

# HR Committee

2<sup>nd</sup> July 2020



**Report of:** Director of Policy, Strategy and Partnerships

**Title:** Staff Led Groups

**Ward:** N/A

**Officer Presenting Report:** Hilda Bertie (Interim Head of Equalities and Inclusion)

**Contact Telephone Number:** 07721 120357

## Recommendation

That the Committee notes the report.

## Summary

The purpose of this report is to update the Committee on the refreshed arrangements for staff led groups which have been approved by the Corporate Leadership Board.

## The significant issues in the report are:

- The role of staff led groups within the organisation has been reviewed and new terms of reference and work priorities have now been agreed. These are published with this report.
- The review of the staff led groups was undertaken by an independent consultancy as part of wider work on how the Council can improve Equalities and Inclusion throughout the organisation. This has included the effectiveness of staff led groups.
- The independent consultant who has been advising the Council will attend the committee meeting to brief members on the new arrangements.

## **Policy**

1. Diversity and Inclusion is a key theme of the Organisational Improvement Plan. In particular, this includes enabling staff led groups to be more effective across the organisation.
2. **Internal**  
The refreshed role of staff led groups has been developed following extensive consultation and engagement with both staff led group Chairs and the wider membership of the respective groups. Corporate Leadership Board have approved the new arrangements.
3. **External**  
Not required because this report is for information only.

## **Context**

4. Members of the committee received a report in January 2020 on the review of the staff led groups. That work has now been completed and the new governance arrangements for staff led groups can now be published.
5. There are four staff led groups. The Black and Minority Ethnic Employees Group (BMEG) for employees from a Black and Minority Ethnic background. The Disabled Employees Group for disabled employees. LGBT+ for lesbian, gay, bisexual and transgender employees and Young Employee Voice for employees aged between 16 and 27.
6. In the Summer of 2019, independent consultancy support was commissioned to advise the organisation on race equality and inclusion. Part of the brief included reviewing the effectiveness of staff led groups. This also included their work programmes and priorities. New terms of reference and governance arrangements for the staff led groups have now been agreed with the Chairs of the Staff Led Groups and approved by the Corporate Leadership Board. These together with the work priorities are appended to this report. The independent consultant who led this work will attend this meeting to brief the committee in more detail and answer any questions members have.

## **Proposal**

7. That the Committee notes this report.

## **Other Options Considered**

8. None.

## **Risk Assessment**

9. Not required because this report is for information only.

## **Public Sector Equality Duties**

- 16a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion

or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
  - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
  - tackle prejudice; and
  - promote understanding.

16b) Not required because this report is for information only.

### **Legal and Resource Implications**

#### **Legal**

Not required because this report is for information only.

#### **Financial**

##### **(a) Revenue**

##### **(b) Capital**

Not required because this report is for information only.

#### **Land**

Not applicable.

#### **Personnel**

Not required because this report is for information only.

### **Appendices:**

Appendix A - New Terms of Reference for Staff Led Groups including Governance arrangements.

Appendix B – Old Terms of Reference for Staff Led Groups

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background Papers:**

None.