



Resources and Equalities Scrutiny Panel

12th October 2023

Report title	Progress against the (BITC) Business in the Community - Race at Work Charter Standards	
Cabinet member with lead responsibility	Councillor Paula Brookfield Governance and Equalities	
Wards affected	All	
Accountable director	David Pattison, Chief Operating Officer	
Originating service	Equality Diversity and Inclusion (EDI)	
Accountable employee(s)	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 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 .