

Refreshed

Everyone's Battle Everyone's Business

Equality Action Plan 2022-23

Appendix 1



Everyone's Battle Everyone's Business Equality ACTION PLAN 2022-23

Equality Objective 1: Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council					
	Action Detail	Strategic Leads	Outputs	Timeframe	Progress update & comments
1.1	Publish data, analysis, and insight through a new Birmingham City Observatory, with a focus on understanding equalities issues and our diverse communities, establishing a single version of the truth to use within the Council and to share with our Partners.	Birmingham City Observatory Pye Nyunt	<p>New ward and constituency profiles published.</p> <p>City Indicators developed and published.</p> <p>Census 2021 data and analysis published.</p>	<p>Soft launch of City Observatory May 2022, public data by end July 2022.</p> <p>Ongoing work on multiple datasets for publishing into the City Observatory to Jan 2023</p>	<p>New ward profiles have been disseminated to all Members and the online tool is now accessible to all Council staff.</p> <p>Constituency profiles are under development for 14th July 2022 launch of All Party Parliamentary Group on Levelling Up Birmingham.</p> <p>East Birmingham Profile under development for use in Trailblazer Devolution Deal discussions with Combined Authority.</p> <p>City Indicators under development for inclusion in Corporate Plan 2022-23</p> <p>Also, to include Community Health Profiles and Joint Strategic Needs Assessment.</p>



1.2	Deliver workshops to the Council's staff to disseminate insight on equality issues across the city, including how personal characteristics and circumstances intersect to disadvantage individuals.	Birmingham City Observatory Pye Nyunt	<p>Insight products developed and published internally, and programme of staff engagement activity delivered.</p> <p>Define a set of staff involvement indicators that can be monitored quarterly e.g. numbers accessing online seminars, product downloads.</p> <p>Engagement with the staff networks</p> <p>Meeting</p>	<p>The programme of work will begin 30 November 2022</p> <p>Ongoing</p>	<p>Key priority is to disseminate new Ward Profiles internally so that staff understand how to use them and to support further development.</p> <p>Currently planning staff roadshows and a webinar/podcast on the ward profiles</p> <p>City Indicators are being developed and engagement has commenced with Overview & Scrutiny committee.</p> <p>Census 2021 results are yet to be delivered by ONS.</p>
1.3	Review the use, quality and impact of Equality Impact Assessments to improve council policy and practice.	Equalities and Cohesion Suwinder Hundal	Internal audit of Equality Impact Assessments conducted and published, including use of our Equality Impact Assessment Toolkit across the council, with metrics and evidence of impact on policy and practice, and recommendations for improvement.	March 2023	A council officer working group has been established to improve the EIA toolkit and quality assurance of EIAs before decisions are approved.



1.4	Commission further ethnographic research to gain insights into the lived experiences of our residents and intersecting equalities issues to support evidence-led decisions.	Public Participation TBC once the head of service is appointed	Initial work required to map work already undertaken and assess next priorities. Research findings to be shared internally and with partners. Further studies to be commissioned	September 2022 March 2023 March 2023	Note work led in this area by Public Health Division: Poverty Truth Commission, BLACHIR, Community Profiles. Identify partner directorates for next activities. NB Public Participation Team within SEP Directorate is new, with staff being recruited June / July 2023
1.5	Publish workforce equality information and analysis annually on the Council Website.	People Services Craig Scriven	Publish workforce equality information and analysis in an accessible format.	March 2023	Whist annual publication provides an important public progress check, we must also begin continually monitor workforce equality data to drive internal performance and decision making. See Objective 5.
1.6	Deliver workshops on the equality legal framework and our overall approach to mainstreaming equality to all employees and Members.	Equalities and Cohesion Suwinder Hundal	Refresh the information on the 'Inclusive Workplace' pages of the Intranet. Officer specific training and workshops for staff and Members on the Equality Act 2010 and Public Sector Equality Duty	December 2022 March 2023	



Equality Objective 2: Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the city

	Action Detail	Strategic Leads	Outputs	Timeframe	Progress update & comments
2.1	Cabinet Members and officers will not participate in public panels that do not include female and Black, Asian minority ethnic panellist	Cabinet Office, Chief Executive's Office Rishi Shori	Council wide communication on 'rules of engagement'. Review conducted by Equalities & Cohesion Team of attendance at public events where Cabinet Members or officers take part at 6 & 12 months.	September 2022 Review of progress at 6 & 12 months.	Action is required from all officers appearing on public panels to check diversity of events they are due to participate in. If the panel is not diverse then the options are: a) the council sends a suitable representative, b) the organisers find a suitable participant, or c) the council does not participate.
2.2	The Council will stop using the acronym 'BAME' in all communications and documents, because many of our Black, Asian minority ethnic staff do not identify with it for monitoring, reporting or personal reasons.	Equalities and Cohesion Suwinder Hundal	Communicate reasons for not using this term that serves to homogenise different histories, identities and cultures, including the challenges and inequalities experienced by staff Review key public documents to ensure the term is not used	From October 2022 onwards	There may never be full consensus over the right terms to use in relation to race and ethnicity: we will need to continue to engage with our staff. In circumstances where categorisation is required, the Council will develop a consensus on the use of



					'Black, Asian and Minority Ethnic'
2.3	Develop a Birmingham Employment Charter in partnership with other public sector agencies, private sector partners and anchor institutions to ensure best practice in diversity and increase recruitment across all sectors from the most excluded communities in the city.	Strategy Equality Partnerships Richard Brooks	<p>Agree a Birmingham Employment Charter with the Birmingham Anchor Network.</p> <p>Number of major employers and small and medium sized employers (SMEs) adopting the Birmingham Employment Charter.</p> <p>Collect and publish data on representativeness of employment by signatories</p>	<p>January 2023</p> <p>Ongoing</p> <p>ongoing</p>	A draft Charter has now been developed and the process of engagement with partners has now started.
2.4	Improve the equalities impact of council commissioning & procurement	Corporate Procurement Rokneddin Shariat	<p>Monitor and report tender applications from diverse disadvantage groups.</p> <p>Monitor and report percentage of applications awarded / declined and justifications for decision.</p>	Quarterly reports to Corporate Leadership Team on the impact of the award of contracts across the council	
2.5	Improve the equalities impact of partner commissioning & procurement	Corporate Procurement &	Development of a terms of reference (or sign up to an agreed vision) with city institutions to improve	January 2023	



		Strategic Partnerships Rokneddin Shariat	commissioning and procurement, including opportunities for diverse Voluntary Community Social Enterprises.		
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2.6	Strengthen our Staff Networks across the Council, increasing their visibility to all staff and increasing senior officer participation in the Networks.	Equalities and Cohesion Suwinder Hundal	<p>Update Managers guidance on support to Staff Networks</p> <p>Identify a CLT champion for each directorate Staff Network.</p> <p>Increased attendance by Executive Corporate Leadership Team members at network events</p> <p>Employees who sit on a network committee to have at least one of their annual objectives linked to work they undertake for the group, with linked professional development opportunities for</p>	<p>December 2022</p> <p>September 2022</p> <p>Review in December 2022</p> <p>For inclusion in 2022-23 personal development and performance plans</p>	<p>Terms of Reference for networks are currently being developed in consultation with the staff networks.</p> <p>Work across the directorates and divisional staff networks to share good practice.</p> <p>Update current Council staff policy to include time out for network committee members to undertake activity on behalf of their members</p> <p>Ongoing communication with managers to ensure staff have dedicated time available to them to join staff network groups by establishing manager guidance on staff networks</p> <p>Members of Extended Corporate Leadership Team to</p>
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			<p>network committee members.</p> <p>Staff networks to be empowered to take an independent role to act as a critical friend in supporting development of key policy decisions.</p>		<p>participate in staff network events.</p> <p>Network events will be publicised to Extended Corporate Leadership Team in good time by Equalities & Cohesion Team supporting the Networks.</p>
2.7	<p>Deliver the Birmingham Living Wage Partnership action plan to increase Real living Wage employers.</p>	<p>Equalities and Cohesion</p> <p>Suwinder Hundal</p>	<p>Report progress on actions to City Board</p> <p>Publish and celebrate new RLW employers</p> <p>Run a campaign to encourage employers to become a Real living Wage employer.</p>	<p>Ongoing</p> <p>January 2023</p> <p>October 2022</p>	<p>The existing Action plan is being taken forward by the Living Wage Partnership.</p>
2.8	<p>Birmingham City Council to establish a new Lesbian, Gay, Bisexual and Trans (LGBT) + city wide advisory partnership</p>	<p>Equalities and Cohesion Team</p> <p>Suwinder Hundal</p>	<p>Establish a city-wide diverse LGBT+ Partnership</p> <p>Communications plan to raise awareness of the LGBT+ actions</p> <p>Publish progress of the actions identified by the Partnership</p>	<p>August 2022, every 2 months</p>	<p>First meeting of the Partnership took place on 15th June 2022. Subsequent meetings planned every 2 months.</p>



2.9	Deliver in-person interactive Member Equality Training	Equality and Cohesion Strategic Lead: Suwinder	Workshops delivered Evaluation of effectiveness of training	Training delivered by January 2023 Evaluated by March 2023	Work with Overview & Scrutiny, Cabinet office and LGA to develop a training programme
2.10	Tackle period poverty and reduce period stigma	Equalities and Cohesion Suwinder Hundal	Comms plan to raise awareness of Period Poverty Introduce period products into council buildings Publish articles on raising awareness menstruation	Ongoing, with Progress report by December 2022 January 2023 October 2022	Working with the Staff Networks to create educational articles around menstruation, and how managers and colleagues can provide support. Currently working with the NWOW Team to investigate how agile working will affect employees within lower paid roles, and how we can tackle inequalities that may arise. Work with partner organisations and local SMEs on how to tackle period poverty and stigma within the City.
2.11	The Council will work with the Youth City Board to ensure young people's voices are actively influencing policy decisions.	Strategy, Equality and Partnerships Richard Brooks	Meet with Youth City Board and agree refreshed role on City Partnership	December 2023	



Equality Objective 3: Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision-making

	Action Detail	Strategic Leads	Outputs	Timeframe	Progress update & comments
3.1	Establish a Public Participation Team to improve the quality and consistency of public & community engagement, involvement and participation across the council, and to deliver key corporate public participation priorities.	Strategy, Equality & Partnerships Richard Brooks	Externally commissioned review of community engagement Mapping of public engagement and participation work across the council Resident survey redesigned and restarted (this was ceased during Covid)	External Review Q3 2022 Mapping to start once team recruited – external recruitment starts July 2022	Public Participation Team within SEP Directorate is new, with staff being recruited June / July 2022
3.2	Review the Council's cross - Directorate " Working Together in Birmingham's Neighbourhoods " policy to ensure: community and neighbourhood organisations representing diverse communities can be properly heard and influence decision-making; that internal and external funding sources not directly available to the Council are levered in and focussed upon supporting grassroots community	Neighbourhoods Chris Jordan	Review of the Working Together in Neighbourhoods approach	31 January 2023.	



	development, capacity building, post-Covid community recovery and strengthening civil society.				
3.3	Establish a Gypsy Roma Traveller Partnership (GRT) to develop a better understanding of the inequalities experienced by Gypsy Roma Traveller communities and act to close inequality gaps.	Equalities and Cohesion, Suwinder Hundal City Observatory Pye Nyunt	Establish a cross agency Gypsy Roma Traveller partnership. Identify actions that respond to differing needs of Gypsy Roma Traveller communities. Improve data on Gypsy Roma Traveller Gypsy Roma Traveller communities.	September 2022 December 2022	A draft Term of reference is in place, which will be discussed and agreed with the GRT partnership which is being established. Internal conversations with our staff are in progress.
3.4	Support the Stronger Communities Community Stakeholder panel to provide community oversight of the Commonwealth Games legacy programme.	Equalities and Cohesion Suwinder Hundal	Publish the work of the panel on the council website	Monthly meetings of the panel	Monthly meetings take place to look at CWG community engagement. Next steps: to provide community oversight of the Everyone's Battle Everyone's Business Action Plan 2022-23.
3.5	Co-design a network of local Heritage Trails with local people engaged in shaping an interconnected network of heritage trails that navigate through Birmingham's history, shaped	Equalities and Cohesion Suwinder Hundal	Launch of completed heritage trails during the Commonwealth Games Publish and promote list of all the heritage trails	July 2022 December 2023	On track for delivery as part of the CWG



	through diverse stories of settlement. Championing the telling of “unheard histories” with communities defining their own narrative of Place				
3.6	<p>Deliver Commonwealth Games legacy stronger communities’ activity: “We Made Birmingham” a co-designed programme working with communities to create narratives about their localities, reflecting on how communities want their neighbourhoods to be seen when the spotlight of the Commonwealth Games is on Birmingham.</p>	<p>Equalities and Cohesion Suwinder Hundal</p>	<p>Update on progress to Cabinet</p>	<p>January 2023</p>	<p>Local community & voluntary organisations have been commissioned recruit and train Local young as community journalists to capture record stories of heritage, community activism and migration that builds connection to places and each other.</p>



3.7	Redesign the Birmingham Peace Garden to enable communities across the city to use the space for commemoration and celebration of humanity. Ex service personnel are being represented in the Peace Garden by the proposed works with a trail that will help remember those that have been in or lost to conflict.	Equalities and Cohesion Suwinder Hundal	Soft launch School event at Peace Garden Launch of redesigned Peace Garden	July 2022 August 2022	<p>A local community has been commissioned to redesign the Peace Gardens and engage local communities in the design.</p> <p>All work is on track and the gardens will be ready for the games.</p> <p>The Armed Forces partnership has worked with ex service personnel to create a poppy Trail using rocks.</p> <p>Volunteers will facilitate a tour of the Peace Garden to host a ribbon cutting ceremony and a range of gardening and natural world educational activities. Woodhouse Primary School Choir will provide a performance</p>
3.8	Deliver Inspiring Future Leaders programme designed to engage	Equalities and Cohesion	Delivery of interactive workshops	December 2022	This programme is community based. A local



	young people from Black Asian ethnic minority Backgrounds in activity to build future leaders in education.	Suwinder Hundal	Award ceremony of programme graduates Evaluation of programme	April 2023 June 2023	organisation has been commissioned to recruit marginalised young people. To deliver workshops Identify role model mentors to support participants
3.9	Implement Poverty Truth Commission phase 2	Public Health Justin Varney	Launch event Progress report to be published	Achieved – 19 May 2022 Autumn 2022.	Phase 2 of the Poverty Truth Commission has been launched. The commission was officially launched and fully recruited to 19 May.
3.10	Develop phase two of the Council Civic Leadership programme with Operation Black Vote (OBV) to invest in, enable and grow a new generation of civic leaders from Black Asian minority ethnic backgrounds.	Equalities and Cohesion Strategic Lead: Suwinder Hundal	Increase in Black, Asian and Minority Ethnic civic leaders (via Operation Black Vote) Produce an evaluation of Phase two. Monitor career journeys of programme participants	December 2022	Discussions are taking place with OBV to develop a phase two of the Civic Leadership programme. Phase one evaluation findings will help inform the 2022 programme of activity.



