

Birmingham City Council

Resources Overview and Scrutiny Committee

Date 17 November 2022



Subject: Cabinet Member for Social Justice, Community Safety & Equalities Priorities

Report of: Cllr John Cotton, Cabinet Member for Social Justice, Community Safety & Equalities

Report author: Marcia Wynter, Cabinet Support Officer

1 Purpose

- 1.1 To update the Committee on the Cabinet Member for Social Justice, Community Safety & Equalities priorities

2 Recommendations

- 2.1 Members note the report and agree any comments/recommendations.

3 Any Finance Implications

- 3.1 None

4 Any Legal Implications

- 4.1 None

5 Any Equalities Implications

- 5.1 None

6 Appendices

- 6.1 Appendix 1 – Cabinet Member for Social Justice, Community Safety & Equalities Priorities

Appendix – Cabinet Member Priorities - People Services Deliverables over the next 12 months

Workstream	What will be delivered over the next 12 months?
Workforce Transition	<ul style="list-style-type: none"> • JNC, including Grades 6 and 7, resourcing review complete and changes implemented e.g. Member training / search partner quality / enhanced candidate pools and experience. • Grades 1 to 5 recruitment review complete, and changes implemented – creating a best in class candidate experience. • 100% of Directorates to have an active People Plan in place – to include workforce planning, skills analysis, review of demographics and resourcing requirements. • Tools to support those staff who wish to leave to do so with support – Mutually Agreed Severance Scheme - in place and actively taken up. • BCC wide Organisational Change Framework being used to support all council change fairly and consistently. • BCC Organisation Health Dashboard produced and used to inform key decisions. • Talent and early careers pathways in place e.g. apprenticeships, interims, placements, talent management approach for all grades implemented. • Revised and refreshed individual performance review process in place. • By end March 2024 workforce savings achieved (£4m target).
Workforce EBEB	<ul style="list-style-type: none"> • The EBEB Workforce (Objective 5) Action Plan to be fully delivered. This includes: <ul style="list-style-type: none"> ○ Senior Leader Recruitment D&I Dashboard produced quarterly ○ BCC Diversity and Inclusion Dashboard produced and available publicly on the BCC Intranet / website ○ Pay Gap Reports produced – Ethnicity, Gender, LGBT+ (if >85% data recorded) ○ HR Review complete and recommendations incorporated into the People Services Delivery Plan ○ Inclusive Leadership actions in place e.g., departmental objectives / reverse mentoring programme ○ Emerging Leaders and Cross City Leadership Programmes active with staff on the programmes ○ The pool of diverse recruiters increased and available so all panels representative ○ Improved entry schemes in place for all levels – attracting a more diverse workforce, evidenced by shortlists ○ Career tools, active development and support available for all and targeted at underrepresented groups.

JE Pay and Grading	<ul style="list-style-type: none"> • The JE Project will have progressed significantly, and roles will be in the process of evaluation. • BCC's Pay Policy will be updated and compliant. • The Reward Strategy and Pay & Grading Framework will be actively under review. • Recognition activity will be updated and new offers available to meet the diverse needs of our staff, including a recognition of increases to the cost of living e.g., more discount schemes on offer.
Be Bold	<ul style="list-style-type: none"> • Individual Performance Management approach reviewed and implemented – aligning more to a modern two-way conversational approach. • New Ways of Working and associated behaviours fully embedded, evidenced by staff survey. • Digital & Customer Service training for the whole council complete • The legacy of the CWG will be seen e.g., more active volunteering supported • Revised modern ER Strategy complete and launched, alongside new TU meeting structure • Ill health / sickness absence reduced as a result of the Early Intervention Pilot • Engagement and Comms more targeted and informed by a council wide staff survey.
People Services Target Operating Model	<ul style="list-style-type: none"> • All People Services staff will have an active personal development plan, aligned to the Development Framework • All People Services staff will have performance objectives aligned to the Delivery Plan. • The People Services KPIs will be live and monitored against – results published publicly internally. • The Service Charter will be live and updated to reflect the staffing structure, informed by the required budget savings. • Feedback from customers will have been captured and the PS Delivery Plan updated to ensure customer satisfaction is on the increase. • The results from the Maturity Assessment will indicate an improving trend. • The external Traded Offers will have been reviewed alongside the council's' wider review and implemented. • The People Service will have an active governance and compliance framework in place.

Technology	<ul style="list-style-type: none"> • Oracle will be stabilised and in 'optimise' phase e.g. increasing self-service tools (Chatbot) and standard reports available • The new Learning Management System will have been launched and all staff able to access best in class learning interventions online. • The Employee Relations case management system, Workpro, will be live and provide active monitoring of ER cases. • Capita Security Watchdog will be in place to support managers with compliance around right to work. • Access to enhanced data and insight will be available. • Satisfaction with the people ops and advisory services will be increasing and supported by using technology and the standard reporting function.
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Councillor John Cotton

Cabinet Member for Social Justice, Community Safety & Equalities