

# Equality, Diversity and Inclusion (EDI) Scrutiny Statement Follow Up

Date: 25 March 2024

Report of: Head of Democratic Services

Report to: Strategy and Resources Scrutiny Board

Will the decision be open for call in?  Yes  No

Does the report contain confidential or exempt information?  Yes  No

## Brief summary

Scrutiny Board Strategy & Resources has received a number of reports on Equality, Diversity and Inclusion (EDI) dating back to municipal year 2020/21.

The work of the Board has supported ongoing work on EDI being undertaken by human resources linked to the Council's organisational values and behaviours which are aimed at helping everyone to be their best in the workplace and the commitment to treat people fairly.

The Board's interest in EDI has evolved to also include receiving direct feedback from the Council's staff networks to hear about their lived experiences working for the Council. This led to reports being brought to the Board in January 2022, December 2022 and February 2024 through which the networks were able to focus on challenges, successes and the future in respect of their areas of focus.

The latest report considered by the Board on 19 February 2024 contained a recommendation that asked the Board to consider a formal comment on the ongoing EDI work being carried out by the authority, through a Scrutiny Board statement that would reflect the Board's consideration of this issue. This recommendation was agreed and attached at Appendix 1 is a scrutiny statement for comment and approval.

## Recommendations

Strategy and Resources Scrutiny Board is asked to:

- a) To comment on and approve the attached Scrutiny Board Statement on Equality, Diversity and Inclusion which can be found at Appendix 1.

## What is this report about?

- 1 Equality, Diversity, and Inclusion (EDI) as an organisational priority has been given a clear focus in recent years. A concerted effort has been made to bring about positive change on this agenda for the organisation, across workforce and organisational priorities.
- 2 Throughout this process and dating back to the 202/21 municipal year the Strategy and Resources Scrutiny Board has received update reports on the work being carried out on EDI. This has included regular updates on workforce approaches and receiving input from the Council's seven staff networks, with a focus on lived experiences of those networks and their members.
- 3 As a result of this work an item was considered at the Board meeting held on 19 February 2024 through which it was agreed that the Board would produce formal comment on their work through a scrutiny board statement.
- 4 All of the Council's staff networks have now attended the Board on two occasions providing feedback on progress, challenges and future priorities and to pass on their lived experiences in working for the Council. This has included the Race Equality, Dawn, Carers, Women's Voice, Career Advancement, LGBT+ and Healthy Minds networks.
- 5 Appendix 1 to this report provides the scrutiny statement for comment and approval by board members.

## What impact will this proposal have?

- 6 This item will enable the Board to provide views and formal comment on the Council's ongoing work on EDI reflecting past consideration and discussion at the meeting on 19 February 2024.
- 7 Following consideration of this report today, the Executive Board will consider the conclusions of the Scrutiny Board (Strategy and Resources) as set out in the appended statement. In line with Procedure Rules, the Executive is asked to provide a response indicating what action (if any) it proposes to take and to publish its response.

## How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 8 Ensuring that staff from all backgrounds are treated fairly is a key and ongoing ambition of the Council. Having a content and productive workforce where staff feel valued and can bring their whole selves to work will contribute to the Council's approach to the Best City Ambition and the three pillars.

## What consultation and engagement has taken place?

Wards affected:

Have ward members been consulted?

Yes

No

- 9 The Strategy and Resources Scrutiny Board agreed to the production of scrutiny board statement at its meeting in February 2024.
- 10 Consultation and engagement on EDI is ongoing with the Chief Executive, Director of Strategy and Resources, CLT Executive Board Member for Resources and Council Leader in terms of development of EDI activity and the work that has taken place to date.

**What are the resource implications?**

11 There are no specific resource implications contained in this report.

**What are the key risks and how are they being managed?**

12 This report has no specific risk management implications.

**What are the legal implications?**

13 This report has no specific legal implications.

**Options, timescales and measuring success****What other options were considered?**

14 This report responds to an agreed recommendation made by the Board as such no alternatives were considered.

**How will success be measured?**

15 Not applicable.

**What is the timetable and who will be responsible for implementation?**

16 Not applicable.

**Appendices**

- Appendix 1 – Strategy and Resources Scrutiny Board Statement: Workforce Equality, Diversity and Inclusion (EDI)

**Background papers**

- None