Equality Objective 4: Deliver responsive services and customer care that is accessible and inclusive to individual needs and respects faith, beliefs and cultural differences

	Action Detail	Strategic Leads	Outputs	Timeframe	Progress update & comments
4.1	Review and refresh the council's Faith Covenant to ensure that we work with and give a voice to our ever more diverse family of faith communities in the city.	Equalities and Cohesion Suwinder Hundal	Publish signed refreshed Birmingham Faith Covenant.	September 2022	Steps to address this action are in train with Birmingham Communities of Faith (BCF) group. Initial meetings have taken place with stakeholders Key next steps refresh and re-launch the Faith Covenant and Faith Map. A draft call to action is being developed with partners to engage faith and belief-based groups.
4.2	Establish a Faith Covenant Partnership to oversee the work of a refreshed Birmingham Faith Covenant.	Equalities and Cohesion Suwinder Hundal	Faith Partnership established with a clear set of terms of reference and standards Action plan agreed and progress published on the Council Webpage.	September 2022 January 2023	Initial discussions have taken place to establish a Faith Partnership.



4.3	Work with schools and local historians to develop new curriculum resources that tell the “Birmingham Story” – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond.	Education and Skills Lisa Fraser	Creation of the ‘Birmingham Story’ curriculum and supporting resources. Resources published on Council Webpage	31 August 2022. January 2023	This action is underway. The Birmingham Civic History project is being delivered by Birmingham Education Partnership (BEP) and is currently engaging with schools in the city. Resources are available through the BEP Hub.
4.4	Promote with our communities and partner organisations the programme of cultural, faith and other key events which will be celebrated and commemorated to build community cohesion and bring different groups together.	Equalities and Cohesion Suwinder Hundal Communications Eleri Roberts	A Birmingham calendar of cultural and faith events established and communicated	From August 2022	This live calendar of cultural and faith events is being finalised alongside the Lord Mayor’s Office, Culture Team and Corporate Communications Team. Further work will include working with communities to celebrate and mark events
4.5	Engage with communities to review the appropriateness of local monuments and statues on public land and council property. We will also ensure that the plaques accompanying our monuments properly and fully explain their	Culture Symon Easton	Publish register of all monuments and statues on public land and council property	December 2022	Initial work on the reinstatement of Boulton, Watt Murdoch statue in Centenary Square has started. The public consultation around the revised interpretation will be



	historical context, where appropriate.		Review undertaken on appropriateness of monuments and statues.	March 2023	a pilot for further work in this area.
4.6	Undertake a review of street and public space naming to ensure that potential new names properly reflect and respect the city's history and communities, together with our wider Heritage Strategy.	Transport & Connectivity Philip Edwards	Refreshed Street Naming Policy which enables a wider range of names reflecting diverse themes to be introduced Consideration of street names for inclusion on a pre-approved list reflecting Birmingham's diverse culture	October 2022	Street Naming & Numbering (SNN) policy is currently under revision and Cabinet approval is required to implement the new policy. A new procedure for streets named after people no longer living and for suggestions with no specific new road in mind, is recommended for inclusion in the SNN policy. As policy revision requires Cabinet approval with associated EIA and consultation exercise, this is still in progress. The report is currently expected at Cabinet on 7th September.
4.7	Refresh Birmingham's Heritage Strategy in consultation with communities to reflect on the contribution from of all our	Culture Planning & Development	City-wide Consultation and engagement with communities on the refresh of Birmingham's Heritage Strategy.	May 2023	



	communities in telling the Birmingham story and setting out our ambitions going forward.	Symon Easton	Refreshed Birmingham's Heritage Strategy published.		
4.8	Review the displays of art in our civic buildings to ensure they also tell the full story of Birmingham, including the renaming of a room in the Council House to properly mark the contribution of Black, Asian minority ethnic civic leaders.	Culture Symon Easton	Review undertaken of all art in civic buildings A room renamed in the Council House to mark the contributions of Birmingham's Black, Asian minority ethnic civic leaders.	March 2023 January 2023	Officers will work with Birmingham Museums Trust on this as the city's heritage experts. This will take place following the current work to decant all collections from BMAG and Council House. NB a room has yet to be identified and a process drawn up for how a name can be chosen and agreed.
4.9	Deliver the Everything to Everybody Shakespeare project activity . This is a multilingual celebration of Birmingham, Brummies' and their Shakespeare, delivering a community co-exhibition at Library of Birmingham, family engagement days, collections workshops, neighbourhood productions & projects in locations around the city, a 15 venue tour of Birmingham's First Folio.	Library of Birmingham Dawn Beaumont, Head of LOB Tom Epps	Community co-curated exhibitions at Library of Birmingham delivered 15 venue tour completed	July November 2022	This is an on-going project. The E2E (Everything to Everybody) World's Stage videos are an example of the type of work being delivered by the project (235) World's Stage - YouTube



Equality Objective 5: Encourage and build a skilled and diverse workforce to build a culture of equity and inclusion in everything we do.

	Action Detail	Strategic Leads	Outputs	Timeframe	Progress update & comments
5.1	<p>Publish information on our Ethnicity Pay Gap as part of an annual Workforce Race Equity Review. This will also include actions to close gaps and promote equity.</p> <p>Directorate Pay Gap reports produced annually and presented to CLT for information, benchmarking and action planning</p>	<p>People Services</p> <p>Darren Hockaday</p>	<p>Ethnicity Pay Gap published annually on council website.</p> <p>Produce an annual report to include intersectionality of ethnicity and gender pay gaps at directorate level to support localised action planning.</p>	<p>Annual publication in March aligned with Gender Pay Gap report</p> <p>Annual performance monitoring at Directorate level aligned with the overall publication dates</p>	<p>The Workforce Race Equity Review contains this data.</p> <p>The key finding is that Black, Asian minority ethnic representation is disproportionately lower at higher grades of the council (G6, G7& JNC officers).</p> <p>BCC's measured Ethnicity Pay Gap increased from 2019 to 2021, but this is likely to be driven increased disclosure of ethnicity, especially at lower grades by our staff over this period.</p>
5.2	<p>Publish information on our Gender Pay Gap supported by actions to close gaps and promote equity.</p>	<p>People Services</p> <p>Darren Hockaday</p>	<p>Gender Pay Gap published annually on council website</p>	<p>Annual publication in March in line with national legislation and aligned with Race</p>	<p>The Gender Pay Gap has reduced to 3.9% mean and 4.7% median.</p> <p>This is the 3rd reduction and sees us compare well to core cities</p>



				Pay Gap publication	
5.3	Undertake our first Disability Pay Gap analysis, supported by actions to close pay gaps and promote equity.	People Services Darren Hockaday	Publish council's first Disability Pay Gap report, with recommendations for action accordingly. Widen the pay gap analysis for other protected characteristics such as LGBT+ where we have good data (i.e. more than 85%)	January 2023 March 2023	Work must continue in building trust with our employees to ensure people are confident that sharing information on their disability will not be used to adversely affect them. We need a high of disclosure to achieve accuracy of reporting on pay gaps.
5.4	Evaluate the proportionality of grievances, dignity at work, disciplinaries and dismissals across ethnicity, gender, disability and sexual orientation. Take action to address disproportionality.	People Services Darren Hockaday	Publish data analysis report with recommendations to be reported to CLT and Staff Networks.	March 2023	The Workforce Race Equity review addresses this issue with respect to race
5.5	Develop and implement a comprehensive communication plan to increase the reach, awareness and take-up of learning, development and career opportunities that currently exist for	Corporate Communications Division Strategic Lead: Eleri Roberts	Task and finish report outlining methods to enable staff better access and use of digital information and improvement action plan	December 2022 report of Task & Finish Group	



	our staff, with a focus on increasing equitable access.	<p>Organisation Effectiveness and Talent</p> <p>Strategic Lead Craig Scriven</p>	<p>12 month rolling calendar of events</p> <p>Develop approach to monitoring take-up of staff from Black, Asian minority ethnic and under-represented backgrounds attending formal training and development events</p> <p>Collect staff feedback on how updated they are on what's on offer, and any barriers.</p> <p>Publish interim evaluation of improved accessibility of digital information to staff.</p>	Periodic review	
5.6	Introduce a new corporate Positive Action Statement and update relevant guidance	<p>Equalities and Cohesion, People Services</p> <p>Suwinder Hundal, Craig Scriven</p>	Published Positive Action Statement with clear manager guidance, including the requirement for diverse recruitment shortlisting and interview panels, and tools published and disseminated internally.	October 2022	
5.7	Develop inclusive leaders through a support package to help equip and develop our leaders including all ECLT members to demonstrate an	<p>People Services</p> <p>Darren Hockaday</p>	Engage ECLT members in inclusive leadership events.	Ongoing to start from September 2022	



	inclusive approach and lead others to do the same.		<p>Deliver in-person unconscious bias training to all ECLT members.</p> <p>Review mentorship and reverse-mentorship arrangements for ECLT members.</p> <p>Consider how to reflect inclusivity in ECLT member appraisal objectives.</p>	For 2023-24 objectives	
5.8	Develop an Emerging Leaders Programme career acceleration programme for internal staff at grade 6 and above to address under-representation of Black, Asian and minority ethnic representation at JNC and senior management levels.	<p>People Services</p> <p>Darren Hockaday</p>	<p>Programme content and delivery plan signed off.</p> <p>First participants signed up and programme underway.</p>	<p>Develop programme by March 2023</p> <p>Programme to commence with participants from summer 2023.</p>	

5.9	Develop or join a City Leadership Programme for Black, Asian and minority ethnic employees across participating public, private and	People Services, Strategic Partnerships	<p>City Partnership engaged with the proposal.</p> <p>Cross-city working party set up and delivery partners identified.</p>	<p>January 2023</p> <p>Develop programme</p>	This recommendation will need strong support from a critical mass of City Board members.
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	<p>third sector organisations located in Birmingham</p> <p>The leadership programme for Black, Asian minority ethnic employees Linked to City Partnership</p>	<p>Darren Hockaday, Varun Sitaram</p>	<p>Parameters and programme of activity developed with partners</p>	<p>by March 2023</p> <p>Programme to commence with participants from summer 2023.</p>	
5.10	<p>Communicate and support development and career progression opportunities for Black, Asian, minority ethnic and under-represented employees across protected characteristics at all grades</p>	<p>Organisation Effectiveness and Talent</p> <p>Craig Scriven</p>	<p>People Services to engage with staff groups and networks to provide additional support and guidance for development and career progression.</p> <p>People Services to engage with managers across all directorates to help them support development and career progression for our diverse employees.</p> <p>Survey staff to identify gaps in accessing training and development to support career progression</p>	<p>From September 2022</p> <p>From January 2023</p>	



5.11	Produce and publish a directorate level Diversity and Inclusion Dashboard to capture and support monitoring reports of workforce data to identify progress against Workforce Equality indicators. To be reported to Corporate Leadership and shared with all staff.	People Services Darren Hockaday Digital & Customer Services Peter Bishop	Agree indicators to collect and publish on council intranet every quarter Publish actions to address issues in progress. Dashboards will cover all protected characteristics where permissible and will include recruitment and turnover data Publish dashboard that is available for all staff and accessible from the council intranet	December 2022, first set of data published by February 2023	
5.12	Implement positive action shortlisting to ensure that where possible, interview shortlists for all roles at grade 6 and above include at least one candidate from Black, Asian or minority ethnic backgrounds where it is clear that the shortlisting criteria are met.	People Services Darren Hockaday	Check and challenge process established where shortlists for Grade 6 and above that do not contain candidates from Black, Asian or minority ethnic backgrounds are reported to Corporate Leadership Team (CLT) level. Rapid work required on the application and internal communication of policy	Check and challenge process in place by October 2022 with reporting to CLT on early findings by January 2023.	This policy was a commitment in the original Everyone's Battle Everyone's Business statement of intent. This action gives effect to that commitment. The expectation is that where recruitment shortlists are not diverse will be scrutinised to understand the actions which need to be taken to encourage diverse candidates to apply



			Six monthly monitoring of shortlists, with report to CLT		with increased flow through to successful shortlisting and appointment This action is about highlighting issues and taking actions around successful shortlists, not about ensuring 100% compliance with creating diverse shortlists.
5.13	Ensure recruitment panels are diverse, and increase the pool of trained diverse recruiters from a cross section of grades	People Services Strategic Lead Darren Hockaday	<p>Check and challenge process established where recruitment panels for Grade 6 and above that do not contain interviewers from Black, Asian or minority ethnic backgrounds are reported to CLT level.</p> <p>All interview panel members have received recruitment training. Establish baseline of trained diverse recruiters, then target and train additional recruiters</p>	<p>Check and challenge process in place by October 2022 with reporting to CLT on early findings by January 2023.</p> <p>From December 2023</p>	This action will support the commitment in the original Everyone's Battle Everyone's Business statement of intent that all our recruitment panels should be diverse



5.14	Job descriptions and person specifications to emphasise candidate's skills and behaviours, rather than focusing centrally on experience and non-essential qualifications	People Services Strategic Lead Darren Hockaday	Job Evaluation Programme will conduct workshops for all Directorates on best practice approach to Job Descriptions and Person Specifications.	September 2022	
5.15	Anonymise application process to remove opportunities for bias. Remove names and other personal information from application forms to ensure applicants are assessed on their capability and not their background, race, age or gender for example.	People Services Strategic Lead Darren Hockaday	Updated recruitment tools and process for anonymisation	April 2023	There is a need to review the recruitment processes to align with the new Oracle Recruitment Cloud
5.16	Improve the council's standing in the Stonewall Workplace Equality Index for LGBT+	Equalities and Cohesion Suwinder Hundal	Implement actions 5.18 – 5.20 and then undertake a self-assessment for Stonewall.	From September 2022	Our aim is to be ranked in the top 200 organisations nationally (current ranking 258) and improve on our current bronze award.
5.17	Increase personal disclosures by working with Stonewall, LGBT+ staff network and People Services	Equalities and Cohesion Suwinder Hundal	Increase number of disclosures through communication and engagement campaign	From August 2022	
5.18	Enhance Recruitment & Selection training for recruiting managers to include information on	Equalities and Cohesion	Recruiters trained on different gender identities, expressions and presentations, and sexual	From August 2022	



	gender identity and sexual orientation and bias	Suwinder Hundal	orientations to ensure that bias does not play a part in the recruitment and selection process for LGBTQ+ people.		
5.19	Deliver targeted training at senior leaders and managers on bi, trans and non-binary experience	Equalities and Cohesion Suwinder Hundal	Training provided to senior managers evaluate impact of training.	From September 2022 January 2023	
5.20	Improve the support given to disabled employees requiring reasonable adjustments	People Service's Learning and Development Team Craig Scriven	Disability, and reasonable adjustment awareness training to be added to mandatory training for managers. Workshops to be created and delivered to People Services officers.	April 2023	Communication and support to managers to be rolled out in 2022/23 with an adaptation to the mandatory modules to be presented to CLT for consideration from April 2023.
5.21	Improve the accessibility of the information the Council provides to citizens and employees	Digital and Customer Services Peter Bishop	Introduction and implementation of an accessibility policy. Increased knowledge and understanding of accessibility for all employees.	August 2022	A draft Accessibility Policy has been produced and is undergoing consultation.
5.23	Create psychologically safe spaces for staff to actively listen to diverse voices and experiences	Equalities and Cohesion Strategic Lead: Suwinder	Extend the safe space 'listening circles' for staff to Members and JNC officers.	Ongoing from July 2022 to January 2023	A number of safe listening circles have already taken place with disabled, LGBT+, women and Black, Asian minority ethnic staff,



			Introduce face to face safe space listening circles sessions to 'non-digitally connected' staff in operational roles		supported by the staff networks.
5.24	Review and revise the existing recruitment process from Grade 6 to JNC level roles	People Services	<p>Revised process implemented to support EBEB actions.</p> <p>All hiring managers trained on the new designed principles and Unconscious Bias.</p> <p>Produce an exemptions report to illustrate where and why the new design principles are not followed (i.e. balanced shortlist).</p> <p>All external recruitment, including agencies and head-hunters, actively promote diversity in recruitment process.</p>		



APPENDIX 2

Birmingham City Council Workforce Race Equity Review 2021/22 Organisation Effectiveness and Talent



1 1. Executive Summary

Birmingham City Council aspires to be representative of the city, to lead with an inclusive mindset at all strategic and operational levels, and to be a place where employees can bring their whole authentic selves to work and thrive. This is not currently always consistently the case. Equality, diversity and inclusion within the Council is on an improvement journey, in October 2020 we set out our first Workforce Race Equity Review which identified the scale of the challenge in front of us. We have made progress in some areas and are yet to make progress in others against our action plan objectives. Some of the progress is referenced in this report, but we must accelerate if we are to meet our objectives of having a workforce representative of the city, and to have eradicated the race pay gap by 2025.

