

To: Scrutiny Committee

Date: 7 June 2016

Report of: Scrutiny Officer

Title: Equality and Diversity report – suggested amendments

The Scrutiny Committee is asked to note and comment on the following amendments put forward by the Chair of the Review Group, before the Equality and Diversity report is submitted to the City Executive Board.

[Add after recommendation 12]:

Leadership from the highest levels of the Council could be useful for signalling to the workforce just how much value senior leaders place on building an inclusive, diverse workplace. Employees will take diversity more seriously if Council leaders show they want the most inclusive workplace and cascade that message down the organisation. The Review Group suggest that the Council identifies senior leaders who could visibly act as Diversity Champions. These Diversity Champions would not need to report one or more of the equality characteristics, although significant advantage could be gained if they did. Linked to this role, the Review Group suggest the plotting of a year-long calendar of regular activities where Diversity Champions can visibly lead employees to place a strong emphasis on diversity. Leading celebrations such as Black History Month, Pride, International Day of Persons With Disabilities, International Transgender Day of Visibility, and International Women's Day, would help to embed equality in the workplace, especially when celebrations involve people at all levels of the Council.

Recommendation – That the Council identifies one or more Diversity Champions at senior levels who would help to embed equality in the workplace. These Diversity Champions could lead on communicating the importance of diversity and monitoring within the organisation and co-ordinate a calendar of activities in support of celebrations such as Black History Month, Pride, etc.

The Review Group suggest that the Council also appoints a single elected councillor to visibly oversee and externally represent the Council's equality and diversity work. This would also help in reinforcing messages about diversity, inclusion, and monitoring to the Council workforce.

Recommendation – That the Council identifies an elected member to oversee and externally represent the Council's equality and diversity work.

[Amend paragraph 72 to include]:

Data shows under-reporting by Council employees, particularly among the LGBT workforce, which is very small. The Review Group suggest that the Council prioritises building confidence in monitoring by making extra efforts to explain to the workforce why key pieces of personal information are monitored. Offering monitoring opportunities at regular intervals is centrally important, to emphasise the Council's prioritisation of monitoring and because people's level of impairment, sexuality, and gender identity are not fixed.

[Add after recommendation 14]:

Some recommendations in this report would benefit from Council employees significantly increasing disclosure over a short-term horizon. The Review Group suggest that the setting of targets for increasing disclosure rates, for example across an eighteen-month window, would further emphasise the Council's prioritisation of monitoring and help to mobilise extra resources.

Recommendation – That the Council sets targets for increasing disclosure rates to reduce data gaps for sexual orientation, disability and ethnicity over a fixed period of time (e.g. eighteen months).