

# 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**



Birmingham City Council

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BIRMINGHAM 2022 commonwealth games

PROUD HOST CITY

Birmingham City Council

# 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.

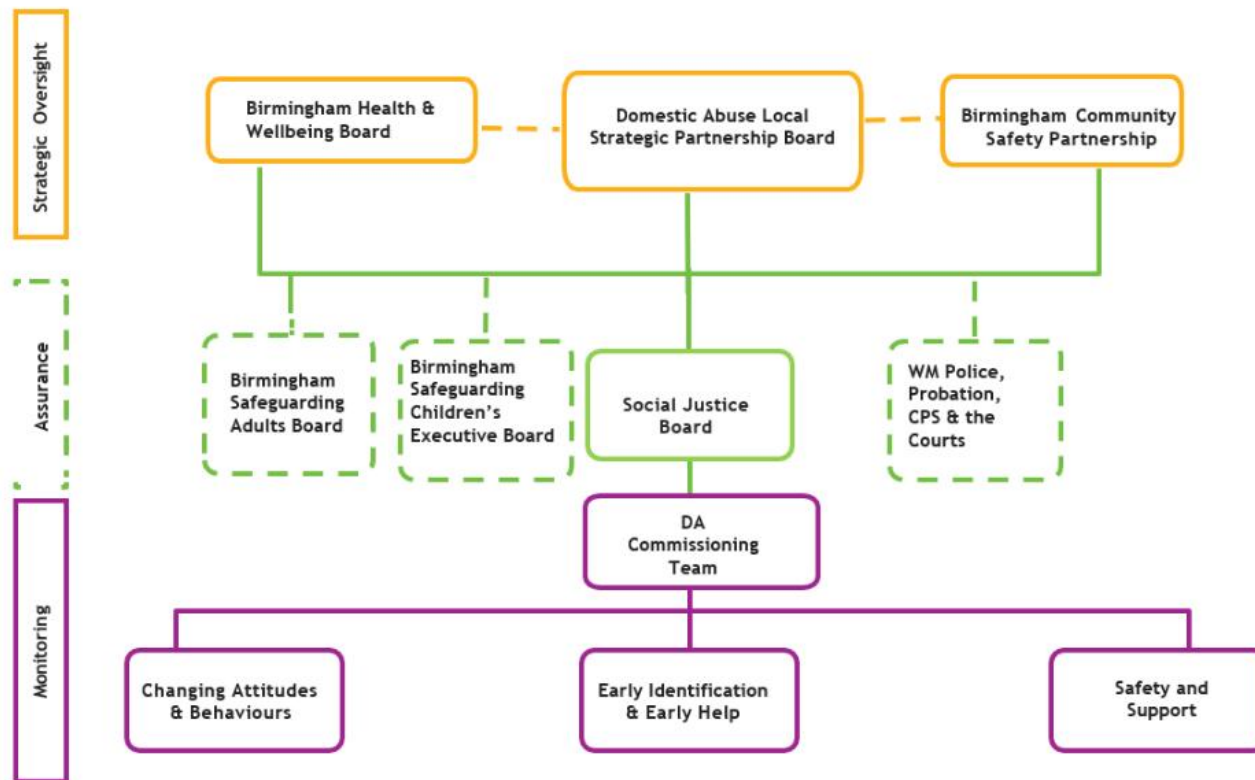
## Domestic Abuse Act, Part 4 duty:

- 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



## 1. People Services Priorities

- Delivery Plan with six clear priorities developed
- Individual objectives aligned to priorities and clear focus for all People Services colleagues
- People Services TOM, EBEB (Workforce), JE, Pay and Grading and Workforce Transition all 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

## 2. Everyone's Battle Everyone's Business

- EBEB action plan refreshed and Cabinet approval given in September 2022
- Objective 5 (workforce component) significantly enhanced with 23 published actions
- Detailed progress report provided to EMT (CLT and Councillors) on 15 November 2022