Importantly we have co-created our action plan for this report to ensure that we collectively work towards improvements to create a more equitable and inclusive workforce. Put simply, we must work together for the benefit of our workforce and our city.

Our data tells us:

Ethnicity	2018 Citizen population	2019 Workforce population	2021 Workforce population
Black, Asian Minority Ethnic	41.9%	27.6%	34%
White	57.9%	43.5%	48%
Prefer not to say	0%	0.6%	1%
Unknown	0%	28.5%	16%

1. 84% of our staff have declared their ethnicity information to us. This is a significant improvement enabling better data insight, but it may also be the cause for spikes in data when comparing to previous periods. Reducing our “unknown” staff equalities information must remain a priority action in order to help us understand the true baseline for which we can measure how our initiatives impact equality, diversity and inclusion within the council.

2. Black, Asian and minority ethnic staff representation has increased across all grades. Council-wide there has been a 6.4% increase when comparing to the 2020 review, but our workforce representation remains 8% under the city population. Asian or Asian British is the largest under-represented group in comparison to Birmingham population.
3. Although improvement of representation has been made, there is significant under-representation of Black, Asian and Marginalised Ethnic employees at the senior levels of grades 6 and above.
4. Despite marked improvements in representation, our Race Pay Gap has increased from 8% to 9.7%. Additionally, our Black, Asian and minority ethnic staff's relative pay movement has been lower than White staff.
5. We attract similar numbers of staff from Black, Asian and minority ethnic and White communities, but the success rate from application to appointment is significantly lower for Black, Asian and Marginalised Ethnic applicants, particularly at grade 6 and JNC level.
6. Promotions and acting up opportunities are proportionate for all staff up to grade 5 but drops at Grade 6.
7. Leavers in terms of avoidable exits from the Council now seem to be broadly proportionate, which is an improvement from the previous report.
8. Casework is broadly proportionate across the three main case types: disciplinary, grievance and dignity at work. This information was not available in the previous report but was seen by staff as an area of concern.

To continue our journey, we have addressed our action planning process, we have co-created a set of proposals which include:

- **Awareness and accessibility for all**
- **Positive Action statements and guidance**
- **Data insight and review**
- **Leadership accountability (developing inclusive leaders)**
- **Career acceleration programme**
- **Recruitment and selection policy and supporting tools**
- **Career pathways**
- **Cross city leadership programme**
- **Governance**

2. Introduction

In October 2019 Cabinet Members requested that the organisation investigate and understand the pay differential between White and Black, Asian minority ethnic employees. This was further compounded by the impacts of COVID-19 on our communities, the global call for racial justice articulated by the Black Lives Matter movement, and the mandate from Cabinet for radical change through the Everyone's Battle, Everyone's Business (EBEB) Equality Strategy and action plan. This work identified that we have a race pay gap of 8% (mean) and a gender pay gap of 6.4%. The combined evidence makes clear we still have some way to go if we are to meet the goal of removing pay gaps between gender and race.

We then committed to regularly review the information and data to establish what impact the actions were having on the goals of the review; to have a workforce ethnically representative of our city and to eradicate the race pay gap by 2025.

This report reviews the workforce data over a longer period between August 2020 to December 2021 and we have also included information in relation to case work (disciplinary, grievance and dignity at work) to establish whether there is any disproportionality based on race.

Where possible we have also referenced the previous results to measure change, and this time have also overlaid the data charts with the overall representation across the workforce. This will enable the reader to quickly see where there are disproportionate results.

The action plan from the 2019 report has been reviewed and the first section shows the activity that has been undertaken since the publication in October 2020. This review will enable action planning to focus on areas of most impact and importance and the intention is to co-create an action plan between the Equality & Cohesion team, People Services and key stakeholders such as the Trade Union groups, the Corporate Black Workers' Support Group and the Asian and Allies Network.

Overall, the data shows improvements have been made, but not consistently or across all areas and significant challenges still exist. We must redouble our efforts and make transformational changes to make the gains needed to achieve our 2025 objectives.

Birmingham City Council staff and our citizens rightly expect us to deliver this as part of our drive to challenge and change the pattern of inequality in our city.

This review also enables us to clearly measure against objective two and five of our five statutory Equality Objectives 2019 – 2023¹, as shown below:

- Objective 1 - Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council.

¹ https://www.birmingham.gov.uk/info/20218/equality_and_diversity/646/equality_objectives

- Objective 2 - Demonstrate inclusive leadership, partnership, and a clear organisational commitment to be a leader in equality, diversity and inclusion in the city.
- Objective 3 - Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision making.
- Objective 4 - Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects faith, beliefs, and cultural differences.
- Objective 5 - Encourage and enable a skilled and diverse workforce to build a culture of equality and inclusion in everything we do.

3. The scope of this review

We have analysed race and ethnicity data in the following areas:

1. Workforce representation in line with demographics of the City
2. Where staff are positioned within the organisation
3. Pay gaps
4. Attraction, recruitment, and selection
5. Promotions, acting up and secondment opportunities
6. Casework

Essentially, this review identifies the next set of key actions that Birmingham City Council will implement in order to address the inequalities identified from the analysis.

The workforce data used to compile this review has been produced by People Services (PS) from our HR, Finance and Procurement system and covers the period August 2020 to December 2021.

When referring to ethnic origin groups the following ethnicity descriptions apply –

- **Asian or Asian British:** Bangladeshi, Chinese, Indian, Kashmiri, Pakistani, Asian other.
- **Black or Black British:** African, Caribbean, Black other.
- **Mixed:** Black/Asian, White/Asian, White/Black African, White/Black Caribbean, Mixed other.
- **Other:** Arab, Jewish, Sikh, Vietnamese, Other.
- **White:** Albanian, British, Gypsy or Irish Traveller, Irish, White other.

Access to good intelligence about the workforce is dependent on the quality of the data contained within our legacy HRsystem. Much of this data relies on voluntary disclosure of personal information and whilst efforts have been made to improve the quality of the data there are still some significant gaps. Closing the data gap must be one of our early priorities and the introduction of the new HR, Finance and Procurement system will assist, as this will involve data capture at every opportunity to improve the quantity and quality of data we hold.

2 4. Actions since the 2019 Workforce Race Equity Review was published

Since the report was published in October 2020, a number of actions have been taken across the council in conjunction with the corporate Equality & Cohesion team and our vital staff networks to seek to eradicate the race pay gap and to be representative of the population of the city. These actions are summarised in the table below. Part of our challenge is around how we can tell whether these actions have made a tangible difference, whilst we see increased representation across all grades, we cannot clearly articulate whether this is by design or circumstantial. This is in part the reason for the co-created proposals for this year, to attempt to evidence which of our actions have the greatest impact.

Area	Action
Recruitment	<ul style="list-style-type: none"> • Implemented mandatory learning • Mandated diverse recruitment panels • Partnered with Vercida (diversity platform) to advertise roles at the council
Career Progression	<ul style="list-style-type: none"> • Implemented micro-placements for local students

	<ul style="list-style-type: none"> • Enabled over 250 managers to access the future leader or foundation to management programme • Improved our appraisal and secondment policies
Culture change	<ul style="list-style-type: none"> • Undertaken RACE code review to identify key actions for us • Implemented mandatory EDI e-learning • Offered targeted reverse mentoring
Rebuilding Trust	<ul style="list-style-type: none"> • Committed to review progress and publish information • Delivered "rebuilding trust" modules as part of the management programme • Hosted multiple webinars and broadcasts to share and hear views from the workforce
Data	<ul style="list-style-type: none"> • Implemented new exit interview process • Worked with managers to close the unknown data gap • Commenced data cleansing as part of 1B implementation

4.1 Everyone's Battle, Everyone's Business (EBEB) Equality action plan

In the last 12 months we have:

- Provided 300 places for virtual instructor led workshops on "Unconscious Bias" and "It's Just Banter".
- Unconscious Bias and Equality Act modules form part of the mandated recruitment modules managers must complete.
- 85% of the workforce have completed 2 learning modules on Equality and Diversity and Respect in the Workplace.
- The intent of EBEB is explained during corporate induction and starter pack material signposts new starters and managers where to locate connected training.
- New equality, diversity and inclusion e-learning catalogue with 28 new courses procured and to be promoted from May 2022.

3 5. Workforce representation

To develop a diverse workforce that can meet the current and future needs of our citizens, we need to understand our existing employee profile. This section highlights key data we know about our workforce profile by ethnicity, grade and pay.

Across all data tables there are gaps in data with “unknown” data for ethnicity standing at 16%, which is a 12.5% reduction on the previous report. As specified previously we have undertaken significant work to close the data gap but there is still more work to do.

At present the population data for the city is based on 2018 population estimates. Census data is released during 2022 and we will seek to ensure that this updated accurate position is reflected in the 2022 report.

5.1 Ethnic profile of Birmingham the city vs Birmingham City Council

The table below shows the estimated demographic profile of the City of Birmingham citizen profile in 2018 split by ethnicity² and similarly Birmingham City Council workforce profile for 2018/19 and as at 31st December 2021.

Ethnicity	2018 % BCC citizen	2018/19 % BCC workforce	2021 % BCC workforce	Workforce progress since 2019	2021 workforce v 2018 citizen
Asian or Asian British	26.6%	14.1%	18%	+3.9%	(8.6)%
Black or Black British	8.9%	10.83%	13%	+2.1%	+4.1%
Mixed	4.4%	1.55%	2%	+0.4%	(2.4)%
Other	2%	1.08%	1%	(0.1)%	(1.0)%

² sourced from the BCC Research and Insight team

Black, Asian and Marginalised Ethnic Total	41.9%	27.56%	34%	+6.4%	(7.9%)
White	57.9%	43.35%	48%	+4.6%	(9.9)%
Prefer not to say	0%	0.59%	1%	+0.4%	+0.4%
Unknown	0%	28.5%	16%	(12.5)%	+16%

5.2 Grade representation charts

Chart 1 below shows the difference between White and Black, Asian and minority ethnic employees as a percentage by grade. The information also tracks from the 2019 report to the 2021 report any differences. This allows us to see by grade where there is over or under-representation compared to the council population as well as the difference across the two year period. The dotted lines indicate the council population for White and Black, Asian and minority ethnic employees to distinguish whether there is proportionate representation.

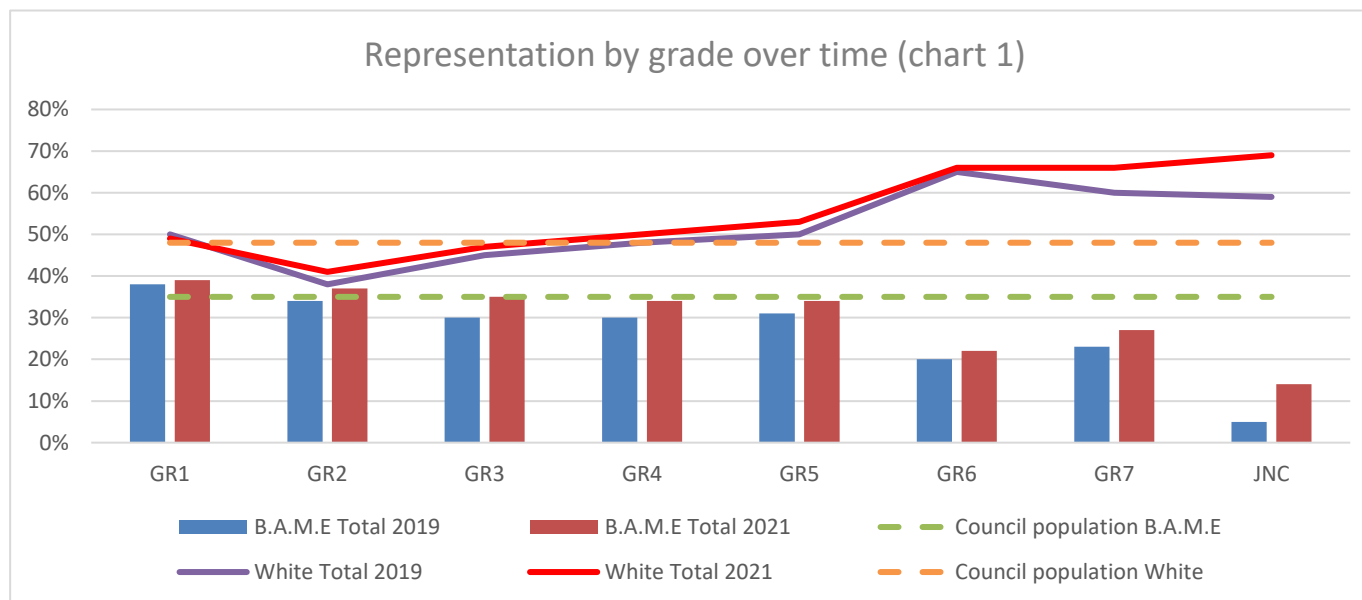


Chart 1 also indicates we have improved Black, Asian and minority ethnic representation at each grade since 2019. But also illustrates the significant disproportion of Black, Asian and minority ethnic employee representation at the senior grades (grade 6 to JNC). In contrast, White employees are under-represented at entry levels (grade 2) and over-represented at senior grades with the largest disproportionate at JNC grade.

