



Borough of Telford and Wrekin

Cabinet

Thursday 13 July 2023

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

Cabinet Member:	Cllr Rajash Mehta - Cabinet Member: Inclusion, Engagement, Equalities and Civic Pride	
Lead Director:	Felicity Mercer - Director: Communities, Customer & Commercial Services	
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Wards Affected:	All wards	
Key Decision:	Not Key Decision	
Forward Plan:	Not applicable	
Report considered by:	SMT – 13/06/2023 Business Briefing - 22 /06/2023	

1.0 Recommendations for decision/noting:

It is recommended that Cabinet:

- 1.1 Notes the progress the Council has made over the last 12 months with regards to its 4-year Equality, Diversity and Inclusion (EDI) Strategy and Action Plan;
- 1.2 Approves the adoption of Armed Forces Personnel (veterans and families) to be given due regard in the same way as those with all other protected characteristics as set out in paragraph 4.4.3;
- 1.3 Agrees publication of suggested new EDI actions as set out in paragraph 5.0; and

Progress on the Council's Equality, Diversity and Inclusion Strategy and Action Plan

- 1.4 Approves an updated strategy to reflect the latest demographic data as set out in paragraph 6.1.1.

2.0 Purpose of Report

- 2.1 To provide Cabinet with an update on the progress made on the EDI Strategy's supporting Action Plan and our Equality Objectives as per the Council's obligations under the Public Sector Equality Duty. The report also details how we will continue to deliver on this agenda moving forward and includes the proposed new actions that were identified as part of our progress monitoring.

3.0 Background

- 3.1 Following widespread engagement with local community groups, partners and Council employees, including follow-up via externally commissioned facilitated engagement activities conducted by DWC Consultants, the Council launched its first 4-year Equality, Diversity and Inclusion Strategy in July 2022.

- 3.2 Within this, the Council declared its commitment to opposing unlawful discrimination and promoting equality of opportunity, its vision and a set of objectives (below) to be met through the delivery of an accompanying cross-organisational Action Plan. It was agreed that the Council would report and publish progress against this on an annual basis; this is the first update since its launch.

- 3.3 The EDI Strategy Vision:

“An inclusive and open Council that works with local residents, organisations, partners and employees to build communities that are great places to live and work – where our leaders are committed to equality, and take positive action to ensure that everyone feels they belong. Diversity is celebrated and thrives at all levels of our organisation, and that every community can access the services and support they need.”

- 3.4 EDI Strategy Objectives:

- Leadership, partnership and organisational commitment
- Diverse workforce
- Accessible and responsive services
- Celebrating diversity

4.0 Key updates

- 4.1 Significant work has been carried out to deliver a range of actions in the EDI Action Plan over the last year, demonstrating the positive steps being taken across the organisation to meet our Equality Objectives and overall vision. These are broken down against the 4 priority areas:

4.2 Priority Area 1 – Leading our organisation and communities

4.2.1 **EDI is now a cross cutting theme throughout all of the priorities** set out in the latest Council Plan and service strategies were reviewed in 22/23 to include a theme around EDI.

4.2.2 **Strategically EDI is being taken into consideration as part of the decision making processes** to help inform relevant commissioning, plans and policies. Some recent examples include: Children and Young People, Autism, Older People and Mental Health Strategies. All have considered Equality Impact Analysis as part of the strategy development process and ongoing commissioning cycle to ensure that they are inclusive.

4.2.3 **Our employee-led groups continue to meet on a regular basis** to continually involve employees in making the organisation more inclusive for all and to encourage peer support. The groups are supported by Human Resources (HR) representatives and Senior Management Team (SMT) sponsors. Recent activity includes:

