

Report for: Staffing & Remuneration Committee, 7th June 2016

Item number: 9

Title: Inclusion and Diversity Action Plan, Progress Review

Report authorised by : Jacquie McGeachie, Assistant Director Transformation & Corporate Resources

Lead Officer: Carole Engwell, HR Quality Assurance Manager

Ward(s) affected:

**Report for Key/
Non Key Decision:** Non-key

1 Describe the issue under consideration

The report provides the Committee with details of the key themes that the Equalities Steering Group have set as targets for the period until 31 March 2017.

2 Cabinet Member Introduction

Not applicable.

3 Recommendations

To note the report.

4 Reason for decision

Not applicable.

5 Alternative options considered

Not applicable.

6 Background information

6.1 Following the receipt of the final report from ENEI in September 2015, an Equalities Steering Group was set up to oversee the co-ordination and implementation of the Action Plan. The group comprises staff from HR, the Policy & Business Management team, Communications, representatives from the trade unions, and the project sponsor (the Director of Public Health).

6.2 The group has met twice this year and has focussed on scoping the work to be carried out for the period June 2016 until March 2017. An update was provided to the Corporate Management Group (a group of managers at Heads of Service

level) in January to brief them on the project and on the activities to be carried out during the year.

The activities identified have been grouped into the following themes:

- 1 Everyone Included
- 2 Proud of our diversity
- 3 Managers leading from the front
- 4 Equality Act
- 5 Building blocks

6.3 The activities planned as part of each theme are inclusive and all employees will be able to take actively participate in at least one of them. The activities will be spread across the year which will keep the broad theme of diversity and inclusion at the forefront of people's agenda. The progress against each of the themes will be reported to the Committee in a highlight report, a copy of the first report is attached for information at Appendix 1.

6.4 As part of Theme 2, a project has begun to look at the feasibility of the council developing closer links with two main equality groups. For example, working towards recognition as a "Disability Confident" employer, or as an employer on the Stonewall Workforce Equality Index. Successful achievement of recognition by the groups would make it clear to both existing and prospective employees that Haringey is an employer committed to ensuring equality at work. The groups would be able to provide training material and support during the life of the project. The council's website and recruitment material would make it clear of our commitment to diversity and inclusion for the whole workforce.

6.5 The Equalities Scorecard was one of the key pieces of information that informed the main report provided by ENEI, It is proposed that the Scorecard will be included as part of the regular Equalities Report from the next meeting of the Committee. The Scorecard is currently provided as part of the regular People Management report.

7 **Contribution to strategic outcomes**

7.1 The review of diversity and inclusion across the council was an initiative which came from the Staffing & Remuneration Committee in September 2014. The review was to look at how the council was performing against the Public Sector Duty Equality Duty and compliance to the 2010 Equality Act.

7.2 The project is one strand of Priority Two (empowering all adults to live healthy, long and fulfilling lives) and has the Director of Public Health as the project sponsor.

8 **Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities**

The Assistant Director for Corporate Governance notes the contents of this report, and appendix 1. He comments; The initiative facilitates the continued obligations of the Council pursuant to provisions within the Equalities Act 2010, Regulations and Guidance. Accordingly the initiative set out within the report reduces the risk of legal implications.

This report provides an update on activity that is being carried out within current resources. There are no further financial implications arising.

9 Use of Appendices

Appendix 1: Highlight Report Q4 & Q1

10 Local Government (Access to Information) Act 1985

Not applicable.