Chart 2 breaks down the Black, Asian and minority ethnic categories further to compare by grade.

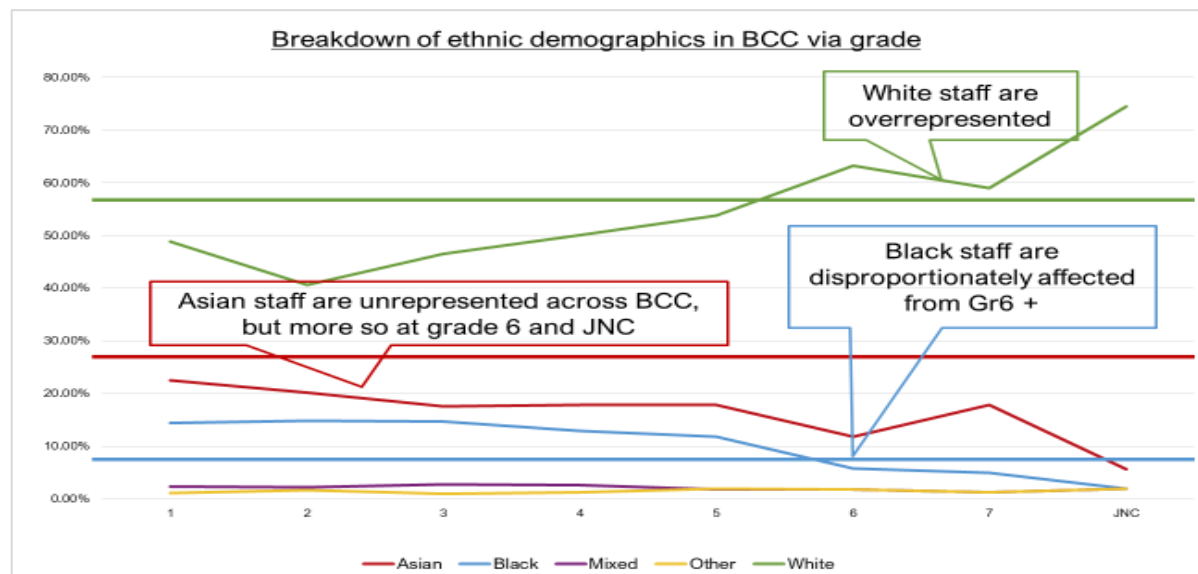


Chart 2

There has been a larger increase at every grade for Black, Asian and minority ethnic group employee's comparative to White employees, with the most significant increases seen at grades 6, 7 and JNC. This is likely to be because of both an increase in data disclosure (and the reduction in unknown data) and a net increase in the population of the workforce from a Black, Asian and minority ethnic community (new starters less leavers). However, this chart also indicates there needs to be transformational change at grades 6 and above for Black, Asian and minority ethnic group employees if we are to meet our 2025 ambitions.

4 5.3 Directorate representation

Directorate	B.A.M.E population	Council average	Difference	White population	Council average	Difference

Adult Social Care	51%	34%	17%	36%	48%	(12%)
City Housing	40%		6%	49%		1%
City Operations	18%		(16%)	49%		1%
Council Management	38%		4%	51%		3%
Children and Families	33%		(1%)	49%		1%
Place, Prosperity and Sustainability	35%		1%	56%		8%
Strategy, Equalities and Partnerships	41%		7%	52%		4%

At a Council wide level, 34% of the workforce comes from a Black, Asian and minority ethnic community whilst 48% of the workforce are from a White community. When broken down by Directorate it is clear to see those areas where there appears to be under representation of Black, Asian and minority ethnic staff, the largest percentage difference is within the City Operations Directorate with a 16% under-representation. This is a directorate with a headcount of 2143, where we also see 33% unknown ethnicity. Work must be continued in order to close this data gap to truly understand the ethnicity of the workforce.

5 6. Race Pay Gap

The race pay gap is the difference between Black, Asian and minority ethnic and White employees' pay shown as a percentage of White employees' pay. We have chosen to voluntarily measure the race pay gap to be transparent about the disparity and any actions we plan to put in place to eradicate it.

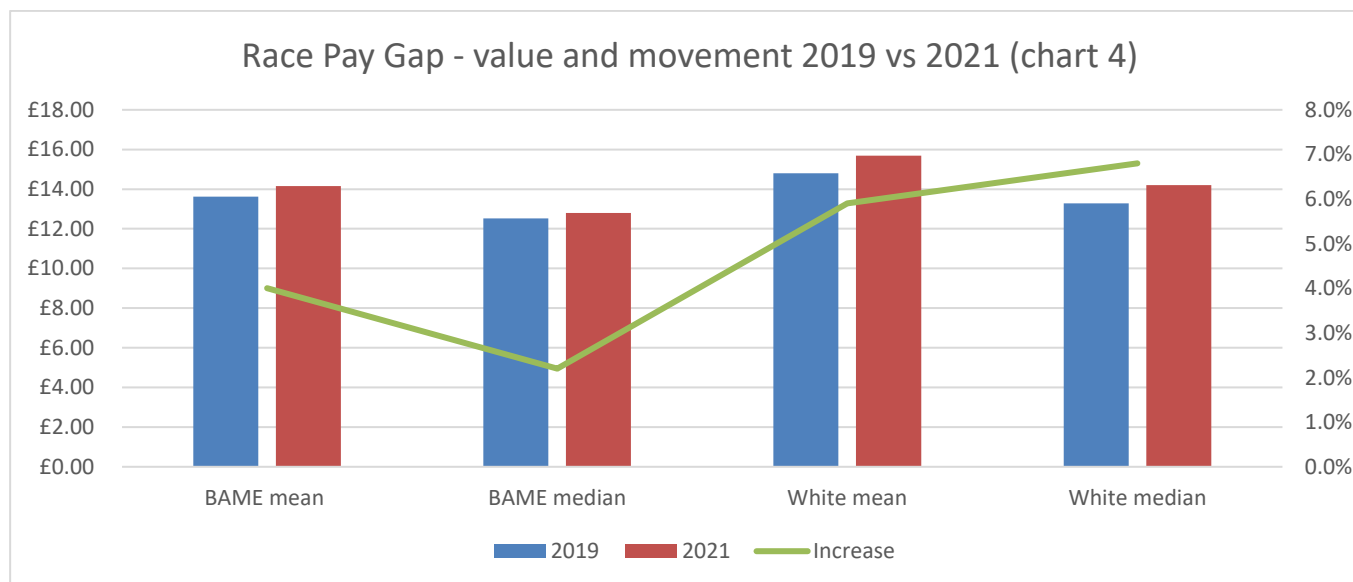
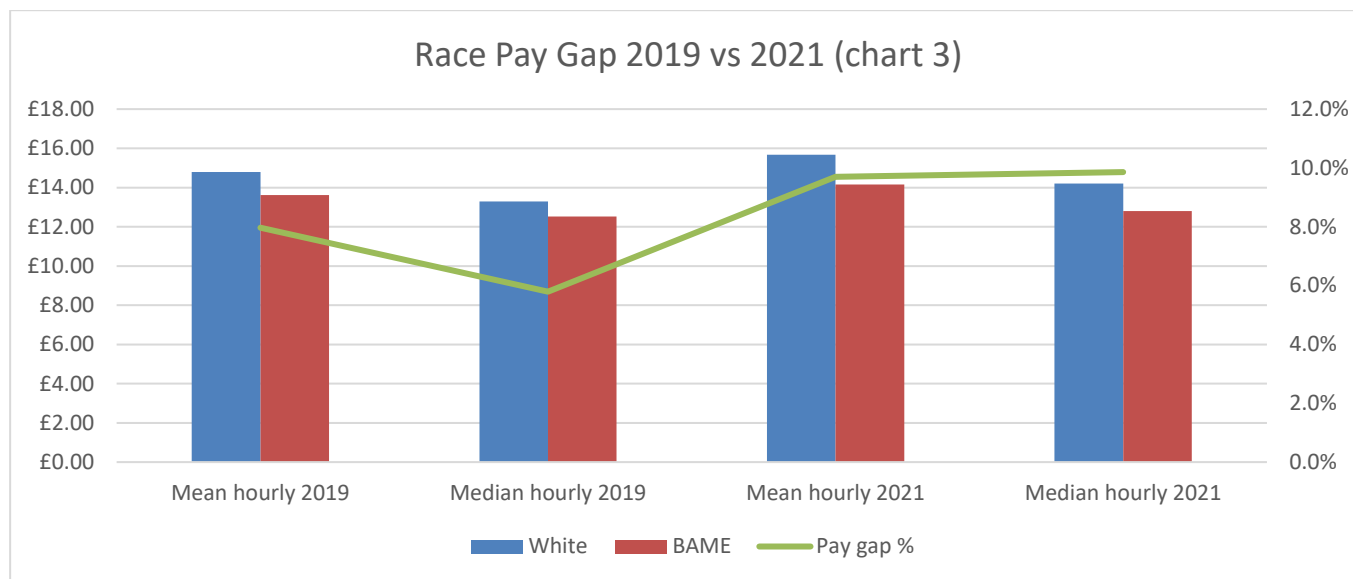


Chart 3 shows the Race Pay Gap has increased since 2019, from 8% to 9.7% (mean) and from 5.8% to 9.9% (median).

Chart 4 shows the relative actual hourly pay increases from 2019 to 2021 to establish any inconsistencies.

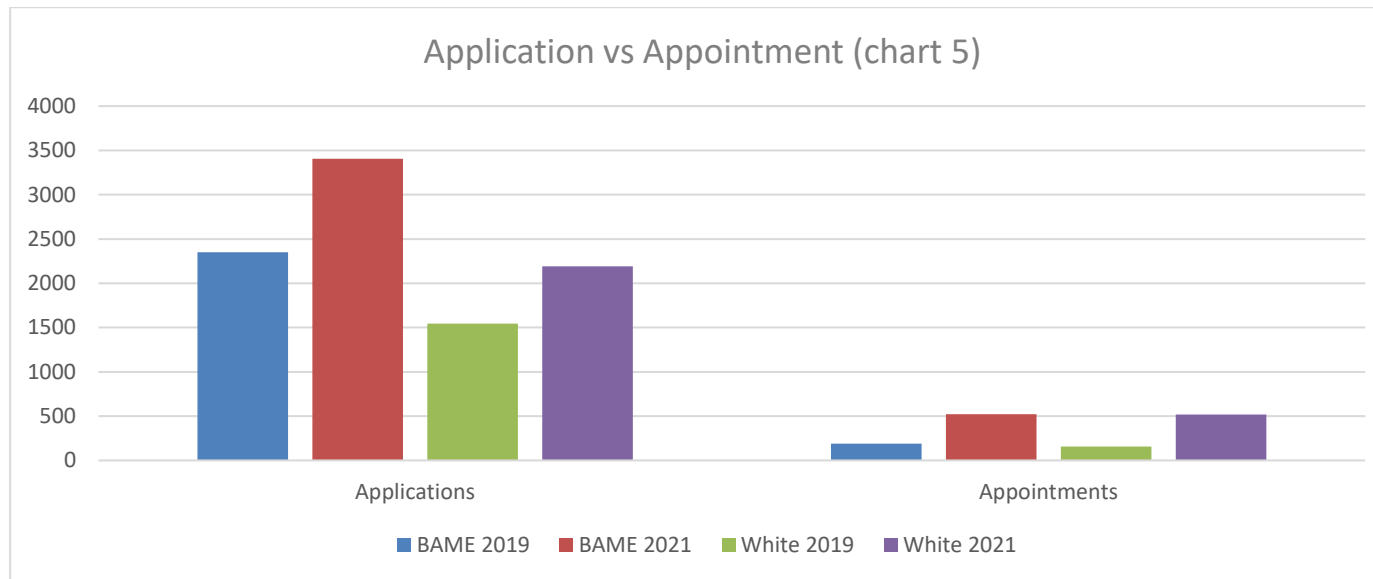
Despite an increase in the number of Black, Asian and Marginalised Ethnic staff employed, this has not reduced the pay gap in both mean and median differentials. White staff pay rates increased in both mean and median compared to Black, Asian and minority ethnic staff over the same period.

6 7. Employee Journey

This section shows the different points of the employee journey from recruitment to exit and identifies any issues at each key point

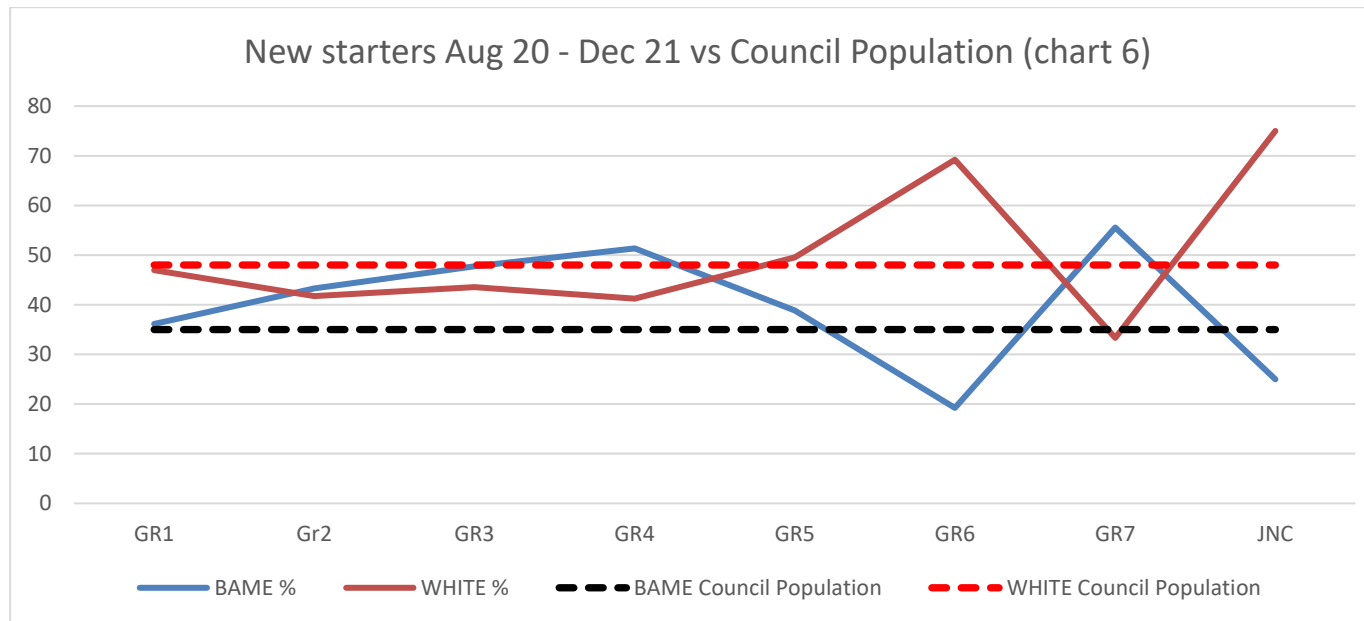
7.1 Recruitment and selection

The table below shows the relative success for job applications and appointments over a fixed period by ethnicity. It shows that we attracted significantly more applications from Black, Asian and minority ethnic candidates than in 2019, but that interest did not translate into appointment/employment in equal measure. This means the chances of being offered a job is significantly better for White candidates than Black, Asian and minority ethnic candidates.



