

Review of Equality & Diversity Initiatives

23rd July 2020

Report of the Head of HR

PURPOSE OF REPORT

To enable the Personnel Committee to review and offer input to the draft Fair Work Charter and to provide input to the diversity of our recruitment process and review and recommend improvements to our equality and diversity policy.

This report is public.

RECOMMENDATIONS

- (1) That Members review and offers feedback on the draft Fair Work Charter to be passed on to Cllr Wood and Cllr Sinclair**
- (2) That Members listen to the updates from the D&I group and offers suggestions to amendments to the current Equality & Diversity Policy**
- (3) That Members reviews the current recruitment process and the statistics for BAME applicants and offer suggestions for change.**

1. Introduction

As part of reviews to policies, we also strive to engage with staff and the community to seek opportunities to improve the way we treat people and encourage people to work at our Council.

We recognise the need for improvements and continuous work on various initiatives, a Fair Work Charter and other social justice elements such as equalities, diversity and inclusion. We would then like to update our Equality & Diversity policy to reflect these improvements.

2. Fair Work Charter

2.1 Work commenced on the development of a Fair Work Charter in early March 2020, however due to the Covid pandemic, it was placed on hold until recently, when it was reviewed again. There is an opportunity to share the Charter at the next Cabinet meeting, therefore we would welcome a review of the draft Charter and its standards for our own employees in consultation with the trade unions; and start working on a consultation paper for external organisations and the community. Noting that the related work on Ethical/Social value Procurement is nearing completion. As there are new Cabinet portfolio holders for HR and Governance (Cllr Erica Lewis) and Finance and Corporate Services (Cllr John Reynolds), they have now had an opportunity to review the draft charter and would welcome feedback and input from the Trade Unions and Personnel Committee.

See appendix 1 – Fair Work Charter

3 D&I group initiatives

3.1 As part of a recovery group team, there has been significant focus on staff wellbeing, diversity and inclusion and there has been some positive pieces of work already started as part of the pandemic, which we would like to grow and continue. The team would like to share with the Trade Unions and Personnel Committee the progress to date and would welcome suggestions for further initiatives to help improve and develop our Equality & Diversity Policy

4 Recruitment Process and improvements for inclusivity

Upon analysis of our recruitment statistics following a question from Cllr Young in response to the recent Black Lives Matters campaigns, we felt it was an appropriate time to see if any improvements could be made to encourage applicants from the BAME community and other diverse groups.

We have also been reviewing current advertising providers and felt there may be an opportunity to use the some of this existing budget for more diverse jobs boards. We would welcome feedback from the Trade unions

See appendix 2 – recruitment statistics and costings for advertising on different jobs boards.

5. Conclusion

Members are asked to provide feedback on the Fair Work Charter and offer input to the Charter.

Members are asked to offer suggestions and input to the D&I group for further initiatives and improvements

Members are asked to review the diversity statistics for the recruitment process and offer suggestions for change.

CONCLUSION OF IMPACT ASSESSMENT
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(including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):
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N/A.

LEGAL IMPLICATIONS

No further comments.

FINANCIAL IMPLICATIONS

There may be a requirement to re-distribute our recruitment advertising budget and look at using new providers.

OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces:

Not applicable.

SECTION 151 OFFICER'S COMMENTS

The s151 Officer has been consulted and has no further comments.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has no further comments.

BACKGROUND PAPERS

Fair Work Charter, Equality & Diversity
Policy, Recruitment stats

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