

Appendix 1 - Key issues/actions arising from Equality Review and Progress made

Review Recommendations	We did:	We will do:
Strengthen senior officer/political leadership and Organisational commitment and capacity		
<p>1. SEB agrees that there is a need for dedicated staff and resources to take forward the council's equality work and asks the Head of Human Resources and Organisational Development to identify what would be appropriate in line with other organisation of similar a size.</p>	<p>It was identified that the minimum additional resource required to lead on this work is x1 FTE Equality, Diversity & Inclusion Manager and x1 FTE Equality, Diversity & Inclusion Support Officer. Funding for this resource included as part of the resources to support corporate policy and performance in the Council budget which was approved at full Council in March 2021.</p>	<p>The Recruitment process will be progressed with the expectation that successful candidates will be in post by early summer 2021.</p>
<p>2. SEB identifies where in the organisation the new resources should sit, whilst acknowledging that equality needs to be owned by the whole organisation</p>	<p>SEB agreed in October 2020 that the responsibility for this work would sit within chief executives It was recognised however that whilst the role would sit within the centre, the responsibility is for all service areas across the organisation.</p>	<p>Work will progress via the lead officers from each directorate, who make up the Corporate Equality & Inclusion leadership Group, to identify key priorities for the directorates which will inform the development of a workplan.</p>
<p>3. A new strategic Equality and Inclusion Leadership Group, reporting directly into SEB, be established, with directors committing to ensuring appropriate membership at a senior level</p>	<p>SEB agreed in October 2020 to the reestablishment of a new Corporate Equality & Inclusion Leadership Group. The first meeting of this group took place 1st March 2021</p>	<p>The corporate group will initially meet monthly and a number of task and finish groups will be established to progress key areas of work and initiatives.</p>
<p>4. A member of SEB takes responsibility as the Council's Corporate Equality Champion and chairs the Strategic Equality and Inclusion Group</p>	<p>The Chief Executive now chairs the new Corporate Equality & Inclusion Leadership Group</p>	<p>The Chief executive will provide strategic leadership as the Council's corporate Equality champion and ensure the Council achieves it public duty requirements and ambition in regard to EDI.</p>
<p>5. A charter/pledge on equality and inclusion be issued by the chief executive and group leaders to refresh the council's commitment to equality</p>	<p>This has been included as one of the priorities for progress by the Corporate Equality & Inclusion Leadership Group.</p>	<p>This will form part of the work programme for the Corporate Equality & Inclusion Leadership Group.</p>

Review Recommendations	We did:	We will do:
Develop and strengthen the Council's approach and commitment to equality and Inclusion through the drawing up of a new equality and inclusion strategy		
6. Develop a new 3-year equality and inclusion strategy through the strategic group focused more on outcomes	This has been included as a key priority for the Corporate Equality & Inclusion Leadership Group and has been reflected in the job role requirements of the Equality, Diversity and Inclusion manager.	This will be progressed as part of the work programme for the Corporate Equality & Inclusion Leadership Group and the Equality, Diversity, and Inclusion postholder will provide the support to develop further when in post.
7. Use the Equality Framework to inform the development of the strategy	This has been included as a key priority for the Corporate Equality & Inclusion Leadership Group	This will be progressed as part of the work programme for the Corporate Equality & Inclusion Leadership Group and the Equality, Diversity and Inclusion post holder.
8. In developing the strategy make clearer links with the work being undertaken to reduce health inequalities and to mitigate poverty	Specific actions have been implemented as part of the work being led by Public health and Wellbeing together with partner agencies to tackle the disproportionate impact of COVID 19 on deprived communities, including those already financially struggling on benefits or low incomes and those with existing long-term health issues that make them at higher risk of serious illness or death..	Work will continue via the partnership working mechanisms in place and will be further supported by the Corporate Equality & Inclusion Leadership Group and the Equality, Diversity and Inclusion postholder.

Review Recommendations	We did:	We will do:
Review data collected and published to meet the requirements of the specific public sector equality duties		
<p>9. Review the data collected and published to ensure that it meets the expectations of the equality duties</p>	<p>A recent review of how we collect and publish data confirmed that whilst we are up to date on the requirements for published the data, there are improvements we can make, and further work has been identified to implement these.</p>	<p>Work to improve how we collect and use data will progress and will include</p> <ul style="list-style-type: none"> • A review what we ask / currently capture • A review against this census to allow us to benchmark against community profiling • Agreed consistent reports for each protected characteristic • Commencement of reporting on maternity and pregnancy & L&D • A review case management reporting
<p>10. Review how data is published and reported to members</p>	<p>As per action 9 above</p>	<p>As per action 9 above</p>
<p>11. Formally extend the period covered by the equality strategy 2016-19 to the end of the 2020/21 year to ensure the council has equality objectives in place whilst the new strategy is being developed</p>	<p>SEB agreed this action in October 2020 and that the work required to ensure equality objectives are in place whilst the new strategy is in place has commenced via specific initiatives led by members of the Corporate Equality & Inclusion Leadership Group.</p>	<p>This will form part of the work programme for the Corporate Equality & Inclusion Leadership Group.</p>

Review Recommendations	We did:	We will do:
Workforce		
12. Develop (or integrate) workforce equality outcomes into a People Strategy	Dudley Council's people strategy has been developed and includes specific priorities on workforce equality within it. It is at draft stage at present and is subject to further input by key stakeholders.	Further work to further develop the equality, diversity and inclusion provision within the people strategy will be undertaken and will involve engagement of SEB and other stakeholders alongside engagement with employees.
13. Review and develop an alternative equality impact assessment approach that is more suited to HR policies and restructures	Work is underway in partnership with trade unions via the independent reviews of our systems will help to inform this work	We will build on the outcomes of the independent reviews and implement change as identified from such.
14. Review HR strategies, policies and procedures to attract and develop diverse talent	Work underway in partnership with trade unions via the independent reviews of our systems will help to inform this work	We will build on the outcomes of the independent reviews and implement change as identified from such. Our HR policies and procedures will be updated to ensure we are able to deliver our aspirations in this area.
15. Create equality and inclusion competencies for leaders, managers and staff supported through training and integrated into existing measures e.g. My Annual Review	We have implemented Leadership accountabilities which outline the standards expected of all employees and specific includes requirements for equality.	Leadership accountabilities will be developed further, and equality will be built into the My Annual Review process and into onboarding and the new Corporate Induction process.
16. Focus on specific learning and development programmes	The recent Learning and Development review concluded that equality and diversity and inclusion be embedded in all training provision and to include inclusive leadership into future programmes and part of the compliance mandatory training	Work will progress to further embed EDI in our policies and all training provision for employees alongside the development of the programme of EDI Training for elected members to ensure members receive appropriate training as part of Member induction, as members of the Appeals and Appointments Committee and Code of Conduct standards

Review Recommendations	We did:	We will do:
<p>17. Develop a number of HR&OD initiatives and interventions to create and support a more diverse, inclusive and talented workforce</p>	<p>Scoping work has begun to identify a range of initiatives and interventions for further development.</p>	<p>The programme of HR/OD initiatives will be jointly developed by the HR&OD and the Equality, Diversity and Inclusion post holder.</p>