Although overall we have increased the percentage of appointments for Black, Asian and minority ethnic group staff as a whole. Chart 5 shows 24% of applications from White candidates resulted in an appointment, whereas only 15% of applications from Black, Asian and minority ethnic candidates translated into an appointment. More work is required to understand what is causing this disparity, so we can implement initiatives to change this.

Chart 6 below details all new starters and illustrates an over-representation at grades 1 to 5 and 7 and under-representation at grades 6 and JNC for Black, Asian and Marginalised Ethnic starters. This is mirrored by White starters where we see under-representation except for grades 6 and JNC.



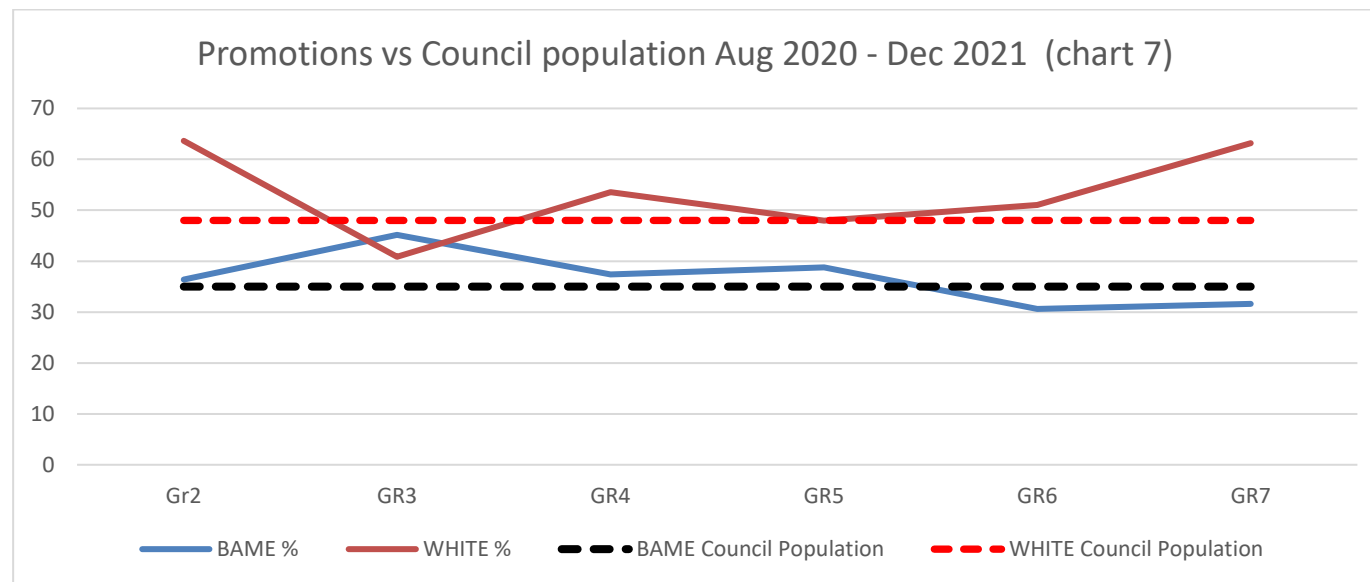
The charts in this section on recruitment and selection indicate that progress has been made in that our overall appointments for Black, Asian and minority ethnic staff has increased by 8% (chart 6), that success rates for Black, Asian and minority ethnic candidates has doubled (chart 5).

However, there are areas where we need increased focus, the information at chart 6 indicates that the success rates for securing a job, whilst doubled compared to previous periods is still significantly less for Black, Asian and minority ethnic applicants than for White applicants. We also see that in chart 7, the gateway for senior management roles (grade 6) shows the challenge faced by Black, Asian and minority ethnic staff.

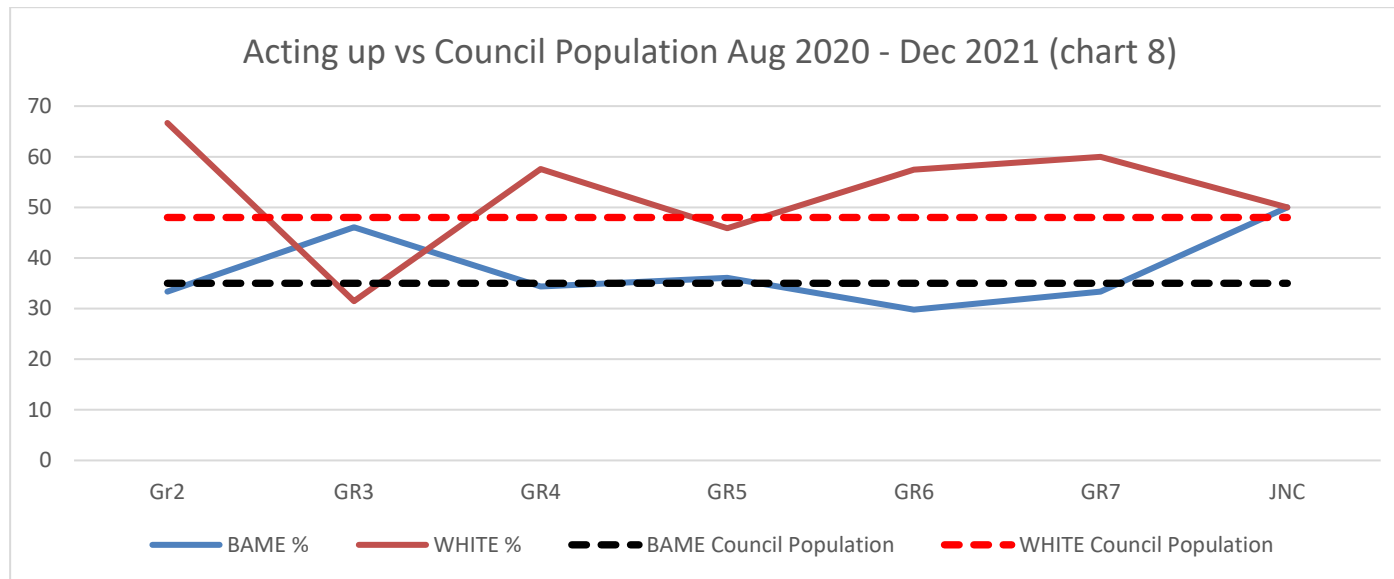
7.2 Career development

The following charts looks at promotions, acting-up and internal move (lateral moves) that take place by grade, ethnicity and cross referenced against the council population.

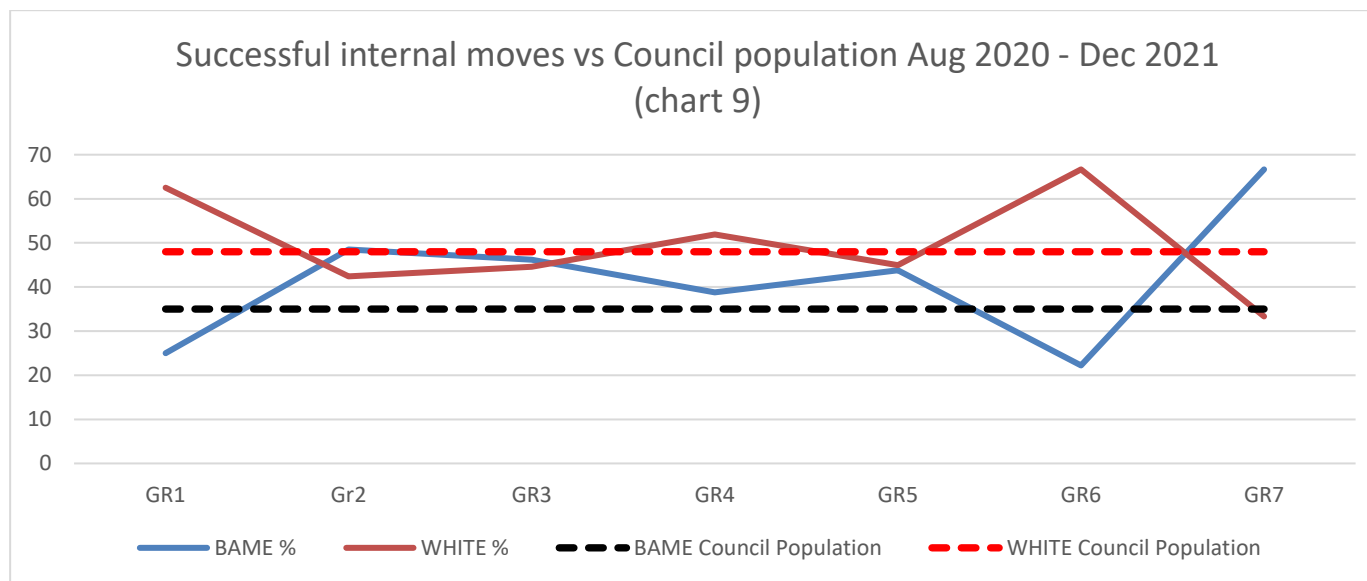
When assessing promotions in chart 7, for Black, Asian and minority ethnic staff we see over-representation compared to the average population up to grade 5 but this drops to under-representation at grades 6 and higher. For White staff there is significant over-representation at grades 2 and 7.



The chart below (chart 8) shows the same information but for acting-up situations. Again, for Black, Asian and minority ethnic staff there is under-representation at grades 6 and 7, whereas White staff are over-represented at grades 4, 6 and 7.



Finally, in this section we look at internal moves over the same period (chart 9). The charts suggest over representation for Black, Asian and minority ethnic staff at all grades except grade 2 and 6. White staff are over-represented for internal moves at grade 6. This may be because of the existing demographic profile where 66% of grade 6 staff are White (as indicated in chart 1), as lateral moves and internal moves can come as a result of restructures, meaning that White grade 6 staff are being appointed to grade 6 roles as part of a restructure.



This section again indicates that there has been progress, although we didn't measure act-up and internal moves in the original report and therefore unable to compare different time periods.

The table below shows promotions by grade and ethnicity compared over different periods. Increases can be seen across most grades, however, this progress is also mirrored by White staff, which may say more about our overall approach to grade progression rather than specific career progression for Black, Asian and minority ethnic staff.

	Black, Asian and minority ethnic Staff group				White Staff group			
	2019	2021	Council	Difference	2019	2021	Council	Difference
Grade 2	17%	36%		1%	50%	64%		16%
Grade 3	32%	45%		10%	22%	41%		7%

4	29%	37%	35%	2%	26%	54%	48%	6%
5	28%	39%		4%	28%	48%		0%
6	28%	31%		(4%)	33%	51%		3%
7	25%	32%		(3%)	50%	63%		15%
JNC	33%	0%		(35%)	17%	0%		(48%)

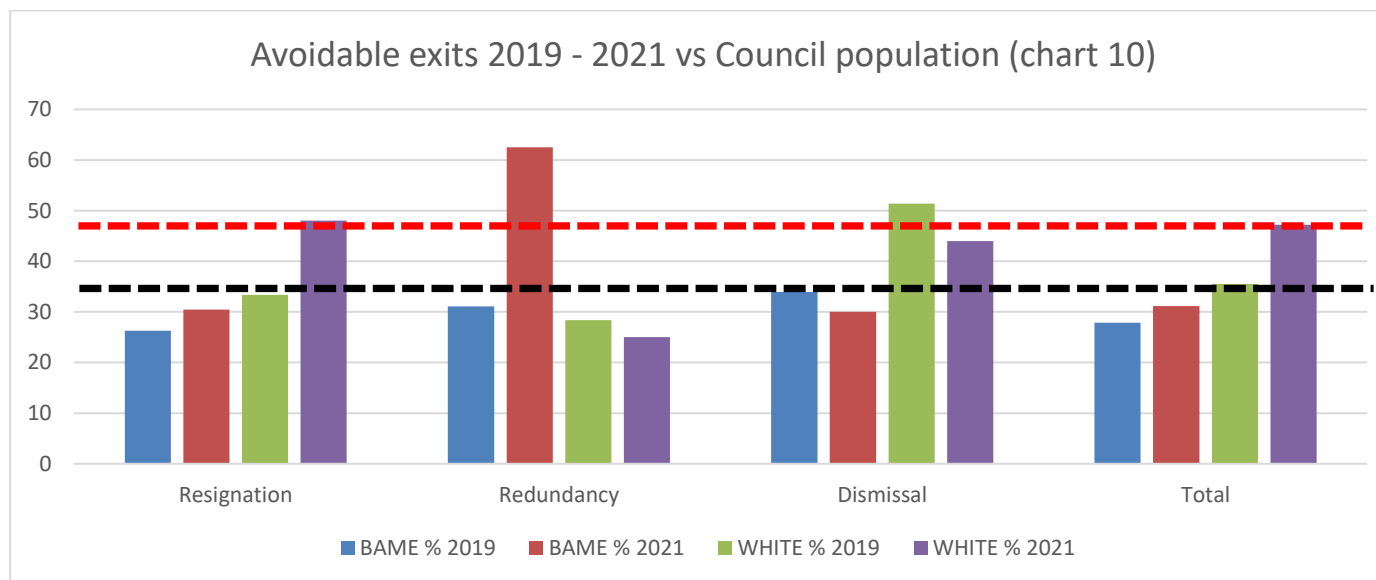
Overall, this section seems to align with the previous section in that the area for focus appears to now be around grade 6 plus, where under-representation is clear across promotions, acting up opportunities and internal moves.

7.3 Staff leaving the Council

During the period August 2020 to December 2021, 1355 staff left the Council, 47% through resignation. This is consistent with the 2019 data where 48% of leavers were as a result of resignation. Resignations are known as an avoidable exit, in that the employee has chosen to leave for one of a variety of reasons. Our exit interviews show employees leave for career development elsewhere, personal issues or dissatisfaction with their employment at the Council. Overall, during this period 5.7% of the White population resigned compared to 5% of the Black, Asian and minority ethnic population. When cross referenced to the 2019 data, there is a greater increase in White resignations (1.5%) than Black, Asian and minority ethnic resignations (0.6%).

When looking at the data compared to the 2019 data at the chart below, we see the percentage of Black, Asian and minority ethnic staff resigning or being made redundant has increased whilst the percentage of dismissals from this group have reduced. For White staff the percentage of resignations has significantly increased whilst both redundancies and dismissals have reduced slightly. A key observation here is that we now see under-representation from Black, Asian and minority ethnic leavers and proportionate representation from White leavers in total.

