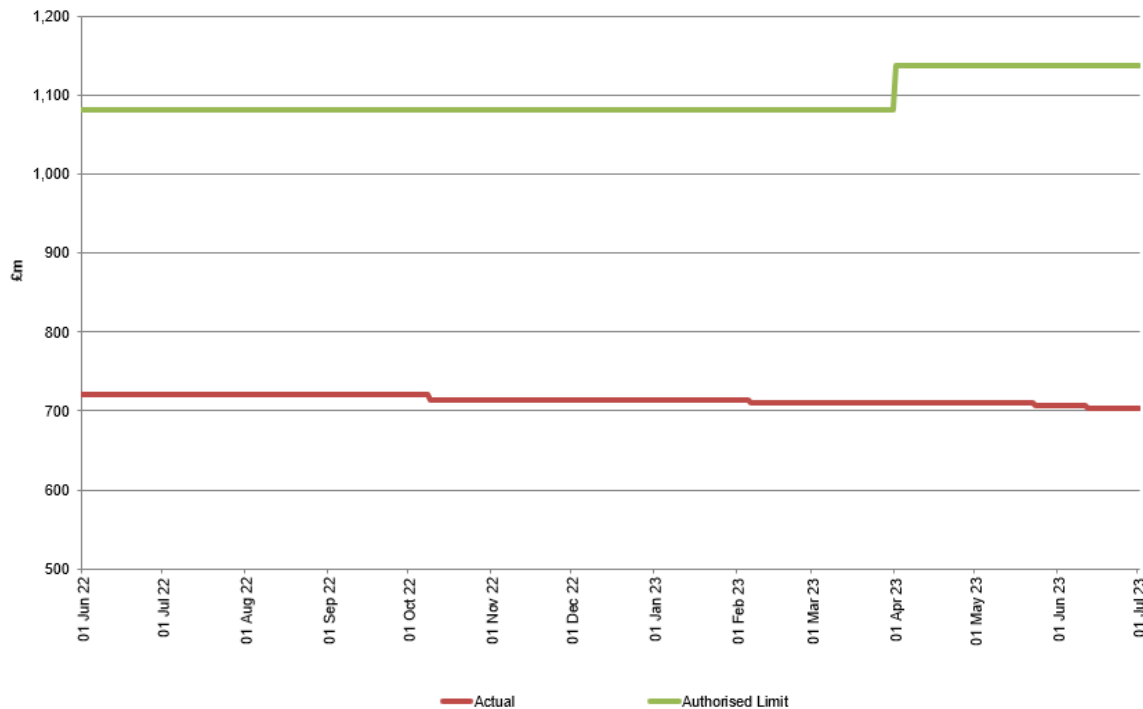
	2022-2023 Actual	2023-2024 Forecast
Average Interest Rate Payable	3.78%	3.84%

- 4.6 The average interest rate payable for 2023-2024 in Table 5 includes the latest rates forecast provided by Link on 26 June 2023. Although interest rates have been rising, due to maturing loans in 2023-2024 being a higher rate than those available now, the weighted average rate is forecast to be only marginally higher than that achieved in 2022-2023.
- 4.7 Decisions to take borrowing will be made by the Director of Finance when it is judged that rates are likely to be at their lowest levels, and probably about to rise according to market indications, and only when an inflow of funds is required to meet imminent cash flow commitments. This will keep overall surplus cash balances to a minimum, in line with the current strategy. Appendix 3 shows the maturity profile of external borrowing.
- 4.8 As always, the Council needs to be mindful that the opportunity to secure short term efficiencies by postponing longer term borrowing requirements takes into account the risk of long term rates increasing in the future. Appendix 4 to this report includes the latest Link interest rate forecasts at 26 June 2023 which forecasts that Bank Rate could increase to a 5.50% high during the 2023-2024 financial year. It is still possible that Bank Rate could increase further than that forecast due to the on-going inflationary and wage pressures in the economy. The Director of Finance will continue to keep actual and forecast rates under close review.
- 4.9 Any borrowing (whether internal or external – see paragraph 3.12) must comply with CIPFA’s Prudential Code for Capital Finance, importantly this means that borrowing has to be within prudent and sustainable levels and can only be used to invest in local priorities and services that deliver benefits for the City and residents, including physical regeneration with communities, job creation, economic growth etc. The Council’s policy

is to prioritise the use of capital receipts to finance capital expenditure. Balances which are set aside to meet credit liabilities (i.e. to repay borrowing) are used to reduce the external borrowing requirement.

- 4.10 The Council's borrowing profile continues to operate within the overall limits previously approved by Council as shown in Chart 1.

**Chart 1 – Comparison of borrowing within approved borrowing limits over the previous 12 months**



- 4.11 The level of borrowing at 30 June 2023 is £703.2 million, appendix 1 shows a summary of this position. During quarter one no new loans have been raised and repayments totalling £7.1 million have occurred, no more existing borrowing is due to be repaid between quarters two to four.
- 4.12 In March 2023, Council approved a net borrowing requirement for 2023-2024 of £158.8 million. The forecast net borrowing requirement for 2023-2024 is £152.4 million, as shown in appendix 5, mainly due to re-phasing of the allowance made for switching some internal borrowing into external borrowing, offset by re-phasing in the capital programme. This appendix also shows the details for the disclosure for certainty rate, which enables the Council to access discounted borrowing at 0.20% below normal PWLB rates.

#### **Investment forecast for 2023-2024**

- 4.13 The approach during the year is to continue to use cash balances to finance capital expenditure so as to keep cash balances low.



