



# 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
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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>