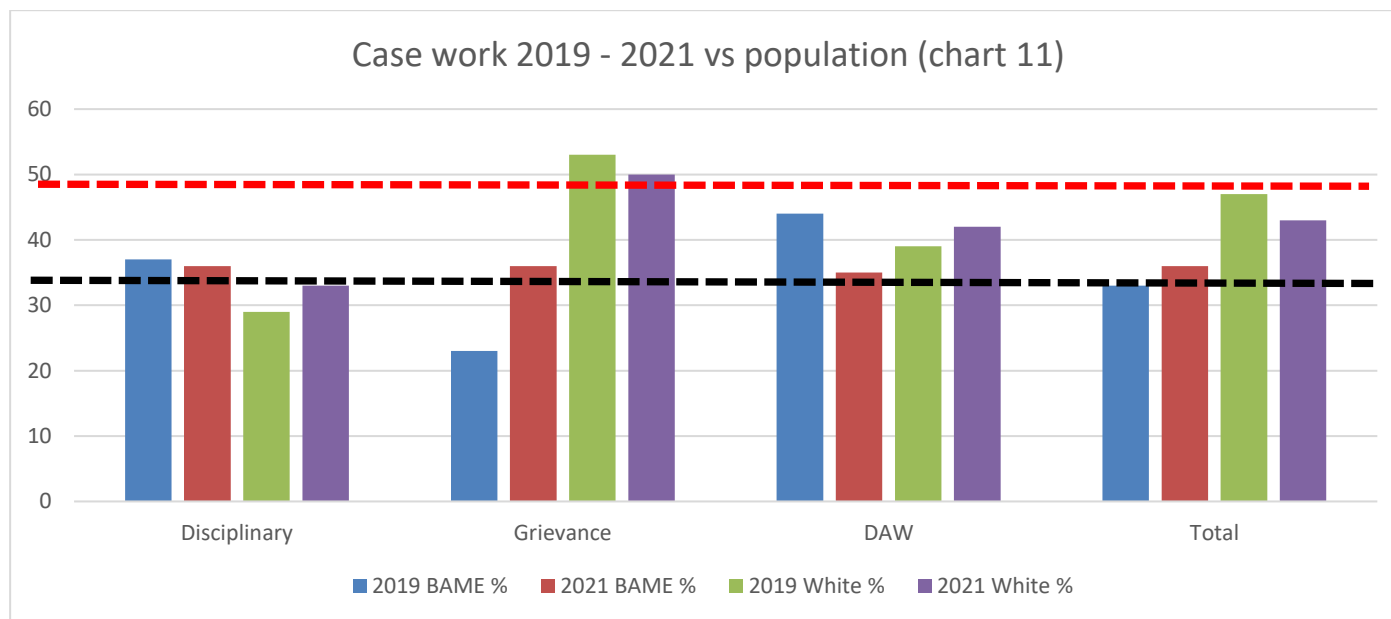
It should also be noted that during this period there was 16 redundancies, of which 5 were compulsory.



7 7.4 Case work

The information in chart 11 and the table below have been included in the review, whereas the information was contained within the Workforce Monitoring report previously. By bringing this information into this review we have therefore included all relevant areas of the employee journey.

Chart 11 shows the percentages attributed to the 3 main case work types, disciplinary, grievance and dignity at work and then overlays this with the current workforce population. The chart also shows the data from 2019 and the most recent data to enable movement to be identified.



The data shows that there is over-representation in all case types for staff from Black, Asian and minority ethnic communities and under-representation in disciplinary and Dignity at Work cases from White staff.

Overall, casework relating to Black, Asian and minority ethnic staff is over representative of the council population whereas White staff are under-represented. The table below shows the numbers of cases and brings into close sight the continued rationale for reducing our unknown data.

Ethnic origin	Disciplinary		Grievance		Dignity at Work		Total	
	2019	2021	2019	2021	2019	2021	2019	2021
Asian or Asian British	30	41	6	47	15	24	51	112
Black or Black British	20	32	9	64	7	5	36	101
Mixed	2	5	0	12	3	3	5	20
Other	1	1	0	5	0	2	1	8

Black, Asian & Marginalised Ethnic group total	53	79	15	128	25	34	147	241
Prefer not to say	2	3	1	7	0	3	3	13
Unknown	47	66	14	44	10	19	71	129
White	41	74	34	178	22	41	97	293
Grand Total	143	222	64	357	57	97	429	676

8 8. Conclusion and Recommendations

Our ultimate aim is to be a Council with a fully representative workforce that reflects our communities across all characteristics within 5 years. For clarity, this means by 1st September 2025.

During the data period we:

- recruited 521 Black, Asian and minority ethnic staff and seen 445 staff of this ethnic group leave the organisation, resulting in a net increase of 76 staff
- recruited 520 White staff and seen 789 staff from this ethnic group leave the organisation, resulting in a net decrease of 269 staff.

This is a major shift and a significant increase on the previous report which showed a decrease of 225 Black, Asian and minority ethnic staff and a decrease of 319 for White staff.

Although steady, this shows that our actions are having an effect. However, if we do not act immediately, we will not see the required pace of change in our workforce population and will continue to not represent the ethnic diversity of our city and fail in our objectives.

The Council must lead by example as an employer and take immediate steps from the foundations we have begun to build. Whilst we progress, we must also become a beacon for equal opportunities employment and leave no stone unturned in our quest to be a representative and diverse organisation.

Learning from the previous review we recognise the importance of creating an action plan in consultation with relevant groups and individuals and as such the action plan proposals have been co-created and focusses on the key themes identified in this report, these being:

- **Awareness and accessibility for all**
- **Positive Action statements and guidance**
- **Data insight and review**
- **Leadership accountability (developing inclusive leaders)**
- **Career acceleration programme**
- **Recruitment and selection policy and supporting tools**
- **Career pathways**
- **Cross city leadership programme**
- **Governance**

Report of Craig Scriven, Assistant Director of Organisation Effectiveness

June 2022

Appendix 3: Progress Report on Everybody's Battle, Everybody's Business Action Plan 2021-22

Equality Objective 1: Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council						
Number	Action Detail	Strategic Lead(s)	Outputs	Timeframe	Progress update and/or comments	RAG status
1.1	We will refresh our existing data collection procedures to align with the Census 2021, but also reflect the changing demographics of the city. We will work with our partners to develop a set of agreed Birmingham data procedures, so we have a consistent approach to how we capture and measure data.	Business Improvement & Change (Equalities Observatory) Strategic Lead: Varun Sitaram	Refresh of protocols, in line with Census 2021 and Birmingham's demographics. Consultation and engagement are conducted on the data protocols with the council and Partners. Data protocols have been agreed and adopted by council. Data protocols adopted by Partner organisations.	October 2022 – deadline revised following Strategic Lead update.	Work to establish a protocol for data collection that reflects the council and the city's current needs began last year but had to be paused owing to resource constraints within the service linked to the impact of the Covid-19 pandemic and our response. The establishment of the new Strategy, Equality and Partnerships directorate and Insight, Partnerships and Strategy (IPS) division within it are part of a refreshed corporate approach towards insight, intelligence and partnership working.	AMBER – Ongoing in 22-23 action plan

					It is recommended that this action is changed for 2022-23 to reflect the intention to create a Birmingham City Observatory	
1.2	Deliver workshops to the Council's research and performance functions to develop insights that capture understanding of how personal characteristics and circumstances intersect to disadvantage individuals - gain insight into the 'lived experience' of multiple disadvantages.	Performance Insights Strategic Leads: Varun Sitaram, Suwinder Hundal	Workshops delivered to all relevant staff. Follow-up workshops to see how knowledge has been applied. Define a set of indicators that can be monitored quarterly to identify improvements.	Ongoing Design workshop of by July 2022 Delivered to by teams October 2022	On hold prior to establishment of the new Strategy, Equality and Partnerships directorate and Insight, Partnerships and Strategy (IPS) division.	RED
1.3	Performance data, research, and intelligence to be made available on the Equality Impact Assessment (EIAs) Equality Toolkit to support evidence-led Equality Impact Assessments.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	All EIAs to include relevant data as part of the assessment process.	July 2022	Once the new Strategy, Equality and Partnerships directorate and Insight, Partnerships and Strategy (IPS) division has completed recruitment of data analysts, data will be uploaded onto the EIA Toolkit.	AMBER

1.4	Commission ethnographic research to gain insights into the lived experiences, and the intersecting issues to support evidence-led decisions.	Equality and Cohesion Division Strategic Lead: Suwinder Hundal	Research undertaken and findings delivered/agreed. Research findings are shared and integrated into the EIA process.	July 2022	An initial scoping exercise is underway to identify gaps in understanding to inform commissioning services to address the gaps in our insights. E&C will consider data from other relevant strategic documents produced across the Council to map out areas where lived experience work would benefit gaps in data.	AMBER
1.5	Publish relevant equality information to demonstrate compliance with the Public Sector Equality Duty (PSED), under the Equality Act 2010. To support transparent decision-making processes, and accessible to the public.	Human resources & Organisational Development Strategic Lead: Craig Scriven	Equality information is published on the Council Website.	Annually	The PSED report 2020-21 to be published March 2022 and will provide a demographic comparison of the community and the workforce to highlight the characteristics and focus future activity. The report will also look at how we engage with and develop the workforce to highlight	AMBER

					inclusivity or areas for improvement.	
1.6	Publish the Joint Strategic Needs Analysis, that includes 'deep dive' analysis to identify up and coming challenges and multiple disadvantages, so that it is easily accessible to the public.	Public Health Strategic Lead: Dr Justin Varney	JSNA published on Council website	Annual	The 2019/20 JSNA is being uploaded to the website as part of the Public Health content refresh and has been published on CMIS through the Health and Wellbeing Board. Similarly, the deep dive reports are also being uploaded in August to the Council website. Overview JSNA themes Birmingham City Council	GREEN
2.16 NEW	Birmingham City Council to develop a new LGBT+ City wide advisory partnership	Equality and Cohesion Strategic Lead: Suwinder Hundal	The core purpose is to raise awareness of key inequality, poverty and safety issues facing the LGBT+ community; prioritising the Southside and the Gay Village areas of Birmingham.	December 2022	A meeting of prospective partners has been convened for April and will meet every 2 months until the final meeting in December.	

Equality Objective 2: Demonstrate inclusive leadership, partnership and a clear organisational commitment to be a leader in equality, diversity and inclusion in the city

Number	Action Detail	Strategic Lead(s)	Outputs	Timeframe	Progress update	RAG status
2.1	The Equalities and Cohesion Star Chamber, chaired by the Cabinet Member for Social Inclusion, Community Safety and Equalities will provide robust internal challenge and scrutiny of the Council's performance against the five Equality Objectives and drive sustained improvements to our internal equalities practice.	Cohesion & Equalities Team Strategic Lead: Suwinder Hundal	Equalities and Cohesion Star Chamber governance and accountability framework and process established. All key decisions to be supported by a quality assured EIA. Recognised as excellent by the LGA Equality Peer Review.	On-going	The Equalities and Cohesion has established Star Chamber monthly meetings to review: progress against the Everyone's Battle Everyone's Business Equality action plan. key policy proposals and Equality Impact Assessment before they are presented to Cabinet. A programme of work has been set for the next 12 months	GREEN
2.2	Cabinet Members will call out exclusionary behaviours by declining to participate in any public panels that do not include female and Black, Asian, Minority Ethnic representation.	Council Leader /Cabinet Members Strategic Lead: Rishi Shori	Equalities information and terms of agreement established and included in	Ongoing	Linked to action relating to all staff as well as elected Councillors receiving mandatory equalities training. Levels of training completion to be reported at ECLT and	AMBER

			<p>Member induction packs.</p> <p>Members undertake training to support identification of inequalities.</p>		<p>Cabinet by People Services.</p> <p>A mechanism to support Members calling out and recording exclusionary behaviour e.g. a template email or letter cc'd to the Chief Executive and/or DSEP to be put in place.</p>	
2.3	All BCC staff as well as elected Councillors to receive mandatory equalities training.	<p>Human resources & Organisational Development</p> <p>Strategic Lead: Craig Scriven</p>	<p>A year-on-year increase in BCC staff and elected councillors attending Equality training.</p>	December 2021	<p>The mandatory module Respect in the Workplace was launched in April 2021 and ran until February 2022. 81% of staff completed the mandatory bundle of learning.</p> <p>As Councillors are not employees, we are unable to report on the number that have completed the Respect in the Workplace module.</p> <p>The Learning and Development team is working with the Member Development Group, chaired by</p>	GREEN

					Councillor Chatfield, to create a Member Development Charter which will evidence and support a structured induction and development programme post May.	
2.4	Build on the work with the Centre for Local Economic Strategies (CLES) to draw up a Birmingham Employment Charter, in partnership with other public sector agencies, private sector partners and anchor institutions to ensure best practice in diversity and increase recruitment across all sectors from the most excluded communities in the city. To work with Bham Anchor Network and partners.	Finance and Governance Strategic Lead: Suwinder Hundal	Agree a Birmingham Employment Charter. A draft charter approved by BCC. Percentage of employers adopting the Employment Charter.	August 2022	Draft Birmingham Employment Charter is being consulted on with the Bham Anchor Network (BAN). Once approved by BAN we will- develop an action plan to communicate the Charter, encouraging Birmingham-based employers to adopt the Charter	AMBER
2.5	The Council is reviewing its Social Value Policy and the Birmingham Business Charter for Social Responsibility. This will enable tenderers in future to target disadvantaged groups	Finance and Governance Strategic Lead: Haydn Brown	Increase in tender applications for diverse disadvantage groups. Monitor percentage of	November 2022	We have added the following into the Business Charter: i) An expectation for signatories to have an equality, diversity and inclusion strategy.	AMBER

	in Birmingham with their social value commitments.		applications awarded / declined and justifications for decision.		<p>ii) Have a policy that explicitly bans discrimination, bullying and harassment based on age, disability, gender identity, race, religion, sexual orientation and other protected characteristics and regularly monitor incidences of bullying and harassment based on these.</p> <p>iii) Look to introduce a Transitioning at Work, or Transgender Inclusion Policy if not already implemented.</p> <p>iv) Seek opportunities (with any organisation we are procuring) to sign up to the Armed Forces Covenant to show a commitment to supporting the Armed Forces Community.</p>	
2.6	The Council is working with other large institutions in Birmingham to develop improved ways of commissioning and procurement that provide	Finance and Governance Strategic Lead: Hayden Brown	Development of a terms or reference (or sign up to an agreed vision) with institutions	August 2021	Work is being undertaken to align this action to the East Side development strategy. Also looking to participate in and	AMBER

	opportunities for small Voluntary Community Sector to bid.		to improve commissioning and procurement opportunities for small Voluntary Community Social Enterprises.		promote an event in the Black Country on 14th July. Our promotion will include current workplan, Oracle system developments that include improvements in the supplier portal, Social Value Policy changes and the Match My Project portal.	
2.7	Establish a corporate forum with the Staff Equality Networks to hold “check and challenge” meetings between Networks, Council Leadership Team and Cabinet.	Equalities and Cohesion Team Strategic Lead: Suwinder Hundal	Forum established and meetings conducted regularly. Actions fed into the star chamber process.	June 2022	The Equalities and Cohesion Division is in the process of establishing the first meeting of the Staff Corporate Forum to agree a Terms of Reference. Kickstart Officer starts in March 2022 on a 6-month placement to provide administration support for the Staff Equality Networks.	AMBER
2.8	Establish a corporate Equalities and Cohesion Team that will act as critical friend to support good practise, to oversee the delivery of the equality	Strategy, Equality and Partnership	Head of Service recruited, and wider Team recruitment is ongoing.	April 2022	The full recruitment to the Equalities and Cohesion division has been delayed due to long term absence of the Head of Service.	GREEN

	strategy and community cohesion strategy. The service will work collaboratively within the council, partners organisations and communities to promote equality and inclusion across Birmingham.	Strategic Lead: Suwinder Hundal			The Head of Service has now returned and is overseeing the recruitment of the outstanding vacancies. *Full recruitment process to be completed by 31 June 2022.	
2.9	The Birmingham Living Wage Partnership to apply to become a Living Wage City.	Equality and Cohesion Division Strategic Lead: Suwinder Hundal	Application approved by the Living Wage Foundation. Increase percentage of employers sign up to become a Real Living Wage employer.	October 2021	The Living Wage Partnership successfully achieved a Living Wage City status for Birmingham in November 2021. It was officially announced as such by the Cabinet Member at a registered attendee event in November 2021, and launched the, 'Make Birmingham a Living Wage City Action Plan'. The Birmingham Living Wage strategic framework sets out 6 core objectives across public, private and third sector partners to engage and raise awareness about the campaign to tackle in-	GREEN