- 4.14 Table 6 shows the total amount of surplus funds invested as at 31 March 2023 and in order to provide a timely report, 31 May 2023.

**Table 6 – Total amounts invested 2023-2024**

	31 March 2023 £000	31 May 2023 £000
Business Reserve Accounts	685	288
Debt Management Account Deposit Facility	-	-
Money Market Funds	16,905	29,705
<b>Total invested</b>	<b>17,590</b>	<b>29,993</b>
Average cash balance for the year to date	67,340	34,233

- 4.15 Money Market Funds and Business Reserve Accounts are the main investments used as these have high credit ratings and instant access.
- 4.16 The Council's cash flow balance for the first quarter of the current financial year has moved between a low of £20.2 million and a maximum of £47.3 million. The average cash balance for the quarter being £34.2 million.
- 4.17 Table 7 shows the budgeted average rate of interest receivable in 2023-2024 and the forecast for the year.

**Table 7 – Average interest rate receivable in 2023-2024**

	2023-2024 Budget	2023-2024 Forecast
Average Interest Rate Receivable	2.20%	4.30%

- 4.18 At the time the budget was set a prudent percentage was used for budgeting purposes as the economic uncertainties made it difficult to forecast what future investment rates could be achieved. As the Bank of England have continued to increase the base rate the rates achieved on investments has been increasing. With the current inflation uncertainties remaining and the subsequent impact this may have on future base rate levels, a prudent rate is forecast based on the increased rates achieved to the 31 May 2023.
- 4.19 The approved Treasury Management Code of Practice sets out the criteria to be used for creating and managing approved counterparty lists and limits. As a result of any changes to credit criteria, the Director of Finance is authorised to make changes to the list of approved counterparties. In the event that any of these counterparties fall below the Council's minimum lending criteria, activity in that account will temporarily cease and any balance withdrawn immediately. Appendix 6 shows the Council's current specified investments lending list.

4.20 In quarter one 2023-2024 the Director of Finance has not been required to use her discretion to temporarily exceed any upper limits with approved counterparties. In addition, no institutions in which investments were made had any difficulty in repaying investments or, interest in full, during the quarter and no arrangements had to be made to prematurely withdraw funds from any investments, as a result of a downgrade in their respective credit rating.

## **5.0 Evaluation of alternative options**

5.1 As this is a monitoring report of treasury management activities undertaken in line with the approved Treasury Management Strategy for 2022-2023 and 2023-2024, there are no alternative options available.

## **6.0 Reasons for decisions**

6.1 This report provides an update on treasury management activities undertaken in line with the approved Treasury Management Strategy for 2022-2023 and 2023-2024.

## **7.0 Financial implications**

7.1 The financial implications are discussed in the body of this report.  
[SH/30062023/M]

## **8.0 Legal implications**

8.1 The Council's treasury management activity must be carried out in accordance with the requirements of the Local Government Act 2003. In addition, the Local Government and Housing Act 1989 sets out requirements for local authorities in respect of capital controls, borrowing and credit arrangements. The Council is also required to comply with the relevant secondary legislation including the Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 (as amended).

8.2 Treasury management relates to the management of the Council's cash flow, borrowing and cash investments. This involves seeking the best rates of interest for borrowing, earning interest on investments, whilst managing risk in making financial decisions and adopting proper accounting practice.

8.3 The area is heavily regulated. The Local Government and Housing Act 1989 regulates the operation of the Housing Revenue Account. The 'CIPFA Code of Practice for Treasury Management in the Public Services', contains treasury management indicators and advice on treasury management strategy. Investment strategy is regulated by 'DLUHC Guidance on Local Government Investments' issued initially in 2004 and reissued in 2010 and 2018. This guidance includes statutory guidance.  
[SZ/04072023/P]

## **9.0 Equalities implications**

- 9.1 Whilst there are no direct equalities implications arising from treasury management activity, the Council's capital programme of individual projects can have significant impact on specific groups and equality implications. These implications are considered when the individual capital projects are being developed.

## **10.0 All other implications**

- 10.1 There are no other implications arising from this report.

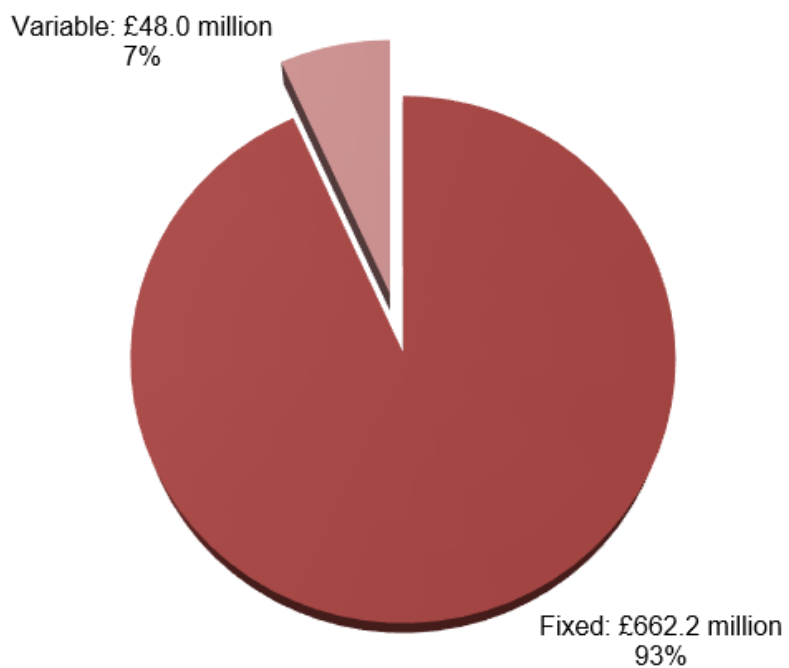
## **11.0 Schedule of background papers**

