

# HR Committee

21<sup>st</sup> July 2022



**Report of:** Head of Equality & Inclusion

**Title:** Update on Staff Led Group (SLG) Work Programmes

**Ward:** N/A

**Officer Presenting Report:** Laura Martin

**Contact Telephone Number:**

## **Recommendation**

To note the work plans provided by Staff Led Groups.

## **Summary**

The purpose of this report is to update the Committee on the activities of staff led group.

## **The significant issues in the report are:**

The Staff Led Groups have outlined their work programmes for the year. New Chairs have been appointed in April 2022 (election still pending for embRACE) so they have spent their first quarter understanding their new roles and made an excellent start on new and ongoing initiatives.

## **Policy**

1. Diversity and Inclusion is a key theme of the Organisational Improvement Plan. This includes enabling staff led groups to be more effective across the organisation. There is also an Equality and Inclusion Strategy for the council, and it is a building block theme of the new Corporate Strategy. The Staff Led Groups have outlined their work programmes for the year. New Chairs have been appointed in April this year (election still pending for embRACE) so they have spent their first quarter understanding their new roles and made an excellent start on new and ongoing initiatives.

## **Consultation**

### **2. Internal**

Staff Led Groups consult with their steering groups and membership to set their annual workplans.

### **3. External**

Not required because this report is for information only.

## **Context**

4. There are four staff led groups. The embRACE network for Black, Asian and Minoritised employees, the Young Professionals Network for employees under the age of 31, the Disabled Colleagues Network and the LGBT+ Employee Group.

5. Staff led groups have played a key role in supporting corporate processes such as:

- Equality and Inclusion Strategic Leadership Group and Directorate meetings
- Talent Development Steering Group
- Equality and Inclusion learning and development working group
- Equality visibility in the workplace working group
- Diverse Voices feedback group
- Corporate Strategy feedback group
- Equality and Inclusion calendar
- Sharing job opportunities/surveys/information/events with their membership
- Key events such as Pride and Black History Month
- The Disability Confident Scheme
- Mentoring schemes

## **Proposal**

6. That the Committee notes the workplans for each SLG.

## **Other Options Considered**

7. None.

## **Risk Assessment**

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

## **Public Sector Equality Duties**

- 17a) 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 -
  - 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, reasonable adjustments for disabled persons' impairments);
  - 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.

## **Legal and Resource Implications**

### **Legal**

Not required because this report is for information only.

### **Financial**

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

Not required because this report is for information only.

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

Not required because this report is for information only.

### **Land**

Not required because this report is for information only.

### **Personnel**

Not required because this report is for information only.

**Appendices: to be tabled at meeting.**

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

**Background Papers:** None.