

Birmingham City Council

Report to Cabinet

18th May 2021



Subject: WORKFORCE RACE EQUITY REVIEW 2019-2020

Report of: Rebecca Hellard
Director of Council Management (Interim)

Relevant Cabinet Member: Cllr John Cotton
Social Inclusion, Community Safety & Equalities

Relevant O &S Chair(s): Cllr Carl Rice - Co-ordinating O&S Committee

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Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference: 008794/2021		
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, provide exempt information paragraph number or reason if confidential:		

1 Executive Summary

- 1.1 As proposed in the Cabinet Report “Workforce Race Equity Review 2019-20” of the 10th November 2020, we have commenced the implementation of the Action Plan to eradicate our Race Pay Gap and have a workforce representative of the city by 2025.

- 1.2 This report updates Cabinet on the progress made since November 2020, identifies the next steps of the implementation plan and proposes that the Workforce Equity Review is updated annually.
- 1.3 In October 2019 following a request from Cabinet Members, the Organisational Development team commenced a review of any data relating to Race Pay Gap reporting. This quickly developed into a holistic review of racial equity. The report from November 2020 identified the following issues within the City Council:
- Our workforce does not reflect the diversity of our city and 67% of Black, Asian and Minority Ethnic staff are in operational or front-line roles.
 - Staff from a Black, Asian or Minority Ethnic community are likely to be paid 7.9% less than your White counterpart.
 - We don't recruit enough Black, Asian and Minority Ethnic staff at management levels.
 - There is less likelihood of being promoted to Grade 5 and 6 if you are from a Black, Asian and Minority Ethnic community.
 - If you are from a Black, Asian and Minority Ethnic community you are more likely to resign or be made redundant than if you are White.
- 1.4 Five themes were established to address these issues with an associated action plan which has been regularly reviewed through the Equalities Star Chamber. Progress against this action plan is contained in the action plan at **Appendix 1**.

2 Recommendations

The Cabinet:

- 2.1 Notes the progress to date, the Council's organisational commitment to advancing equalities, and in this context, to specifically eradicating the race pay gap by 2025 and ensuring that our workforce is fully representative of the City as a whole.
- 2.2 Approves the continued work in the implementation plan and to approve the requirement to annually update the Workforce Equity Review, bringing in all protected characteristics.

3 Progress made to date

- 3.1 Since November 2020 we have:
- Improved data reporting through recruitment system.
 - Circulated manager guidance to ensure that recruitment panels are diverse. Panel make-up has been included as part of the TalentLink process to monitor compliance.

- Used AI in two recruitment campaigns and are about to commence a third AI driven recruitment campaign. Early indications are that by using this approach we removed any unconscious bias from our advertisement placement.
- Aligned OD Managers with directorates to act as workforce planning leads.
- Re-focussed our appraisal process on career development and support.
- Successfully launched our Future leader programme, with places currently over-subscribed.
- Signed up to work with Business in the Community on the Race At Work Charter, with financial support from the LGA.
- Commenced reflection and listening pilots in Digital and Customer Services.
- Delivered workshops to over 400 people around “rebuilding trust”.
- Facilitated 9 reverse mentoring sessions.
- Launched our coaching offer, with over 150 attending the launch sessions.
- Commissioned a Race Deep Dive through Business in the Community.
- Published our Race Pay gap – one of a small number of Local Authorities to do so.
- Held our first HR interactive staff broadcast to inform on the work, issues, opportunities and progress made to date. Over 150 staff attended.
- Used the Equalities Star Chamber to provide robust internal challenge and scrutiny of the Council's internal equalities practice.
- Facilitated two Allyship sessions with more planned in the coming weeks.
- Relunched our exit interview process.
- Closed the ethnicity data gap from 29% to 18%.
- Launched our new Equality, Diversity and Inclusion EDI Statement.