- 11.1 [Treasury Management Strategy 2022-2023](#), Report to Cabinet, 23 February 2022
- 11.2 [Treasury Management – Annual Report 2021-2022 and Activity Monitoring Quarter One 2022-2023](#), Report to Cabinet, 6 July 2022
- 11.3 [Treasury Management Activity Monitoring – Mid Year Review 2022-2023](#), Report to Cabinet, 16 November 2022
- 11.4 [Treasury Management Strategy 2023-2024](#), Report to Cabinet, 22 February 2023
- 11.5 [Treasury Management Activity Monitoring Quarter Three 2022-2023](#), Report to Cabinet (Resources) Panel, 22 March 2023
- 11.6 [Performance and Budget Outturn 2022-2023](#), Report to Cabinet, 12 July 2023
- 11.7 [Reserves and Provisions 2022-2023](#), Report to Cabinet, 12 July 2023
- 11.8 [Performance, Budget Monitoring and Budget Update 2023-2024](#), Report to Cabinet, 26 July 2023.

## **12.0 Appendices**

- 12.1 Appendix 1: Borrowing type, borrowing and repayments
- 12.2 Appendix 2: Prudential and Treasury Management Indicators
- 12.3 Appendix 3: Borrowing maturity profile
- 12.4 Appendix 4: Link interest rate forecasts
- 12.5 Appendix 5: Disclosure for certainty rate
- 12.6 Appendix 6: Lending list

**Borrowing: Graphical Summary**  
**Borrowing by Type**  
**As at 31 March 2023**



### Borrowing and Repayments in 2022-2023

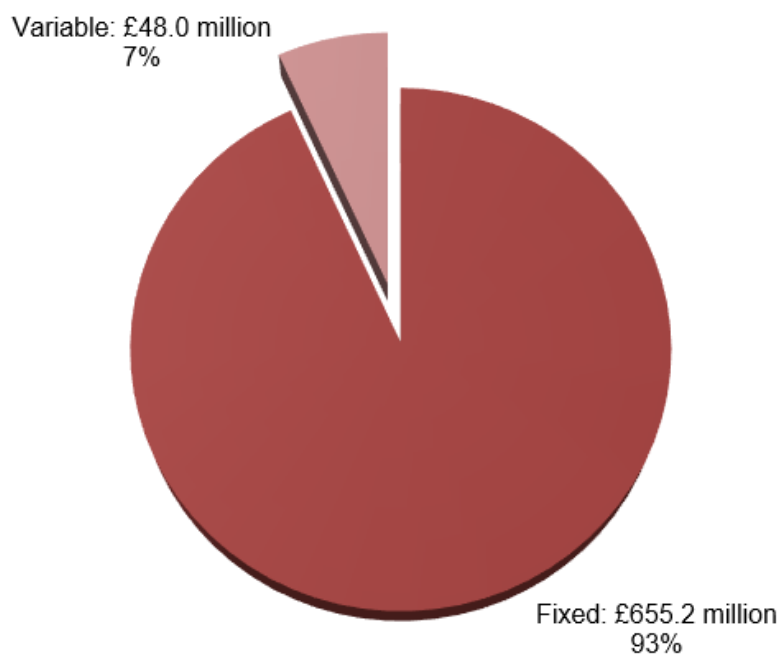
	Start Date	Maturity Date	Amount £000	Length	Interest Rate	Full Year Interest £000
<b>2022-2023 Borrowing</b>						
<b>PWLB Fixed Maturity:</b>						
No activity in 2022-2023						
<b>Sub total for PWLB</b>			-			-
<b>Temporary Loans:</b>						
No activity in 2022-2023						
<b>Sub total for Temporary Loans</b>			-			-
<b>Grand total borrowing</b>			-			-

	Start Date	Maturity Date	Amount £000	Length	Interest Rate	Full Year Interest £000
<b>2022-2023 Repayments</b>						
<b>PWLB Fixed Maturity:</b>						
				years		
479651	11/07/1997	09/10/2022	4,434	25.6	7.000%	310
479863	18/09/1997	09/10/2022	2,217	25.6	6.875%	152
480393	09/01/1998	06/02/2023	3,548	25.6	6.125%	217
<b>Sub total for PWLB</b>			<b>10,199</b>			<b>679</b>
<b>Temporary Loans:</b>						
No activity in 2022-2023						
<b>Sub total for Temporary Loans</b>			-			-
<b>Grand total repayments</b>			<b>10,199</b>			<b>679</b>
<b>Net movement</b>			<b>(10,199)</b>			<b>(679)</b>

### Borrowing: Graphical Summary

#### Borrowing by Type

As at 30 June 2023



**Borrowing and Repayments in 2023-2024**

	Start Date	Maturity Date	Amount £000	Length	Interest Rate	Full Year Interest £000
<b>2023-2024 Borrowing</b>						
<b>PWLB Fixed Maturity:</b>						
No activity in quarter 1						
<b>Sub total for PWLB</b>			-			-
<b>Temporary Loans:</b>						
No activity in quarter 1						
<b>Sub total for Temporary Loans</b>			-			-
<b>Grand total borrowing</b>			-			-

	Start Date	Maturity Date	Amount £000	Length years	Interest Rate	Full Year Interest £000
<b>2023-2024 Repayments</b>						
<b>PWLB Fixed Maturity:</b>						
479749	01/08/1997	23/05/2023	2,661	26	6.875%	183
479644	10/07/1997	12/06/2023	4,434	26	7.000%	310
<b>Sub total for PWLB</b>			<b>7,095</b>			<b>493</b>
<b>Temporary Loans:</b>						
No activity in quarter 1						
<b>Sub total for Temporary Loans</b>			-			-
<b>Grand total repayments</b>			<b>7,095</b>			<b>493</b>
<b>Net movement</b>			<b>(7,095)</b>			<b>(493)</b>



Prudential Indicators (PI) required by The Prudential Code

PI for Prudence - Ensuring that external debt is sustainable and compliance with good professional practice are essential features of prudence.

