

**Resources and Equality Scrutiny  
Panel**

16 March 2023

<b>Report title</b>	Equality Diversity and Inclusion (EDI) Strategy Update: Objective Three	
<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) and Organisational Development (OD)	
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<b>Report to be/has been considered by</b>	Cabinet Member Briefing	23/11/2022
	Equalities Advisory Group	07/03/2023

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

The Resources and Equality Scrutiny Panel is requested to:

1. Provide comments and feedback on the progress being made in delivering the EDI Strategy 2022 – 2024, paying reference to Objective Three:

*‘Develop an inclusive workplace culture, where targeted professional training, development and support is provided’*

## **1.0 Purpose**

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

## **2.0 Background**

- 2.1 Equality Diversity and Inclusion (EDI) continues to be a key priority and consideration throughout all council activities and organisational culture. Fair and Equal is one of the cross-cutting themes that underpins the Our City: Our Plan.
- 2.2 The EDI Strategy (2022 – 2024) was agreed by Cabinet on 19 January 2022 and associated Directorate Equality Plans subsequently launched with overarching priorities and actions agreed.
- 2.3 In the delivery of the Council's EDI Strategy and supporting directorate equality plans, the Council continues to ensure compliance against the Equality Act 2020 (Public Sector Equality Duty) as well as aligning with best practice and National Standards.
- 2.4 Outlined within the EDI Strategy we have four key priorities:
  - 2.4.1 To demonstrate Visible Leadership and Strong Organisational Culture
  - 2.4.2 To be an Inclusive Employer, building a workforce that is reflective of the communities we serve
  - 2.4.3 Develop an inclusive workplace culture, where targeted professional training, development and support is provided
  - 2.4.4 Provide Responsive, Accessible, and Inclusive services which actively seek to address inequality, disparities, and exclusions.

- 2.5 This update will focus on objective three: Develop an inclusive workplace culture, where targeted professional training, development and support is provided.

- 2.6 Actions that have taken place to support the delivery of objective three are summarised in the presentation pack attached in appendix 1.

## **3.0 Next Steps**

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

## **4.0 Finance implications**

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

LD/08032023/A

## **5.0 Legal implications**

- 5.1 There are no direct legal implications associated with the report.  
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## **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 delivery against 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>