

# Resources and Equalities Scrutiny Panel

12<sup>th</sup> March 2024

<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>	Charlotte Johns, Executive Director of Economy	
<b>Originating service</b>	Equality Diversity and Inclusion (EDI)	
<b>Accountable employee(s)</b>	Jin Takhar Tel Email	Head of Equality Diversity and Inclusion 01902 554650 <a href="mailto:Jin.Takhar@wolverhampton.gov.uk">Jin.Takhar@wolverhampton.gov.uk</a>
<b>Report to be/has been considered by</b>	Equalities Advisory Group Cabinet Member Briefing	05/12/2023 04/03/2024

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## Recommendation(s) for action or decision:

The Resources and Equalities Scrutiny Panel is requested to:

1. To provide comments and feedback on the progress being made in delivering the EDI Strategy 2022 – 2024, Objective four

*Objective Four: Provide Responsive, Accessible and Inclusive Services which actively seek to address inequality, disparities, and exclusions – within City Housing and Public Health.*

## **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 the councils achievements/progress against objective four as indicated and described above.
- 2.6 Actions that have been progressed and next steps are summarised and can be found in the presentations attached.

## **3.0 Next Steps**

- 3.1 Resources and Equalities Scrutiny Panel to receive further reports on progress made against the EDI Strategy via our EDI Annual Report 2023, 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.

## **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>