

Audit Committee – 31 January 2023

Social Justice, Community Safety & Equalities Portfolio



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Community Safety

Governance:

- The Strategic Assessment for 2022 was signed off in March a new cross-agency strategic development group is in place to ensure effective and timely information sharing between partners.
- A new Governance Structure for the Birmingham Community Safety Partnership (BCSP) was agreed in September 2022 by the BCSP Board and all thematic groups within the BCSP have agreed priorities and are agreeing new work programmes.

Community Triggers:

- The Council has introduced a new process to deal with community triggers and a new training package is being developed for independent chairs. The new process allows for a more aligned partnership response to dealing with ASB.

Domestic Homicide Reviews:

- In consultation with BCSP partners and the WM OPCC the DHR process has been revised and an independent service has been commissioned to deliver learning events from closed DHR's
- A current review of capacity and resource is also being undertaken by the BCSP given an increase in the number of DHR's in Birmingham.

Serious Violence:

- Birmingham serious violence profile has been produced in partnership with the WM Violence Reduction Partnership.
- As part of the new BSCP governance structure a Reducing Violence Thematic Board is in place chaired by WMP and are tasked with finalising plans and strategies in preparation for the Serious Violence Duty.

Birmingham Community Safety Partnership Governance 22/23

Birmingham Community Safety Partnership Executive Board

Community Safety Operations Group



BCSP Strategic Thematic Groups

Building Safer Neighborhoods

- Locality working
- Hate Crime
- Tension Monitoring
- Community Cohesion and Resilience
- Community Triggers
- PSPO's

Protecting People from Harm

- DHRs
- VAWG – Stalking and harassment, FGM, Forced Marriage, Honour Based Abuse, CSE
- Domestic Abuse

Tackling Violence

- SYV
- GANGS
- SOC – County Lines,
- Criminal exploitation

Reducing Reoffending

- Reducing first-time entrants into the CJS
- Reducing Repeat Offending
- Reducing Repeat Victims

Discharged Elsewhere – Interested Parties

Drugs, Mental Health, Missing, Neglect, Prevent



Community Voice

- CS Ref Group
- CSP Board Representation

Communications

- Internal
- External

Local Partnership Delivery Group

LPDG Map



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Domestic Abuse

Governance:

- The Domestic Abuse Act 2021 places new statutory duties on local authorities. Amongst these duties is the requirement to set up a Local Strategic Partnership Board. In Birmingham, a shadow board is now in operation. The Board is chaired by Councillor Cotton and includes key partners both internally from the Council and externally. The board includes the Police, Health service and Childrens Trust.
- The Board is responsible for overseeing the Domestic Abuse Prevention Strategy (2018+). It also supports implementation of the Domestic Abuse Act 2021 Part 4 Duty, which places a statutory duty on local authorities to provide support to victims and their children who reside in safe accommodation.

Domestic Abuse Prevention Strategy

- The current strategy comes to an end in 2023. In partnership with key partners in the city, through a series of workshops, the current strategy is therefore being reviewed. This includes looking at progress against the action plan, and assessing the gaps and challenges.
- A new strategy will be then drafted based on the review. Currently desktop research is being completed, and a working group with operational representatives from key agencies is being established to develop the new partnership strategy. This will include a full consultation in 2023.

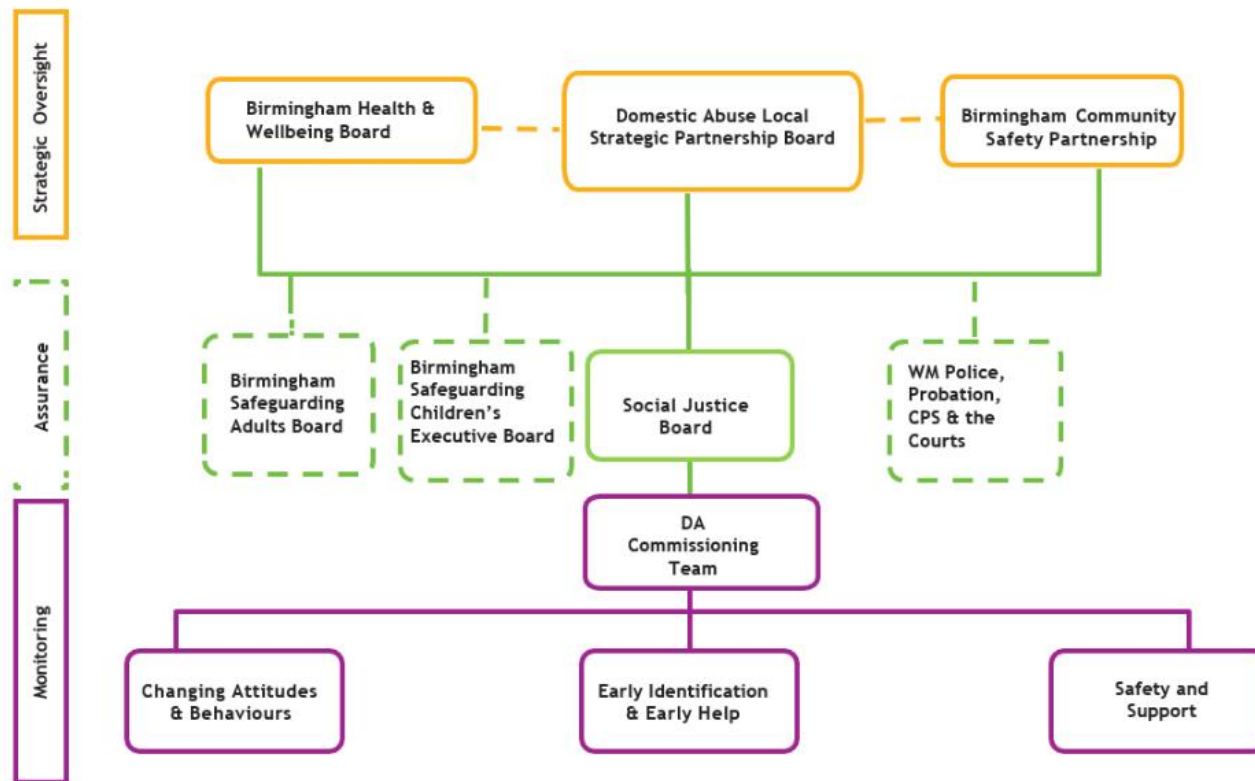
Domestic Abuse Act, Part 4 duty:

- Progress against the Part 4 Duty is overseen by the Domestic Abuse Local Strategic Partnership Board, and reported to the national government steering group.

Commissioning;

- In order to meet the Part 4 Duty, a number of organisations have received funding to provide support services. All providers are required to meet accredited quality standards for domestic abuse, such as Women's Aid, or Male Domestic Abuse Network Service Standards. They are also required to share safeguarding policy, prove relevant staff have a DBS, and sign up to the Adults and Children's Safeguarding Boards.

Domestic Abuse Governance



People Services Update January 2023



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January update

- People Services' Priorities and Delivery Plan
- Everyone's Battle, Everyone's Business – Objective 5
- Workforce Transition - Workforce Savings
- Resourcing and Recruitment
- Interims and Consultants

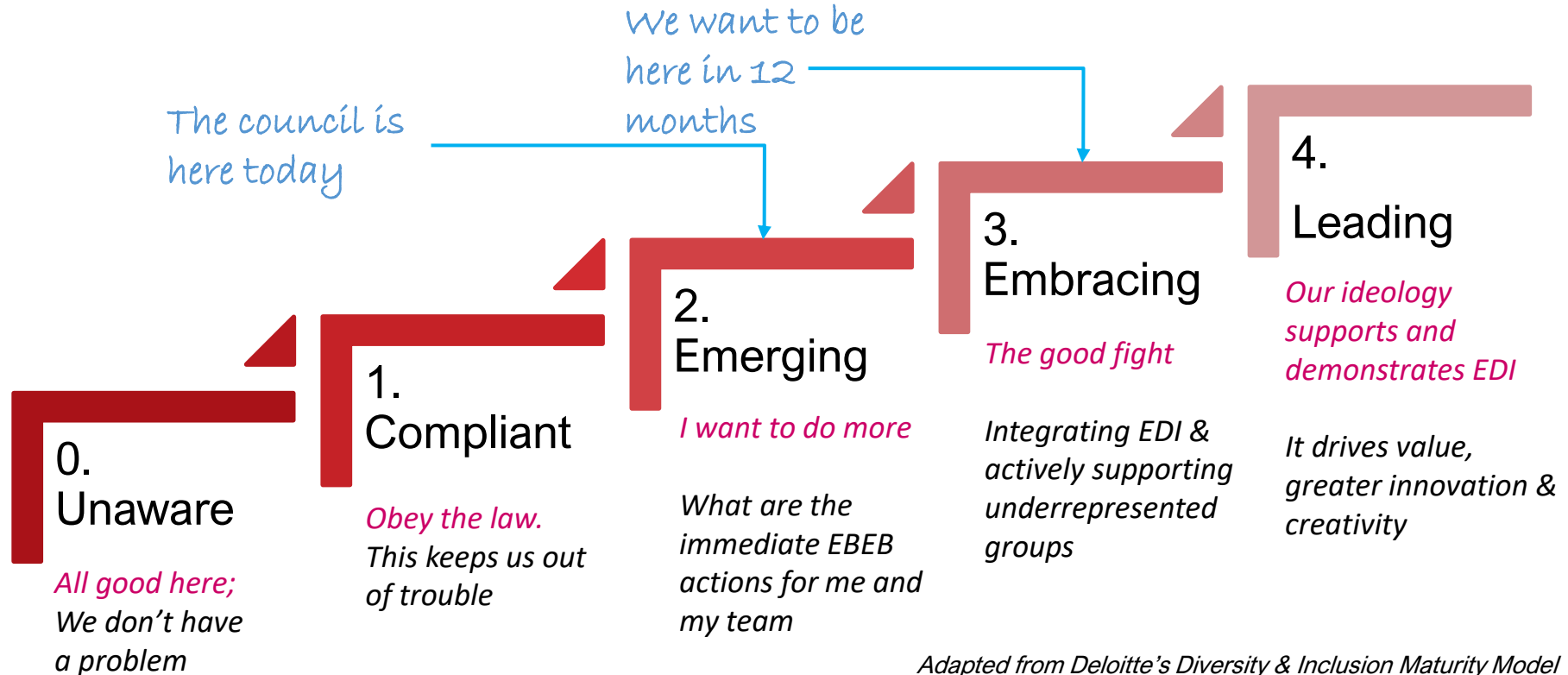
People Services Priorities and Delivery Plan