					<p>work poverty across the city.</p> <p>The partnership has committed to increase the number of accredited Living Wage employers with HQ in Birmingham by 50% and double the number of Living Wage employees to 80,000 by November 2024.</p>	
2.10	City board to take an active role in supporting a citywide approach to tackle structural inequalities and shine a light on issues that require a citywide policy response.	Strategic Lead: Richard Brooks		Ongoing	The Strategic lead is Richard Brooks Director of Strategy, Equality & Partnerships. Both the corporate Equalities Team and Strategic support for City Board are within the new directorate SEP.	AMBER
2.11	The Council will work with the Youth City Board to ensure young people's voices are actively influencing policy decisions.	Education and Skills Strategic Lead: Ilgun Yusuf	Taking forward the findings from consultations conducted with young people.	Ongoing	The Equality and Cohesion Division and the Cabinet Member for Social Justice, Community Safety and Equalities have engaged in initial consultations about how	AMBER

					EBEB strategy can better support young people. Next steps to link with Education and Skills to progress the action regarding youth engagement.	
2.12	Work with the Race Code team to undertake a self-assessment of our existing structures, policies, norms and practices to identify race inequalities. The findings of the assessment will help inform a race equity action plan, with a focus on addressing the lack of ethnic minority diversity at senior levels of the Council.	Equality and Cohesion Division Strategic Lead: Suwinder Hundal	Findings of self-assessment to be integrated across governance structures, plans and policies. Increase in % of the Council's Senior management from Black, Asian and Minority Ethnic backgrounds, in line with the diversity of the city's working age population.	1. Approval of RAP (RACE Code Action Plan) by April 2022 2. Interim progress review November 2022 3. RACE code review Summer 2024	Birmingham City Council achieved its RACE Code Equality Mark status in October 2021 and was communicated to staff by the Chief Executive as the accountable officer. This achievement resulted from Senior Leaders participating in three workshops to establish Race Code priority actions and the Service Lead for Equalities co-ordinating the final submission which included a delivery plan for the 10 'must do' actions, 'should do' and 'could do' actions. The next steps to support delivery is to	Green

					<p>engage with internal stakeholders such as; Equalities Star Chamber, appropriate staff networks, DMTs and ECLT.</p> <p>First draft of Race code Action Plan has been shared with relationship Manager at The Governance Forum we are waiting their feedback.</p> <p>Progress against the actions and any issues are reported to the Corporate Leadership Team.</p>	
2.13	Develop a community engagement and participation framework to support officers and elected members engage with diverse civil society organisations and underrepresented and 'unheard' voices.	Equality and Cohesion Division Strategic Lead: Suwinder Hundal	Community engagement and participation framework established.	January 2022	The intention is to progress and develop this action as part of work in action 3.2 of development of a CWG Stakeholder Panel and sustain the work processes, structures and approach in the longer term.	GREEN
2.14	Deliver equality impact assessment training to all senior managers on how to	Equality and Cohesion Division	'Train the Trainer' Training to be delivered	March 2022 – initial train the trainer	'What is a quality Equality Impact Assessment 'Training	AMBER

	complete an Equality Impact Assessment.	Strategic Lead: Suwinder Hundal	to all senior managers. All service and policy decisions are supported with a quality assured Equality Impact Assessment.	training delivered. Date for wider roll out of training TBC	workshop has been delivered by Business in the Community. An Equality Impact Assessment cross-directorate Working Group is being established to agree a plan for rolling out the training and to make the necessary revisions to the EIA framework and guidance, so that it's user friendly. Refresh of the EIA will include health inequalities impact assessment.	
2.15	The Council to include health inequalities impact assessment as part of the equality impact assessment.	Public Health Division Strategic Lead: Dr Justin Varney	Equality Impact Assessment process revised to incorporate health inequalities impact.	TBC	Refresh of the EIA will include health inequalities impact assessment.	AMBER
2.17 NEW (RACE Code)	Identify board [Member] level and executive sponsor for race	Strategic Lead: Rishi Shori TBC	Executive Membership Team (EMT) to discuss the need for a specific senior sponsor			

			for race equality and identify an appropriate person.			
2.18 NEW (RACE Code)	Build psychological safety in boards and throughout the organisation.	Equality and Cohesion Strategic Lead: Suwinder Hundal	<p>Extend the safe space 'listening circles' for staff to Members and JNC Executives.</p> <p>Extend the safe space listening circles to 'non-digitally connected' staff in face to face workshops to ensure as many operational staff have the opportunity to engage with the authority with respect to race equality measures and issues</p>	Ongoing from July 2022 to January 2023		

Equality Objective 3: Involve and enable our diverse communities to play an active role in civic society and put the citizens' voice at the heart of decision-making

Number	Action Detail	Strategic Lead(s)	Outputs	Timeframe	Progress update	RAG status
3.1	Establish the second phase of the Birmingham Poverty Truth Commission, to ensure that the voices of those with lived experience of poverty has a direct influence upon how we deliver our services and make policy.	Public Health Strategic Lead: Dr Justin Varney	<p>Second phase of the Birmingham Poverty Truth Commission Established</p> <p>Completion of each phase of the commission process to agreed timescales.</p> <p>Production of a set of tangibles recommendations to shape policy and systems.</p>	May 2023	<p>The second phase of the Birmingham Poverty Truth Commission has been established. The commissioners are currently being recruited and the first focused exploration is on housing.</p> <p>The recruitment of the community commissioners is complete.</p> <p>Two civic commissioners from housing services have been recruited and further leads are being followed.</p> <p>The commission have been meeting and as part of their induction and development, feeding into the food poverty work, housing</p>	GREEN

					<p>and the recruitment of PH Assistant Director.</p> <p>The official launch of the Commission is planned for 19 May 2022.</p> <p>The delay to the original plans is being mitigated through an extension to the contract, allowing more time for a robust development of the commission.</p>	
3.2	<p>Develop an inclusive citizen engagement model to ensure that the city's diverse communities are fully represented, including those that often struggle to get a hearing. This will enable us to work with communities to properly understand the different experiences of inequalities and together, decide the immediate and longer-term measures needed to address them.</p>	<p>Equalities and Cohesion Division</p> <p>Strategic Lead: Suwinder Hundal</p>	<p>Inclusive citizen engagement model established</p> <p>Increased participation of traditionally seldom heard voices.</p>	TBC	<p>A Citizens Stakeholder Panel has been established. The Panel</p>	GREEN

3.3	Develop phase two of our Birmingham City Council Civic Leadership programme with Operation Black Vote. We will continue and expand our work with Operation Black Vote to invest in, enable and grow a new generation of Black, Asian, and Minority Ethnic civic leaders.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	Increase in Black, Asian and Minority Ethnic civic leaders (via Operation Black Vote)	December 2022	Phase two was deferred due to COVID-19. It has now been agreed to restart discussions with OBV team to develop phase two, building in the learning from phase one. A programme will be agreed with OBV and launched later in 2022.	RED
3.4	Continue to progress and develop the Council's cross - Directorate "Working Together in Birmingham's Neighbourhoods" policy to ensure: community and neighbourhood organisations representing diverse communities can be properly heard and influence decision-making; that internal and external funding sources not directly available to the Council are levered in and focussed upon supporting grassroots community development, capacity building, post-Covid	Neighbourhoods Strategic Lead: Chris Jordan	Revision of the Working Together in Neighbourhoods policy	Ongoing	The Neighbourhoods Team has worked with Neighbourhoods in the initial formation of Commonwealth Games Panel work and attend PINCH meetings (partners investing in neighbourhoods and communities) meetings. Further update from Integrated Karen Cheney to follow.	AMBER

	community recovery and strengthening civil society.					
3.5	We will hold a proper conversation on the term 'BAME' with our employees, Black, Asian and Minority Ethnic communities, voluntary and community organisations and academics. We acknowledge that language can be structural barrier, grouping together ethnic minorities does not help distinguish between the different experiences of disadvantage/advantage and outcomes.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	Consultation and engagement with employees and communities. Findings communicated and reflected accordingly in performance and insight information that is produced	July 2022	The Equalities and Cohesion Division is in the process of developing a series of workshops with staff and staff networks to discuss the umbrella term 'BAME' and what alternatives can be offered. There is some emerging external evidence from the Cultural Development Service who commissioned a specific piece of work from academics at BCU (Birmingham City University) to evaluate the service's investment into cultural activity funding. A bi product of the research was evident dissatisfaction with the BAME acronym, and this terminology was subsequently scrapped	AMBER

					<p>in favour of 'Cultural Diversity.'</p> <p>At the Corporate Black Workers conference and AGM May 2022, the E& C division ran a workshop to garner views. Participants felt that the acronym has limitation in monitoring, reporting and group analysis, and more work needs to be done with staff of all racial backgrounds to establish consensus. The E&C division will continue the discussion focusing internally with staff.</p>	
3.6	<p>Establish a Gypsy Roma Traveller partnership to develop a better understanding of the needs of Gypsy Roma Traveller communities.</p> <p>Work with Gypsy Roma Traveller communities, voluntary and community sector and public sector agencies to find policy</p>	<p>Equalities and Cohesion Division</p> <p>Strategic Lead: Suwinder Hundal</p>	Establish a cross agency Gypsy Roma Traveller partnership.	July 2022	<p>A draft Term of reference is in place, which will be discussed and agreed with the Gypsy Roma Traveller partnership which is being established.</p> <p>Internal conversations with our staff are in progress.</p>	AMBER

	solutions that respond to differing needs.					
3.7	We will establish a community panel to provide community oversight of the Commonwealth Games legacy programme.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	Establish community panel with diverse perspectives	February 2022	<p>Birmingham City Council (BCC) commissioned Birmingham Voluntary Service Council (BVSC) to launch the first phase of the 'Stronger Communities' fund in November as part of the CWG legacy programme – second phase will be launched early December 2021.</p> <p>The Stronger Communities' Commonwealth Games (CWG) Fund has been set up to support a number of activities that will form a key part of the Games legacy.</p> <p>Strategic introductory meeting has taken place February 2022 and the Citizens Panel is March 2022 a forward plan of</p>	GREEN

					meeting dates has been secured. A formal launch 16 March has taken place.	
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Equality Objective 4: Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects faith, beliefs and cultural differences

Number	Action Detail	Strategic Lead(s)	Outputs	Timeframe	Progress update	RAG status
4.1	Review and refresh the Council's Faith Covenant to ensure that we work with and give a voice to our ever more diverse family of faith communities in the city.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	Published refreshed Faith Covenant.	September 2022 – deadline updated following update.	initial discussions have taken place with Birmingham Communities of Faith (BCF) group and wider stakeholders A draft refreshed Faith Covenant is being consulted on in preparation for a re-launch of the Faith Covenant and Faith Map. A call to action is being developed with partners to engage faith and belief-based groups with the Faith Covenant	AMBER

4.2	<p>Establish a formal body to oversee the work of the Covenant and our relationship with faith groups.</p>	<p>Equalities and Cohesion Division</p> <p>Strategic Lead: Suwinder Hundal</p>	<p>Faith Partnership established with a clear set of terms of reference and standards</p>	<p>September 2022 – deadline updated following update.</p>	<p>Initial discussions have taken place to establish a partnership.</p> <p>There was agreement to establish a new inclusive partnership of city faith leaders and organisations.</p> <p>This partnership will oversee the work of the refreshed faith covenant.</p>	AMBER
4.3	<p>Deliver the joint review with London Borough of Lewisham on African and Caribbean health inequalities.</p> <p>Publish evaluation of review to inform further reviews into the health inequalities affecting other Black, Asian, Minority Ethnic communities.</p>	<p>Public Health</p> <p>Strategic Lead: Dr Justin Varney</p>	<p>Joint review conducted.</p> <p>Publication of review.</p>	<p>March 2022</p> <p>Launch event Summer 2022</p>	<p>The BLACHIR Review is continuing, the delivery time scale has moved back by 6 months due to Covid pressures on the public health team and the final report will be published from the review in Spring 2022.</p> <p>The Public Health team have launched public engagement on the recommendations from the first three thematic reviews (Racism, Pregnancy and Early Years, Children and Young People) and the evidence reviews have</p>	GREEN