PI 1 - Estimates and actual capital expenditure.								
Full details of capital expenditure plans and funding can be found in the outturn 2022-2023 quarter one capital budget monitoring 2023-2024 report.								
	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast £000	Forecast £000	Forecast £000	Forecast £000	Actual £000	Forecast £000	Forecast £000	Forecast £000
General Fund *	97,474	168,372	69,053	9,810	67,557	141,049	142,975	36,008
HRA	72,240	131,111	142,117	106,290	72,538	112,575	140,506	109,150
	169,714	299,483	211,170	116,100	140,095	253,624	283,481	145,158
* Service investments included in General Fund figure. These relate to areas such as capital expenditure on investment properties and loans to third parties etc. for service and regeneration delivery purposes.	67	13,000	11,900	3,000	71	5,860	10,000	6,900

PI 2 - Estimates and actual capital financing requirement General Fund and HRA.								
The capital financing requirement measures the authority's underlying need to borrow for a capital purpose.								
	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast £000	Forecast £000	Forecast £000	Forecast £000	Actual £000	Forecast £000	Forecast £000	Forecast £000
General Fund *	685,052	719,461	719,195	685,234	667,207	694,340	717,765	700,720
HRA	303,596	391,937	493,346	561,714	302,388	372,605	472,146	542,689
Total capital financing requirement	988,648	1,111,398	1,212,541	1,246,948	969,595	1,066,945	1,189,911	1,243,409
* Service investments included in General Fund figure. These relate to areas such as capital expenditure on investment properties and loans to third parties etc. for service and regeneration delivery purposes.	32,474	44,792	42,692	32,776	32,478	37,687	41,829	37,793
<b>Movement in capital financing requirement represented by:</b>								
New borrowing for capital expenditure	67,862	156,049	138,600	71,882	50,132	129,666	159,104	90,144
Less minimum revenue provision/voluntary minimum revenue provision	(33,684)	(33,299)	(37,457)	(37,475)	(35,007)	(32,316)	(36,138)	(36,646)
Movement in capital financing requirement	34,178	122,750	101,143	34,407	15,125	97,350	122,966	53,498

PI 3 - Authorised limit for external debt.				
These limits apply to the total external debt gross of investments and separately identify borrowing from other long term liabilities such as finance leases including Private Finance Initiatives (PFI). This is a self determined level reviewed and set each budget setting cycle.				
	Approved by Council 1 March 2023			
	2022-2023 Limit £000	2023-2024 Limit £000	2024-2025 Limit £000	2025-2026 Limit £000
Borrowing	1,080,693	1,137,035	1,284,348	1,336,593
Other Long Term Liabilities	82,628	75,960	76,416	72,939
Total Authorised Limit	1,163,321	1,212,995	1,360,764	1,409,532
Actual and Forecast External Debt as at 30 June 2023:				
Borrowing	710,248	855,566	1,023,076	1,125,050
Other Long Term Liabilities	76,928	73,960	74,416	70,939
	787,176	929,526	1,097,492	1,195,989
Variance (Under) / Over Authorised limit	(376,145)	(283,469)	(263,272)	(213,543)
<b>Authorised limit for service investments included in the above figures</b>				
Authorised Limit	66,049	57,928	72,778	71,762
Actual and Forecast External Debt as at 30 June 2023:	42,361	47,570	51,712	50,706
Variance (Under) / Over Authorised limit	(23,688)	(10,358)	(21,066)	(21,056)

PI 4 - Operational boundary for external debt.				
This is based on the same estimates as the authorised limit but directly reflects the Director of Finance's estimate of the most likely, prudent but not worst case scenario, without the additional headroom included. This is a self determined level reviewed and set each budget setting cycle.				
	Approved by Council 1 March 2023			
	2022-2023 Limit £000	2023-2024 Limit £000	2024-2025 Limit £000	2025-2026 Limit £000
Borrowing	1,054,388	1,098,093	1,251,917	1,318,658
Other Long Term Liabilities	80,628	73,960	74,416	70,939
Total Operational Boundary Limit	1,135,016	1,172,053	1,326,333	1,389,597
Actual and Forecast External Debt as at 30 June 2023:				
Borrowing	710,248	855,566	1,023,076	1,125,050
Other Long Term Liabilities	76,928	73,960	74,416	70,939
	787,176	929,526	1,097,492	1,195,989
Variance (Under) / Over Operational Boundary Limit	(347,840)	(242,527)	(228,841)	(193,608)
<b>Operational boundary for service investments included in the above figures</b>				
Operational Boundary Limit	65,035	54,678	72,778	71,762
Actual and Forecast External Debt as at 30 June 2023:	42,361	47,570	51,712	50,706
Variance (Under) / Over Operational Boundary Limit	(22,674)	(7,108)	(21,066)	(21,056)

Prudential Indicators (PI) required by The Prudential Code

**PI 5 - Gross debt and the capital financing requirement.**

"In order to ensure that over the medium term debt will only be for a capital purpose, the local authority should ensure that debt does not, except in the short term, exceed the total of capital financing requirement in the preceding year plus the estimates of any additional capital financing requirement for the current and next two financial years".