1. People Services Priorities

- Delivery Plan with three clear strategic priorities developed
 - Oracle, EBEB and Permanent Pay Equity (Job Evaluation)
 - Underpinned by Fit for Purpose shorter term objectives, including Performance Management, Trade Union Relationship, Mutually Agreed Release Scheme, Recruitment, Talent Management & Early Careers, Review of Policies, Employee Relations Case Management and Data & Insight
- All People Services colleagues have developed individual objectives aligned to our priorities and are working on their Personal Development Plans
- The People Services TOM, EBEB (Workforce), Permanent Pay Equity (JE, Pay and Grading) and Workforce Transition (Savings) have all been established as Corporate Transformation Programmes, with Programme Boards, regular reporting into Fit for Future Governance Board and progress monitored on a monthly basis through the CPMO, CLT and Cabinet

Everyone's Battle Everyone's Business – Objective 5

January 2023 – We have reprioritised our EBEB Plan to focus on our path to an inclusive culture:



Our priorities

- In 2023 we want to focus on creating greater ethnicity and disability equity across the workforce by:
 - Developing and implementing a comprehensive Communications Plan – including an EBEB Hub
 - Developing and implementing ‘Inclusive Leader’ actions
 - Developing and implementing the Emerging Leaders Programmes for underrepresented black, Asian and minority ethnic colleagues
 - Achieve Disability Confident Employer Level 2 Status
 - Submitting the statutory Gender Pay Gap Reporting & Ethnicity Pay Gap Report with some high-level intersectionality insights

Awareness &
Engagement

Data Insight

Policy & Process

Leaders
walk the talk

Opportunity

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EBEB key updates – so far.....

- **Your diversity matters campaign:** 6 week campaign sponsored by Trade Unions & Staff Networks encouraging staff to share personal information. Depots visited to encourage frontline staff to disclose diversity data
- **Staff engagement:** over 1300 staff have attended “what is EBEB & why it matters” interactive briefings
- **Senior Recruitment Review & refresh** – includes new bank of interview questions, positive action shortlisting and balanced appointment panels check and challenge in place
- **CLT & ECLT trained on Unconscious Bias Recruitment.** Offer extended to members involved in hiring process.
- **CLT agreed to lead on specific actions:**
 - Strategic Director to own local check & challenge process for
 - senior recruitment (positive action)
 - EDI objectives – every director to set own and service EDI objective
 - Staff engagement – safe space listening circles & all staff events
- **Deep dive of apprenticeship programme completed** with plans being developed for improved early careers schemes
- **Partnering with staff networks** to deliver “career workshops”



Workforce Transition

- Through effective management and deployment of our workforce, we're aiming to reduce costs in 2023/24 using a mutually agreed release scheme (MARS)
- MARS is designed for those who wish to leave to be able to do so with a small incentive
- No roles need to be made redundant but efficiencies will come through organisation design and strategic workforce planning

Resourcing and Recruitment Priorities:

- Improving our advertising, particularly how our jobs reach a much wider diverse market.
- Hosting our own careers landing page in Oracle (May 23) which gives free access to larger job sites (e.g. Indeed, Google Jobs) and capture applications from a much wider pool of active candidates (Live April / May 23)
- Supporting our colleagues with use of LinkedIn to raise awareness of new vacancies throughout their wider networks.
- Process mapping and improving the JNC and wider recruitment process (on-going) and aligning with Oracle to improve the process to deliver a much smoother candidate journey
- Actively setting up the strategic resourcing team and Talent and Early Years functions, ensuring our resourcing, recruitment and talent priorities are refocused in 2023 in line with our People Services strategic and operational objectives
- Developing a workforce planning toolkit for People Partners to create Directorate People Plans that are workforce data led including resourcing challenges and succession planning.

Review of Interims and Consultants

- People Plans are being produced in each directorate to highlight demographics, identify establishment / vacancies and innovative ways to fill roles through early careers schemes
- Currently there is a review of the Directorate Workforce Review Boards to progress the governance and authority to fill vacancies, including interims and consultants, recognising that assignments more than £100k at the outset, or following extension, must be approved by the portfolio holder
- Data and reporting on interim and consultancy spend has been delayed due to Oracle reporting capability and data quality however work is ongoing to progress this as soon as possible
- A recent Audit highlighted required improvements and these are being incorporated in to a full review of the process – being run as a Task and Finish Group within People Services, with support from Finance and Procurement