4 Next steps

- 4.1 The actions attached in **Appendix 1** will be reviewed regularly to ensure we are achieving our objectives. These actions are designed to address issues in the themes of recruitment and selection, career development, culture change, rebuilding trust and improving data.

5 Our Statutory Duty

5.1 The Council's approach to equality in the workplace and service delivery is shaped by the Equality Act 2010 and Public Sector Equality Duty (PSED) which requires public bodies, in carrying out their services and functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those that do not.

5.2 In October 2019, the Council completed a Council-wide review of equality, diversity and inclusion to ensure we were meeting our legal obligations, and also to identify gaps to deliver improvements in policymaking, service delivery, and employment, including resource allocation. The review was based on self-assessment against the Equality Framework for Local Government (EFLG), analysis of the workforce equality data and the gender pay gap report. The framework enables understanding across five key performance areas:

- Knowing our Communities - analysing and using information.
- Effective leadership, partnership and organisational commitment.
- Involving our communities.
- Responsive services and customer care.
- Skilled and committed workforce.

5.3 The findings of the review identified policy areas where we needed to do more to advance equality and provided a strong evidence base to develop the council's equality objectives for 2019 – 2023.

6 Consultation

6.1 Cabinet Members were consulted and involved in shaping the Workforce Race Equity Review 2019 - 2020.

6.2 The Council's Executive Management Team has been consulted on and involved in shaping the Workforce Race Equity Review 2019-2020.

6.3 The Council's Corporate Leadership Team has been consulted on the Workforce Race Equity Review 2019-2020 and involved in the preparation of the report.

7 Risk Management

- 7.1 The Council has established an Equality and Cohesion Star Chamber, chaired by the Cabinet Member for Social Inclusion, Community Safety and Equalities to oversee the delivery of its Equality Objectives 2019 - 2023 and support compliance with the Public Sector Duty. In addition, a corporate Equality and Cohesion officer working group, chaired by the Assistant Chief Executive, supports the work programme of the Equality and Cohesion Star Chamber.

8 Compliance Issues

- 8.1 The renewed approach to addressing inequalities will be at the core of the Council's Delivery Plan for the next two years. It will ensure our ongoing commitment to reducing inequalities underpins everything we do and is embedded in our plans and strategies.

9 Legal Implications

- 9.1 Section 149 of the Equality Act 2010 enacts a single general public sector equality duty (PSED) which applies to public authorities exercising public functions. The duty on public authorities to have "due regard" to the PSED in *section 149(1)* of the Equality Act 2010 is more than simply a requirement to have general regard. Real thought must be given to the PSED and its requirements.
- 9.2 Equality Act 2010 (Specific Duties) Regulations 2011 state that the Council must prepare and publish at least one equality objective once every four years.
- 9.3 Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 impose a duty on specified public authorities with at least 250 employees to publish gender pay gap information relating to employees, in order to demonstrate compliance with the public sector equality duty.
- 9.4 The actions in this report and adoption of the proposed objectives will ensure the above legal requirements are met.

10 Financial Implications

- 10.1 In order to deliver the recommendations, we need to allocate resources to ensure that we make the progress urgently required. At present, members of the Organisational Development team have been supporting the review and some of the actions, this work has been prioritised and now that the £0.205m

funding has been approved the relevant resource can be put in to support the work long term.

11 Public Sector Equality Duty

11.1 The Council has statutory duties under the Equality Act 2010, collectively referred to as the general duty to promote equality. The Council also has a specific duty to eliminate discrimination, advance equality of opportunity and foster good relations between different people.

11.2 Decision-makers are required under Section 149 of the Equality Act 2010 to promote equality for persons with the following protected characteristics: age, disability gender reassignment, pregnancy and maternity, race religion or belief, sex, sexual orientation. Decisions need to show due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those that do not.

11.3 The proposed actions in this report will ensure the Public Sector Equality Duty is met.

12 Appendices

Appendix 1 – Workforce Race Equity Action Plan Update