



**Haringey**

Report for:	Staffing & Remuneration Committee	Item Number:	
Title:	Inclusion and Diversity Presentation		
Report Authorised by:	Jacquie McGeachie, Assistant Director Human Resources <i>J McGeachie</i>		
Lead Officer:	Julie Amory, HR Policy Manager		
Ward(s) affected:		Report for Key/Non Key Decisions:	
ALL		N/A	

1. Describe the issue under consideration

1.1 At the 8th September 2014 meeting of this Committee a commission was approved for an external organisation to conduct a review into the Council's equality practices and its overall compliance with the Equality Act and Public Sector Duty with the aim of creating an Equality and Inclusion Action Plan for the Council.

2. Recommendations

The Staffing and Remuneration Committee will:

- 2.1 Consider and discuss the presentation and make recommendation as to the key elements that maybe included in the Action Plan.
- 2.2 Agree to receive a final Action Plan and actions already completed at the December 2015 committee meeting.
- 2.3 Agree to monitor progress during 2016



## **Haringey**

### 3. Background information

#### 3.1 The review

3.1.1 Following a competitive tendering exercise Human Resources commissioned The Employers Network for Equality and Inclusion (ENEI) to complete the review. ENEI is an independent organisation that covers all aspects of equality and inclusion issues in the workplace; working with Government, business and trade unions.

3.1.2 The commissioned review had six main objectives:

- To seek the views of stakeholders and employees;
- To evaluate Learning & Development products;
- To evaluate current EqlAs including content quality;
- To audit the EqlA procedure and documentation;
- To audit how we perform in relation to the Public Sector Duty and Equalities Act;
- To consider how inclusion and diversity may impact the culture of the Council.

3.1.3 To monitor the progress Human Resources (HR) formed a project group chaired by the Assistant Director Human Resources and whose membership included Cllr. Vanier, HR representatives, Policy & Strategy Team, Trade Unions, and ENEI. The Project Group met on monthly basis between May and August 2015.

3.1.4 As part of the work ENEI completed a review of relevant documents that included; Equality Impact Assessments (EqlA), the EqlA guidance, e-learning and course information on the Learning Zone and relevant Council policies and strategies.

3.1.5 To support the desk-top review face-to-face and telephone interviews took place with stakeholders including:

- Councillors
- Policy & Strategy Team,
- Learning and Development Team,
- SLT and CLG members
- Trade Unions.

3.1.6 An online survey provided an opportunity for 375 (13%) randomly selected staff to anonymously feedback their views on the Council's equality practices.

3.1.7 To reach staff without a Haringey email accounts the link to the survey was sent to the Heads of Service of these areas with a request that they circulate the link to their teams. The Trade Unions also agreed to encourage their members to participate in the process and notification of the survey was added to the 9<sup>th</sup> July Staff Newsletter.



## **Haringey**

3.1.8 ENEI received 104 responses (28% of survey recipients).

### 4. Comments of the Chief Finance Officer and financial implications

4.1 The commissioning of an external provider to review the council's equality practices were met by the HR budget.

4.2 There are no other financial implications stemming from this report, however, it is acknowledged that future activities to implement the recommendations from the audit may incur financial implications, which will be considered at the time.

### 5. Comments of the Assistant Director of Corporate Governance and legal implications

5.1 The Assistant Director of Corporate Governance notes the contents of this report.

5.2 Paragraph 5.2 recommends that the Committee agrees the implementation of the action plan. The Assistant Director of Corporate Governance has not had sight of the action plan and therefore cannot comment on its contents.

### 6. Equalities and Community Cohesion Comments

6.1 The review focused on the council's internal practices and did not take a view on its role in the community, however, it is accepted that any improvements in equality practices/behaviours of staff because of the review will have a positive impact on the community.

### 7. Head of Procurement Comments

7.1 The external provider was commissioned in accordance with the council's procurement rules.

### 8. Policy Implication

8.1 There may be a requirement to amend some of the Council's HR policies and procedures based on the findings of the review. Any revisions would be discussed in consultation with Trade Unions and would go through the normal governance processes for approval.

### 9. Use of Appendices

9.1 Appendix 1 - ENEI Initial findings report

### 10. Local Government (Access to Information) Act 1985

#### 10.1 List of documents

- S&R Committee 8<sup>th</sup> September 2014 – Agenda Item 7 '[Inclusion of Equality in the Work Place](#)'



**Haringey**