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023 Forecast £000	2023-2024 Forecast £000	2024-2025 Forecast £000	2025-2026 Forecast £000	2022-2023 Actual £000	2023-2024 Forecast £000	2024-2025 Forecast £000	2025-2026 Forecast £000
Forecast Capital Financing Requirement at end of Second Year	1,212,541	1,212,541	1,257,210	1,257,915	1,189,910	1,243,407	1,277,067	1,277,067
Gross Debt	879,251	1,028,001	1,138,144	1,174,550	787,176	929,526	1,097,492	1,195,989
Capital Financing Requirement Greater than Gross Debt	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**PI for Affordability** - These indicators are used to ensure the total capital investment of the Council is within a sustainable limit and the impact of these decisions are considered with regard

**PI 6 - Estimates and actual ratio of financing costs to net revenue stream.**

This represents the cost of financing capital expenditure as a % of net revenue for both the General Fund and HRA.

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023 Forecast	2023-2024 Forecast	2024-2025 Forecast	2025-2026 Forecast	2022-2023 Actual	2023-2024 Forecast	2024-2025 Forecast	2025-2026 Forecast
General Fund *	16.7%	15.8%	16.3%	16.4%	16.8%	15.0%	16.0%	16.8%
HRA	32.2%	34.8%	37.0%	40.4%	32.4%	32.6%	35.3%	39.5%
* Service investments included in General Fund figure. These relate to areas such as capital expenditure on investment properties and loans to third parties etc. for service and regeneration delivery purposes.	0.8%	0.8%	0.9%	0.8%	0.8%	0.7%	0.8%	0.8%

**PI 7 - Estimates and actual ratio of net income from commercial and service investments to net revenue stream.**

This represents the financial exposure of the Council to the loss of income from commercial and service investments. Only costs directly attributable to the investments are netted off, so unlike PI 6, the costs of borrowing (interest and MRP) cannot be deducted as they are not directly attributable to managing the investments and will continue regardless of the existence or performance of the investments.

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023 Forecast	2023-2024 Forecast	2024-2025 Forecast	2025-2026 Forecast	2022-2023 Actual	2023-2024 Forecast	2024-2025 Forecast	2025-2026 Forecast
Commercial	-	-	-	-	-	-	-	-
Service	0.6%	0.5%	0.5%	0.5%	0.6%	0.5%	0.5%	0.5%

Treasury Management Indicators (TMI) required by The Treasury Management Code

**TMI 1 - Upper limits for long-term treasury management investments (previously called 'upper limits to the total of principal sums invested over 365 days').**

This details the maximum amount which can be invested for up to 5 years (as per paragraph 1.5 of the Annual Investment Strategy). It has been determined that a maximum of 50% of total investments with a cap of £35.0 million could be prudently committed to long term investments should the Director of Finance decide it is appropriate to.

	Approved by Council 1 March 2023			
	2022-2023 Limit £000	2023-2024 Limit £000	2024-2025 Limit £000	2025-2026 Limit £000
Upper limit for long-term treasury management investments	35,000	35,000	35,000	35,000
Actual and Forecast Invested at 30 June 2023	-	-	-	-
Variance (Under) / Over Limit	(35,000)	(35,000)	(35,000)	(35,000)

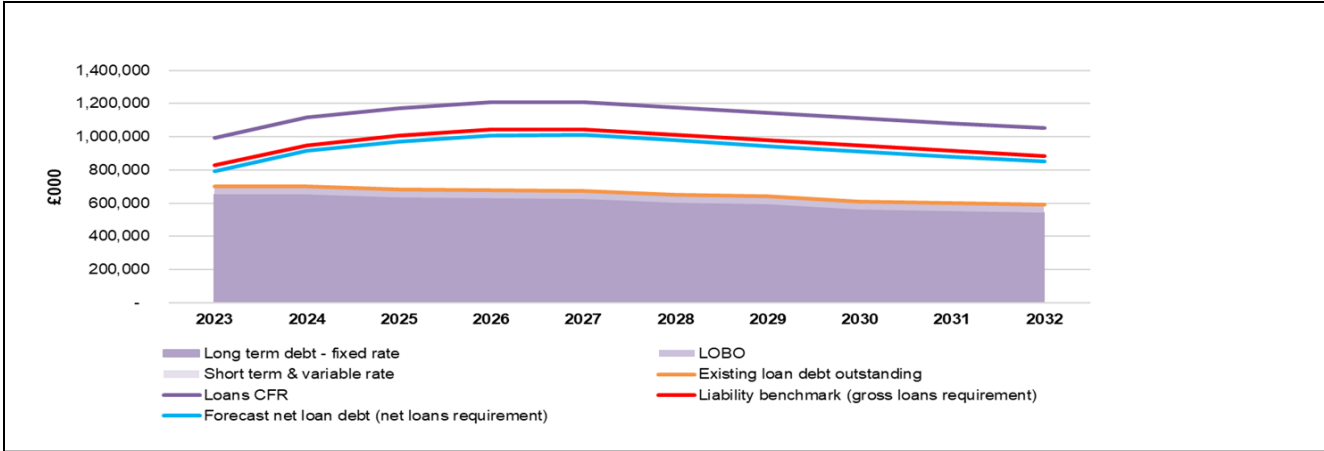
**TMI 2 - Upper and lower limits to the maturity structure of its borrowing.**

These limits relate to the % of fixed and variable rate debt maturing.

