

**To:** Cabinet  
**Date:** 14 December 2022  
**Report of:** Scrutiny Committee  
**Title of Report:** Equalities Update

<b>Summary and recommendations</b>	
<b>Purpose of report:</b>	To present Scrutiny Committee recommendations for Cabinet consideration and decision
<b>Key decision:</b>	No
<b>Scrutiny Lead Member:</b>	Councillor Dr Christopher Snowton, Scrutiny Committee Chair
<b>Cabinet Member:</b>	Cllr Nigel Chapman, Cabinet Member for Citizen Focused Services
<b>Corporate Priority:</b>	All
<b>Policy Framework:</b>	Council Strategy 2020-24
<b>Recommendation: That the Cabinet states whether it agrees or disagrees with the recommendations in the body of this report.</b>	

<b>Appendices</b>	
<b>Appendix A</b>	Draft Cabinet response to recommendations of the Scrutiny Committee

### **Introduction and overview**

1. The Scrutiny Committee met on 05 December 2022 to consider a report providing an Equalities Update. The report, which is due for Cabinet consideration on 14 December 2022, recommends that Cabinet resolves to: approve the Workforce Equality Report 2022; authorises the Head of Business Improvement to make any necessary corrections and minor amendments; approves the Gender Pay Gap, Ethnicity Pay Gap, and Disability Pay Gap reports; and authorises the Head of Business Improvement to publish the Gender Pay Gap table, the Ethnicity Pay Gap table, and the Disability Pay Gap table on the Council's website.

## Summary and recommendations

2. The Committee was grateful to Cllr Nigel Chapman, Cabinet Member for Citizen Focused Services, to Helen Bishop, Head of Business Improvement, and to Gail Malkin, Head of People, for attending to speak to the item and to answer the Committee's questions.
3. Cllr Chapman introduced the report and explained that the Council was obliged to publish data regarding workplace equalities on the Gender Pay Gap but was not required to publish such data on the Disability Pay Gap and the Ethnicity Pay Gap. It did so because it was committed to working to narrow that gap and believed transparency was important.
4. The Committee explored various topics and was pleased to hear that there was a specialist recruiter now working in HR who was able to provide support when it came to recruiting a more diverse staff.
5. The Committee recognised that work was being done on narrowing the Disability Pay Gap but considered it would be helpful if the Council were to set out explicitly what its target in that area was.

***Recommendation 1: That the Council sets out explicitly its target in relation to the Disability Pay Gap.***

6. The Panel regretted the absence of any particular reference to trans or non-binary gender identities in the report and expressed concern that job application forms allow applicants to self-identify as male or female or, instead, not to answer rather than it being possible to self-identify as non-binary or as trans. The Committee recognised that it might be difficult to report on given potentially low numbers but considered that it would be appropriate for the Council to explore this further.

***Recommendation 2: That the Council provides an opportunity in its application forms and monitoring for people to provide their gender identity, including if they identify as trans or non-binary.***

***Recommendation 3: That the Council reports on work surrounding its trans and non-binary policies.***

7. The Committee recognised that sexual orientation data had been identified as an area requiring improvement and suggested that appropriate consideration should be given to whether it would be useful to monitor and report on work regarding the LGBT Pay Gap.

***Recommendation 4: That the Council assesses whether it would be beneficial to monitor and report on work being undertaken around the LGBT Pay Gap.***

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