# EBEB Objective 5 (workforce): Overview of plan and key deliverables

Workforce  
EBEB

*I can't be a part of  
what I don't know  
or understand*

*Building trust by  
sharing insights &  
co-producing plans*

*Adopting conditions  
for success &  
tackling barriers*

*Demonstrating  
inclusive leadership  
in our everyday  
work*

*Creating  
opportunities for  
talent to thrive*

## Awareness & Engagement

Campaign to increase  
personal diversity  
disclosure

Task & Finish  
Communications  
review and plan

Change plan to sustain  
& embed EBEB

Workstream 1

## Data Insight

Publish intersectional  
Pay Gap reports by  
gender and ethnicity

Action plan to address  
pay gaps at directorate  
level

EDI data dashboard  
accessible to all staff

Workstream 2

## Policy & Process

Job Evaluation Project  
Positive Action

Senior recruitment

Evaluate employee &  
manager led  
complaints to HR

Anonymise job  
applications

Accessibility Policy

Workstream 3

## Leaders walk the talk

Inclusive leadership  
tools & practices

Director & Directorate  
EDI objectives shared

Enhance recruiting  
managers knowledge  
& practice

Workstream 4

## Opportunity

Emerging Leaders &  
Cross City Leadership  
Programmes

Increase pool of  
diverse recruiters

Improved entry  
schemes

Career tools, active  
development & support

Workstream 5



# EBEB key updates

- **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”





# People Services Update

## 3. Workforce Transition

- Aims to create a nimbler, more flexible and more effective workforce in order to better serve our customers and deliver our ambitions to the city
- We want to better reflect the people of our city, improve colleague engagement, and enable those colleagues not aligned to our ambitions to leave.
- We want to create greater workforce resilience and rely less on contingent workers, support colleagues to resettle in new ways of working, with a focus on reenergising performance
- Through effective management and deployment of our workforce, we're aiming to reduce costs

## 4. Job Evaluation Programme

- Assessing the use of software to assist in achieving EBEB objectives when drafting Job Descriptions and Person Specifications
- In the process of agreeing detailed JE processes with Unions and training JE Panel members in Gauge+ and local conventions
- Identify and/or develop a rostering system to manage logistical complexity of panel resourcing and agree QA/Moderation processes.
- Develop and agree communications programme in collaboration with Trade Unions.
- Implementing national pay award on time and accurately

# Workforce Transition – Overview of Programme Workstreams

Workforce  
Transition



## BEST IN CLASS

Focus on improving performance, performance management, accountability, leadership



## TALENT AND SUCCESSION

Focus on entry routes to BCC, developing colleagues, planning for the future



## CULTURE

Focus on culture change, behaviours, future BCC need, change management



## INCLUSION (EBEB)

Focus on creating an inclusive culture, leadership and community representation



## RESOURCING AND RECRUITMENT

Focus on creating timely & effective solutions, a first rate candidate experience, improving market reach, accessibility and recruitment aligned to business need



## WORKFORCE SAVINGS

Focus on effective management & deployment of our workforce, to reduce costs and increase efficiency

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# Workforce Transition Programme Workstreams - example

Workforce  
Transition

## RESOURCING AND RECRUITMENT

**Focus on  
creating timely &  
effective  
solutions, a  
first rate  
candidate  
experience,  
improving  
market reach,  
accessibility and  
recruitment  
aligned to  
business need**

### November update:

- Centre of Excellence crystallised with recent appointment of Simon Fennell, Head of Resourcing + 2 x Resourcing Consultants
- Improved and more visible routes to market e.g. ASC, IPS, PPS
- A change of emphasis and “tone of voice” including documents & how to guides
- Inclusive advertisements and job descriptions/person specifications promoted
- Greater emphasis on campaign planning based on previous experience
- Senior Leader (JNC) end to end process review with a change of emphasis and JNC assets e.g. standardised question bank
- Greater clarity of relationship with third party suppliers e.g. of search, creatives
- Senior Leader Recruitment Diversity Dashboard
- Continue to maximise our reach into untapped diverse talent

### Risks:

No centralised budget for campaigns, Oracle Recruitment Cloud capability, resistance to change, candidate needs not well understood, no single careers site or portal

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# Review of Interims and Consultants

Workforce  
Transition

Technology

- People Plans 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