	Approved by Council 1 March 2023		As at 30 June 2023	
	Upper Limit	Lower Limit	2022-2023 Actual Borrowing	2023-2024 Forecast Borrowing
Under 12 months	25%	0%	1.00%	-
12 months and within 24 months	25%	0%	-	6.52%
24 months and within 5 years	40%	0%	3.95%	5.46%
5 years and within 10 years	50%	0%	12.01%	7.11%
10 years and within 20 years	50%	0%	18.44%	15.82%
20 years and within 30 years	50%	0%	20.58%	32.16%
30 years and within 40 years	50%	0%	22.66%	15.18%
40 years and within 50 years	50%	0%	21.36%	17.75%
50 years and within 60 years	50%	0%	-	-

**TMI 3 - Liability benchmark**

A liability benchmark is a measure of how well the Council's existing loans portfolio matches its planned borrowing needs. It is a projection of the amount of loan debt outstanding that the Council needs each year into the future to fund its existing debt liabilities, planned prudential borrowing and other cash flows. This indicator highlights any mismatches between actual loan debt outstanding and the planned borrowing needs. Where actual loans are less than the benchmark, this is an indication of a future borrowing requirement. Whereas actual loans exceeding the benchmark indicate an overborrowed position which will result in excess cash balances requiring investment



Non-treasury management investment indicators

The statutory guidance on local government investments encourages local authorities to develop qualitative indicators that allow the reader to assess the Council's total risk exposure as a result of commercial investment decisions.

**NTM 1 - Estimates and actual non-treasury management investment expenditure.**

This identifies the level of any non-treasury management investments ( e.g. service and commercial investments).

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast	Forecast	Forecast	Forecast	Actual	Forecast	Forecast	Forecast
	£000	£000	£000	£000	£000	£000	£000	£000
Service investments	67	13,000	11,900	3,000	71	5,860	10,000	6,900
Commercial investments	-	-	-	-	-	-	-	-
	67	13,000	11,900	3,000	71	5,860	10,000	6,900

**NTM 2 - Estimates and actual net debt for service and commercial investment to net service expenditure ratio.**

This indicator measures the level of net debt for service and commercial investments in comparison to the Council's forecast net service expenditure, where net service expenditure is a proxy for the size and financial strength of a local authority.

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast	Forecast	Forecast	Forecast	Actual	Forecast	Forecast	Forecast
	£000	£000	£000	£000	£000	£000	£000	£000
Net debt for service and commercial investments	32,474	44,792	42,692	32,776	32,478	37,687	41,829	37,793
Net service expenditure	267,159	306,414	316,409	315,580	267,159	306,414	316,409	315,580
Debt to net service expenditure ratio	12.2%	14.6%	13.5%	10.4%	12.2%	12.3%	13.2%	12.0%

**NTM 3 - Estimates and actual service and commercial income to net service expenditure ratio.**

This indicator measures the level of service and commercial investment generated income in comparison to the Council's net service expenditure, where net service expenditure is a proxy for the size and financial strength of a local authority. The % indicates the Council's financial resilience and how reliant on the service/commercial investment income it is. A low % indicates the Council is not heavily reliant on service/commercial investment income.

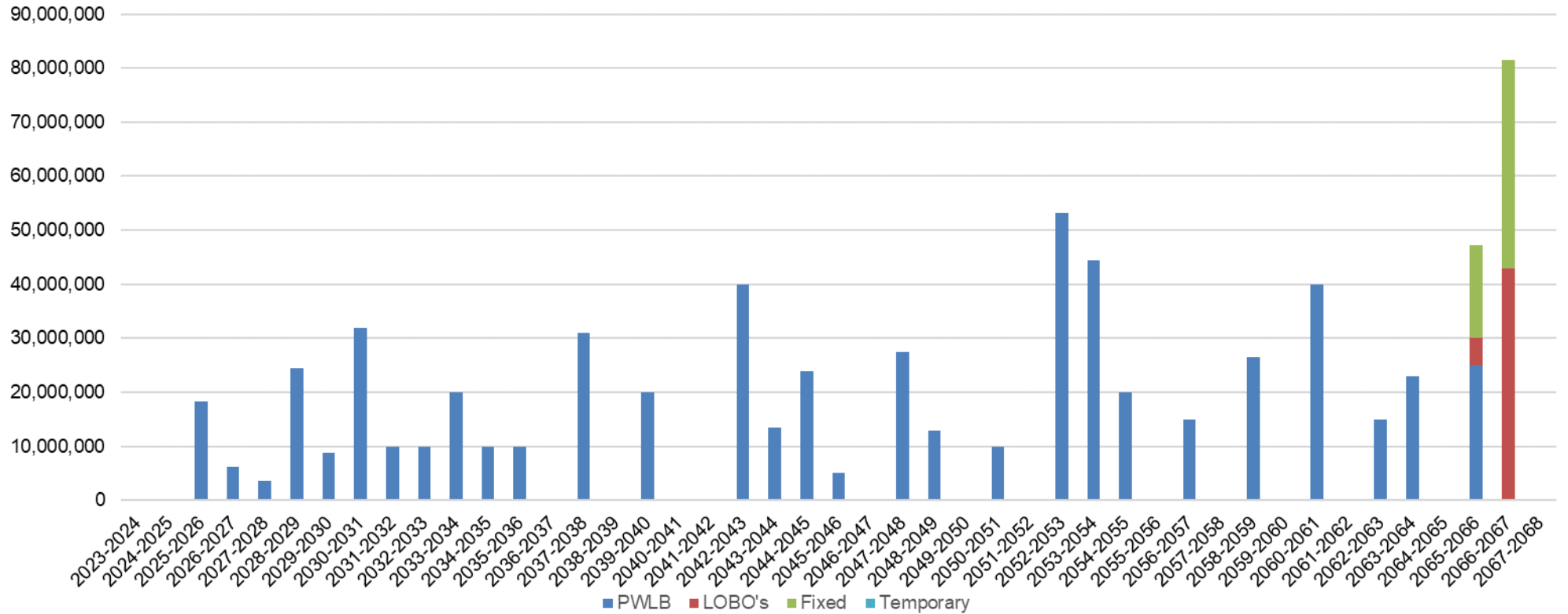
	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast	Forecast	Forecast	Forecast	Actual	Forecast	Forecast	Forecast
	£000	£000	£000	£000	£000	£000	£000	£000
Service and commercial investment income	1,647	1,573	1,666	1,666	1,647	1,555	1,648	1,648
Net service expenditure	267,159	306,414	316,409	315,580	267,159	306,414	316,409	315,580
Service and commercial income to net service expenditure ratio	0.6%	0.5%	0.5%	0.5%	0.6%	0.5%	0.5%	0.5%