					<p>been commissioned for the remaining six thematic sessions which will take place over the Autumn and Winter.</p> <p>Dec 2021: the report in due in Feb 2022 but due to current Covid pressures this may change</p> <p>The review was completed on 31 January 2022.</p> <p>The content of the report with identified opportunities for action has been submitted to the Health and Wellbeing Board for consideration and implementation locally (meeting on 22 March 2022).</p> <p>The report will be available on CMIS on 10 March 2022.</p> <p>The accessible design of the report is being developed and should</p>	
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					<p>be completed by the end of March 2022.</p> <p>Data and evidence supplement, and an easy read version are also being developed.</p> <p>Formal Launch in June 2022</p>	
4.4	<p>Deliver interactive sessions to cover the application of the Equality Act 2010 within a dynamic education context. This will challenge participants to look beyond the legislation and reflect on the quality and impact of their practice in their school.</p> <p>Anti-racist sessions with schools to explore what it means to be anti-racist in Britain today and what is involved in offering an anti-racist education to children and young people. This offer aims to move participants beyond simply making statements that support race equality, to ensuring that they act to make the changes needed to move their schools to a position</p>	<p>Education and Skills</p> <p>Strategic Lead: Ilgun Yusuf</p>	Improved understanding of the Equality Act 2010.	Ongoing	<p>This action is now complete. A programme of anti-racist practice in schools was delivered by BRAP and is being evaluated by the University of Birmingham.</p> <p>The offer has now evolved to include the aspirations of the Commonwealth Games and further workshops have been commissioned to work with teachers, pupils and school communities around anti-racist education.</p>	GREEN

	where they are actively anti-racist and uphold social justice.					
4.5	Partner with the University of Birmingham's School of Education to deliver the Anti-Racism in Education programme of activities.	Education and Skills Strategic Lead: Ilgun Yusuf	A re-designed curriculum to include anti-racist practice with a cross-curricular delivery plan Learning from unconscious bias training is applied in practice across participating schools.	December 2021	This action is now complete and being reported on by University of Birmingham	GREEN
4.6	We will work with schools and local historians to develop a new curriculum and resources that tell the "Birmingham Story" – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond.	Education and Skills Strategic Lead: Ilgun Yusuf	Creation of the 'Birmingham Story' curriculum and supporting resources.	TBC by the Strategic Lead	This action is underway and on time. The Birmingham Civic History project is being delivered by Birmingham Education Partnership (BEP) and is currently engaging with schools in the city. Resources are available through the BEP Hub.	AMBER

4.7	Plan with our communities and partner organisations a programme of cultural, faith and other key significant events which will be celebrated and commemorated to build community cohesion and bring different groups together.	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	A calendar of programmed events established.	June 2022	This live calendar of events is being produced by the E&C division working alongside the Lord Mayor's Office, Culture Team and Corporate Communications Team. E&C will provide an internal update and aim to have a version on MS TEAMS, the Intranet and website. Further work will include working with communities to celebrate and mark events	AMBER
4.8	Engage with communities to review the appropriateness of local monuments and statues on public land and council property. We will also ensure that the plaques accompanying our monuments properly and fully explain their historical context, where appropriate.	Culture Strategic lead: Symon Easton	Register developed on all monuments and statues on public land and council property Review undertaken on appropriateness of monuments and statues.	December 2022	A register has been established. Initial work on the reinstatement of Boulton, Watt Murdoch statue in Centenary Square has started. The public consultation around the revised interpretation will be a pilot for further work in this area.	Amber

					<p>The budget required to move this wider work forward has been agreed when discussing the Black Lives Matter protests and events in Bristol.</p> <p>We are in the process of commissioning the work with Culture & Tourism.</p>	
4.9	<p>We will review our street and public space naming protocols to ensure that potential names properly reflect and respect the city's history and communities, together with our wider Heritage Strategy.</p>	<p>Transport & Connectivity</p> <p>Strategic Lead: Philip Edwards</p>	<p>Refreshed Street Naming Policy which enables a wider range of names reflecting diverse themes to be introduced</p> <p>Consideration of street names for inclusion on a pre-approved list reflecting Birmingham's diverse culture</p>	October 2022	<p>Street Naming & Numbering (SNN) policy is currently under revision and Cabinet approval is required to implement the new policy. A new procedure for streets named after people no longer living and for suggestions with no specific new road in mind, is recommended for inclusion in the SNN policy.</p> <p>As policy revision requires Cabinet approval with associated EIA and consultation exercise, this is still in progress. Consultation will be progressed immediately</p>	AMBER

					following the May elections and the report will proceed to Cabinet on 7th September once responses have been considered and incorporated.	
4.10	The Cultural Development Service will refresh Birmingham's Heritage Strategy in consultation with communities to reflect on the contribution from of all our communities in telling the Birmingham story and setting out our ambitions going forward.	Culture Planning & Development Strategic Lead: Symon Easton	Consultation and engagement with communities on the refresh of Birmingham's Heritage Strategy. Refreshed Birmingham's Heritage Strategy published.	TBC by strategic Lead	The draft Strategy was produced in March 2021 following consultation with key stakeholder groups including The Heritage Strategy Group. However, just prior to the Strategy going out for public consultation, Inclusive Growth (Planning & Development) requested that the strategy be included as part of a new Heritage SPD (strategic planning document) for the city. This was agreed by Councillor Davis (Heritage Champion) Work with The Principal Conservation Officer to	AMBER

					develop the Heritage SPD and establish a new Conservation Panel is well underway.	
4.11	We will review the displays of art in our civic buildings to ensure they also tell the full story of Birmingham, including the renaming of a room in the Council House to properly mark the contribution of Black, Asian and Minority Ethnic civic leaders.	Culture Strategic Lead: Symon Easton	Review undertaken of all art in civic buildings A room renamed in the Council House to mark the contributions of Birmingham's Black, Asian and Minority Ethnic civic leaders.	TBC by strategic lead	Officers will work with Birmingham Museums Trust on this as the city's heritage experts. This will take place following the current work to decant all collections from BMAG (Birmingham Museum and Art Gallery) and Council House as part of the extensive rewiring project. A room has yet to be identified and a process drawn up for how a name can be chosen and agreed.	RED
4.12	Together with local communities establish an interconnected network of heritage trails that navigate through Birmingham's history, shaped through honest and diverse stories of settlement. This will include steps to properly champion the telling	Equalities and Cohesion Division Strategic Lead: Suwinder Hundal	Network of heritage trails established.	March 2022	A local organisation has been commissioned to work with 20 other organisations across Birmingham to establish Heritage Trails. This work is being progressed as part of	GREEN

	of “unheard histories” with communities defining their own narrative of place				the CWG commissioned activities under the ‘Stronger Communities’ fund that BVSC have been asked to lead on. First wave of fund launched 5 November 2021; second wave of funding launched in December 2021. This work will be completed before the CWG 2022.	
4.13	Library of Birmingham is partnering with a community heritage organisation to curate an exhibition about Birmingham schools in the 1970s and 1980s and how they contributed to an emerging understanding of multicultural education.	Library of Birmingham Strategic Leads: Dawn Beaumont, Tom Epps	Exhibition is held	July – September 2021	Exhibition was successfully delivered at Library of Birmingham by Future Seed in 2021.	GREEN
4.14	Spaces of Becoming: Black British Material Culture. The Council is collaborating with Vanley Burke, the Royal College of Art, and local/national cultural partners: Birmingham Museums and the Black Curriculum to share our	Library of Birmingham Strategic Leads: Dawn Beaumont, Tom Epps	Community Conference held. Engagement across local libraries completed.	November 2021 February 2022	The Arts Council application for this project has failed twice. Vanley Burke and partners have decided to shelve the project for the time being.	RED

	story of different patterns of migration, inspired by the Vanley Burke photographic archive. This exhibition will be complemented by a community conference and engagement activities at local Birmingham libraries.		Engagement activities completed.			
4.15	From City of Empire to City of Diversity project. The Library of Birmingham will collaborate on a project led by Sampad with support from the University of Birmingham. Inspired by the Library's Dyche photographic collection, the project will work with communities to catalogue, reinterpret and re-present a historically unique cultural collection.	Library of Birmingham Strategic Lead: Dawn Beaumont, Tom Epps	-Exhibition -Catalogue completed in consultation with communities -Catalogue of stories to be published and shared widely	March – June 2022	The exhibition element of this project opened to the public at Library of Birmingham 18 March 2022 and runs until 18 June.	AMBER
4.16	The <i>Everything to Everybody</i> Shakespeare project is a multilingual celebration of Birmingham, Brummies' and their Shakespeare, will deliver a series community co-curated exhibition at Library of Birmingham, family engagement days, collections workshops, a series of neighbourhood productions	Library of Birmingham Strategic Lead: Dawn Beaumont, Tom Epps	- community co-curated exhibitions at Library of Birmingham delivered -15 venue tour completed	July – November 2022	This is an on-going project. The E2E (Everything to Everybody) World's Stage videos are an example of the type of work being delivered by the project (235) World's Stage - YouTube	AMBER

	and projects in locations around the city, a 15 venue tour of Birmingham's First Folio.					
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Equality Objective 5: Encourage and build a skilled and diverse workforce to build a culture of equity and inclusion in everything we do.

Number	Action Detail	Strategic and I Lead(s)	Outputs	Timeframe	Progress update	RAG status
5.1	Work with independent ethnographic experts, staff networks and our trade union colleagues to undertake a root and branch review of our People Services policies, procedures, training, and other related activity so that we are assured that we are best in class when it comes to equal employment practice and support.	People Services Strategic Lead: Craig Scriven	Revision of People Services policies, procedures, and training. BCC recognised as one of the top 100 employers on the stonewall index.	Ongoing	Equality and Cohesion led on the Stonewall submission and other organisations to support our improvements. CLT have approved the RACE code and implementation and engagement to commence Jan- Feb 2022. Numerous policies being reviewed including significant changes to recruitment,	AMBER

					<p>secondments and appraisals.</p> <p>As part of the policy review, the Equalities and Cohesion division has created Reasonable Adjustments and Health and Wellbeing Passports as a framework to support employees and managers in discussing reasonable adjustment requirements. This is currently awaiting feedback from Trade Unions.</p> <p>We received the Stonewall Workplace Equality Index score and rank in Feb 2022, receiving further, in depth feedback In April 2022. Score: 47/200 Rank: 258/403 organisations Award: Achieved the Bronze Award We will receive further, more in depth feedback on our submission in</p>	
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					early April. This will be fed into an action plan to improve for the 2022 submission.	
5.2	<p>We will develop a (Workforce) Race Equity Plan (Review) to set our actions across:</p> <ul style="list-style-type: none"> • Recruitment and selection • Career Development • Culture Change • Rebuilding Trust • Improving data: reduce non-disclosure rates of personal data • Reduce the proportion of 'unknown' equality data we hold on our employees. 	<p>People Services Strategic Lead: Craig Scriven</p>	<p>Regular updates on progress to the Equality and Cohesion Star Chamber</p> <p>Measure progress against 2020 baseline data</p> <p>Publish annual progress report</p> <p>Reduction in the percentage of 'unknown' equality data</p>	Annual as part of PSED.	<p>Updates taken to Star Chamber, unknown data reducing year on year and now standing at 16%.</p> <p>Progress reported via corporate delivery plan dashboard, increasing ethnicity across all grades and race pay gap reducing.</p> <p>Updated WRER report in Appendix 2 along with other quantitative and qualitative data, consultation with staff and trade unions and will be used to develop the Workforce Race Equality Plan, an overview of which is available in Appendix 4. The general action to deliver this is reflected in the refreshed EBEB Action Plan (action 5.2), Appendix 3.</p>	AMBER

5.3	Publish an annual ethnicity pay gap report, supported by actions to promote diversity at all levels of our workforce.	People Services Strategic Lead: Darren Hockaday	Annual publication of an ethnicity pay gap report to identify progress.	Annual as part of PSED.	Expecting the report in September which should show a decrease.	AMBER
5.4	Set robust diversity targets for the Chief Executive and Council Leadership Team, which will form part of the Council's Performance Monitoring framework.	People Services	Publish progress against set target	Feb 2022	In the Workforce Race Equity review action plan, we state our ambition to be representative of the city. This is reported via the corporate KPI's. Chief Executive and CLT have specific people-related objectives within their appraisals including making our workforce reflective of Birmingham, particularly in regard to younger people from Black, Asian and Minority Ethnic backgrounds	GREEN
5.5	Publish a Gender Pay Gap report, supported by actions to close pay gaps and promote gender equity.	People Services Strategic Lead: Darren Hockaday	Gender Pay Gap report published and reported as part of the performance monitoring framework.	Annual as part of PSED.	Published in 2021 which reported a decrease in the gender pay gap. The 2020 Gender Pay Gap report was published on the 4 th October 2021. Findings show that the median	AMBER

					<p>pay gap between men and women decreased from 4.5% in 2019 to 3.9% in 2020. This is considerably lower than the national median gap of 17.3%</p> <p>The 2021 pay gap report is expected to be published by 31st March 2022</p>	
5.6	We will look at the level of disproportionality of grievances, disciplinaries and dismissals across ethnicity, gender, disability and sexuality	People Services in partnership with Strategy, Equality and Partnerships	<p>Publish data.</p> <p>Regular updates on progress to reduce grievances, disciplinaries and dismissals</p>	March 2022	<p>Data published as part of the workforce equality monitoring report (PSED)</p> <p>Workforce data inline and beyond PSED requirements published March 2022.</p>	GREEN
5.7	Undertake the first Disability Pay Gap analysis, supported by actions to close pay gaps and promote gender equity.	People Services Strategic Lead: Darren Hockaday	Publish council's first Disability Pay Gap report	Annual w/e 2022 as part of PSED	<p>Report across all protected characteristics being prepared for September 2021.</p> <p>The Head of Total Reward People Services will look to run this report alongside the other pay gap reports. Although there is not a gap in the data for Disability,</p>	AMBER

					<p>national statistics would suggest that there is a significant number of employees not disclosing. National data shows that 1 in 5 people have a disability, figures from February 2022 show that 1 in 25 people in the council have declared a disability.</p> <p>Work must continue in building trust with our employees to ensure people are confident that sharing information on their disability will not be used to adversely affect them.</p>	
5.8	<p>Participate in the Stonewall workplace Index for LGBT+ people to make us a truly inclusive employer that values our LGBT staff. We will work with Stonewall and our LGBT staff network to improve disclosures.</p>	<p>Equality and Cohesion Division</p> <p>Strategic Lead: Suwinder Hundal</p>	<p>BCC recognised as one of the top 100 employers on the stonewall index.</p>	Ongoing/Annual	<p>The Stonewall WEI (workplace equality index) was submitted 5th November 2021. A plan will be established on improving our score, following feedback on the submission in April 2022.</p> <p>We have improved the monitoring categories for internal staff to ensure it is inclusive of all current</p>	AMBER

					best practice categories for gender identities and sexual orientation. This will go live with the implementation of Oracle.	
5.9	The chief executive's weekly staff bulletin should routinely reinforce the council's commitment to equalities and the council's zero tolerance of discrimination and harassment. Share examples of good organisational practice that promotes equalities.	Communications Strategic lead: Eleri Roberts	Clear work programme with dates established for inclusion of equalities updates in the chief executives' bulletins	Ongoing	Comms keep a log of where Interim Achieved. Chief Executive has an evidence log that supports this action. Examples: Celebrating International Day of Disabled People, promoting events and blog feat. How Commonwealth Games is due to be the most inclusive with largest para sport program ever. Reflections on Let's Talk About Race event with Corporate Black Workers Support Group Promoting Birmingham as only city in UK to be part of Inform Women Transform Lives campaign to ensure	GREEN

					<p>women have better access to information.</p> <p>Promotion of LGBT+ History Month. A real opportunity to gain a deeper understanding of the struggle many people still face to be accepted as their authentic selves, but also to celebrate the great contribution LGBT+ people make within the council and beyond.</p> <p>All staff webinar, on 11 February, hosted by Dr Justin Varney, Director of Public Health, and Richard Brookes Director of Strategy, Equality and Partnerships.</p>	
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