**NTM 4 - Estimates and actual loan to value ratio**

This indicator measures the net debt for service and commercial investments compared to the forecast total asset value. A decrease in the ratio over the medium term indicates a reducing level of borrowing due to repayments, whereas an increase indicates an increase in the level of borrowing due to new loans being issued.

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast	Forecast	Forecast	Forecast	Actual	Forecast	Forecast	Forecast
Loan to value ratio	67.0%	72.9%	70.7%	63.7%	58.5%	62.3%	63.8%	60.5%

### Borrowing Maturity Profile at 30 June 2023



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**Link interest rate forecasts**

The Council's treasury advisor, Link Group, provided the following forecasts on 26 June 2023 (PWLB rates are certainty rates, gilt yields plus 80bps):

Link Group Interest Rate View 26.06.23													
	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
<b>BANK RATE</b>	5.00	5.50	5.50	5.50	5.25	4.75	4.25	3.75	3.25	2.75	2.75	2.50	2.50
3 month ave earnings	5.30	5.60	5.50	5.30	5.00	4.50	4.00	3.50	3.00	2.70	2.60	2.50	2.50
6 month ave earnings	5.80	5.90	5.70	5.50	5.10	4.60	4.00	3.50	3.00	2.70	2.60	2.60	2.60
12 month ave earnings	6.30	6.20	6.00	5.70	5.30	4.80	4.10	3.60	3.10	2.80	2.70	2.70	2.70
5 yr PWLB	5.50	5.60	5.30	5.10	4.80	4.50	4.20	3.90	3.60	3.40	3.30	3.30	3.20
10 yr PWLB	5.10	5.20	5.00	4.90	4.70	4.40	4.20	3.90	3.70	3.50	3.50	3.50	3.40
25 yr PWLB	5.30	5.40	5.20	5.10	4.90	4.70	4.50	4.20	4.00	3.90	3.80	3.80	3.70
50 yr PWLB	5.00	5.10	5.00	4.90	4.70	4.50	4.30	4.00	3.80	3.60	3.60	3.50	3.50



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Disclosure for Certainty Rate

**Certainty Rate**

This table details the information that is required to enable the Council to submit a return for 2023-2024.

	Approved by Council 1 March 2023				As at 30 June 2023			
	2022-2023	2023-2024	2024-2025	2025-2026	2022-2023	2023-2024	2024-2025	2025-2026
	Forecast	Forecast	Forecast	Forecast	Actual	Forecast	Forecast	Forecast
	£000	£000	£000	£000	£000	£000	£000	£000
<b>Net Borrowing Requirement:</b>								
Borrowing to finance planned capital expenditure	67,479	155,770	134,724	71,741	49,748	129,387	155,228	90,003
Existing maturity loans to be replaced during the year	55,199	33,095	65,000	70,264	(17,822)	52,095	95,000	113,264
Less:								
Minimum Revenue Provision for debt repayment	(19,557)	(20,577)	(22,381)	(23,175)	(19,557)	(19,436)	(21,155)	(22,431)
Voluntary debt repayment	(11,046)	(9,475)	(11,656)	(10,683)	(12,369)	(9,633)	(11,563)	(10,598)
	(30,603)	(30,052)	(34,037)	(33,858)	(31,926)	(29,069)	(32,718)	(33,029)
Loans replaced less debt repayment	24,596	3,043	30,963	36,406	(49,748)	23,026	62,282	80,235
<b>Net Advance Requirement</b>	<b>92,075</b>	<b>158,813</b>	<b>165,687</b>	<b>108,147</b>	<b>-</b>	<b>152,413</b>	<b>217,510</b>	<b>170,238</b>
<b>Analysed by:</b>								
Service delivery	26,926	19,201	7,930	-	13,111	26,185	8,972	9,000
Housing	35,963	110,819	111,965	70,151	34,526	85,063	116,104	78,041
Regeneration	4,590	25,750	14,829	1,590	2,111	18,139	30,152	2,962
Preventative action	-	-	-	-	-	-	-	-
Treasury Management	24,596	3,043	30,963	36,406	(49,748)	23,026	62,282	80,235
Primarily for yield	-	-	-	-	-	-	-	-
<b>Total</b>	<b>92,075</b>	<b>158,813</b>	<b>165,687</b>	<b>108,147</b>	<b>-</b>	<b>152,413</b>	<b>217,510</b>	<b>170,238</b>

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## Lending List

### 2023-2024 Specified Investments as at 31 May 2023

Institution	Country (Sovereign Rating)	Limit £000	Term Limit
Bank Nederlandse Gemeenten	Netherlands (AAA)	20,000	12 mths
Bank of Montreal	Canada (AA+)	10,000	6 mths
Bank of Nova Scotia	Canada (AA+)	10,000	6 mths
Canadian Imperial Bank of Commerce	Canada (AA+)	10,000	6 mths
DBS Bank Ltd	Singapore (AAA)	10,000	6 mths
HSBC Bank plc	UK (AA-)	5,000	3 mths
Landwirtschaftliche Rentenbank	Germany (AAA)	20,000	12 mths
National Bank of Abu Dhabi	Abu Dhabi (U.A.E) (AA)	5,000	3 mths
Nordea Bank Abp	Finland (AA+)	10,000	6 mths
NRW.BANK	Germany (AAA)	20,000	12 mths
Oversea Chinese Banking Corporation Ltd	Singapore (AAA)	10,000	6 mths
Royal Bank of Canada	Canada (AA+)	10,000	6 mths
Skandinaviska Enskilda Banken AB	Sweden (AAA)	10,000	6 mths
Svenska Handelsbanken AB	Sweden (AAA)	20,000	12 mths
Swedbank AB	Sweden (AAA)	10,000	6 mths
Toronto Dominion Bank	Canada (AA+)	10,000	6 mths
United Overseas Bank Ltd	Singapore (AAA)	10,000	6 mths
Wells Fargo Bank NA	USA (AAA)	10,000	6 mths
<b>Nationalised Banks</b>			
<b>Royal Bank of Scotland Group plc</b>			
National Westminster Bank plc	UK (AA-)	10,000	3 mths
The Royal Bank of Scotland plc	UK (AA-)	10,000	3 mths
<b>AAA Rated and Government Backed Securities</b>			
Debt Management Office	UK (AA-)	20,000	30 mths
<b>Money Market Funds</b>			
<b>Fund Rating</b>			
Invesco STIC Account	Fitch AAAmmf	20,000	Instant Access
Aberdeen Liquidity Fund (LUX) Class 2	Fitch AAAmmf	20,000	Instant Access
Federated Short-Term Sterling Prime Fund	Fitch AAAmmf	20,000	Instant Access
Black Rock Sterling Liquidity Fund	Moody's Aaa-mf	20,000	Instant Access

#### Non-rated Institutions

County Councils, London Boroughs, Metropolitan Districts and Unitary Authorities - limits £6m and 12 months.  
Shire District Councils, Fire and Civil Defence Authorities, Passenger Transport Authorities and Police Authorities - limits £3m and 12 months.

NB: This is a list of institutions that could be used if the Council wished to do so, as they meet the Council's minimum credit criteria.

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# Treasury Management – Annual Report 2022-2023 and Activity Monitoring 2023-2024

12 October 2023

## Treasury Management

This report provides an update on the Treasury Management activities for year ending 2022-2023 and for the first quarter of 2023-2024 for both the General Fund and the Housing Revenue Account

The report was presented to Cabinet on 12 July 2023 and Full Council on 19 July 2023



# Treasury Management

CIPFA define Treasury Management as the:

‘Management of the organisation’s borrowing, investments and cash flows, including its banking, money market and capital market transactions, the effective control of the risks associated with those activities, and the pursuit of optimum performance consistent with those risks.’

## Prudential Indicators

- The Council is required to set a number of prudential and treasury management indicators which are approved by Full Council each year
- An update on these indicators is provided during the year in the quarterly monitoring activity reports
- Examples of Prudential Indicators we report on are:
  - Capital expenditure –directly linked to the Capital Programme
  - Capital financing requirements (underlying need to borrow)
  - Authorised borrowing limits
  - Gross debt and the capital financing requirements
  - Financing capital expenditure as a % of net revenue

## Borrowing

- We can only borrow for capital purposes
- We borrow for both the General Fund and HRA (HRA borrowing is funded from rents)
- We have not undertaken any new borrowing since March 2019

## **Out-turn Position 2022-2023 – General Fund and HRA**

We operated within our prudential and treasury indicators

No new borrowing undertaken since March 2019.

Repaid loans of £10.2 million during 2022-2023

At the end of 2022-2023 borrowing stood at £710.2 million across both the General Fund and HRA

## Out-turn Position 2022-2023 – General Fund and HRA

Treasury Management budget:

This budget covers both interest payments due and funds that are set aside to repay loans when they fall due (known as minimum revenue provision (MRP))

	Approved Budget £000	Outturn £000	Variance £000
General Fund	40,265	36,714	(3,551)
HRA	10,238	10,937	699
<b>Total</b>	<b>50,503</b>	<b>47,651</b>	<b>(2,852)</b>

## **Forecast Position 2023-2024 - General Fund and HRA**

Further loans repaid totalling £7.1 million between April to June 2023

Borrowing stood at £703.2 million at end of June 2023

Current forecasts are that no new external borrowing is required in this financial year

Treasury management activities for both the General Fund and HRA are projected to be within budget.

The budget for General Fund activities is £40.3 million and the HRA is £14.7 million.

# Any Questions?



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