- Two newly established groups - Armed Forces Community Staff Network and Neurodiversity Steering Group (NDSG).
- The previously known 'Black Lives Matter' group has changed its name to 'Race Equality Group' (REG) to reflect their role in representing and supporting individuals of all ethnicities and backgrounds. The group have connected with Telford African and Afro-Caribbean Resource Centre (ACCI) to explore ways they can work together and their priorities are set out in the REG Work Plan 2023/24, see paragraph 16.4.
- The LGBTQ+ employee group worked on a promotional campaign for LGBTQ+ History Month. The theme of the month was 'Behind the Lens'. The group created podcasts discussing their experiences of being part of the community, and held a public poetry event at the library. They also marked the end of the month with a showing of 'Blue Jean' at the Wellington Orbit cinema for employees, and invited Peter Tatchall, a campaigner for human rights, democracy, LGBTQ+ freedom and global justice, to give a talk on Section 28. Recent connections have also been made with LGBT Telford and the groups are now exploring ways of working together.
- Taking part in joint celebration/awareness raising events with regional EDI networks such as Black History Month, LGBTQ+ History Month and Gypsy Roma Traveller History Month, along with Islamophobia Awareness. Activities during these have involved chatty cafes, awareness of LGBTQ+ terms, a Diversity Panel, food taster sessions and community celebration events.



LGBT+ History Month 2023

4.2.4 **The Information and Digital Technology (IDT) Team have reviewed their project mandate process.** As a result a checklist is being developed to update the IDT project mandate system for services to record which of the protected characteristics will be collected within the submitted project and a new action has also been identified (see paragraph 5.1.1) to add a specific question to the system to ensure consideration of EDI throughout this process. Having a protected characteristic means you have a right not to be treated less favourably or subjected to an unfair disadvantage by reason of that characteristic, including age, race, religion or belief, sex or sexual orientation, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity.

4.3 **Priority Area 2 – Supporting our workforce and elected members**

4.3.1 Last Autumn as part of the Employee Survey two questions were included around EDI to better establish employees’ views on the Council’s culture and how they are treated in the workplace. The results showed how the organisation’s approach to EDI is having a positive impact in how we engage with and support our employees. Below is a breakdown of the results in more detail:



Telford & Wrekin Council Catering Staff

Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I think that the Council respects employees regardless of their ethnicity, sexuality, religion or disabilities	50.4% (871)	40.0% (692)	7.4% (128)	1.9% (32)	0.3% (5)
I think that the Council is committed to equality, diversity and inclusion	50.8% (873)	39.1% (673)	8.5% (146)	1.4% (24)	0.2% (4)

As the table shows, around 90% said they agreed or strongly agreed with both these questions, with around 2% of respondents saying they disagreed or strongly disagreed. The Council has committed to exploring these results further to better understand why people have disagreed. This will form part of an overall corporate action plan which is being put in place to follow up on the results of the overall employee survey.

Progress against actions in this priority area include:

4.3.2 **A chart detailing the Council’s EDI structure**, all service areas and key Council Officers delivering on this agenda has been published on the Council’s Equality web page, see paragraph 16.5.

4.3.3 **An EDI-focused review of the Recruitment & Selection Policy has taken place** with updated supporting information held on the intranet page, see paragraph 16.6 for details. This now provides more emphasis on positive action and support for managers in how to apply this, alongside a more diverse looking

internet page to encourage applications from under-represented groups. Summary of key changes:

- **The application process has been streamlined** to make it easier for people to apply, and guidance around attracting the right candidate details how to remove barriers and increase access.
- **The website is more user-friendly** and images displayed reflect diversity, see paragraph 16.7 for more information.
- **A review of job adverts has been undertaken** - guidance around writing job adverts, person specifications and job summaries now contain advice on making these as accessible as possible, considering language needs, using non-technical language, gender neutral descriptions and considering appropriateness in asking for UK-based qualifications. The person specification template now also includes a statement on EDI.
- **Increasing engagement from under-represented employees** – as policies are reviewed/created, consultation and engagement takes place with Trade Unions, managers and directly with employees. As an example, recent changes to the Recruitment and Selection Policy and guidance around positive action were shared with staff-led groups.

4.3.4 **Our commitment to EDI has been included in employee performance appraisals** to include a question around "How do you ensure that you demonstrate your commitment to equality, diversity and inclusion?". The policy and supporting guidance for both managers and employees has been updated accordingly.

4.3.5 **A new 'Treating Council Employees with Dignity and Respect' Policy** (a zero tolerance approach) was launched in April 2023 offering support for employees dealing with volatile behaviour and abuse, and directions on how to report hate crime and such incidents. To support implementation, e-learning modules and leaflets have been created and distributed alongside widespread organisational communications about the policy launch.

4.3.6 **Completed a review of all EDI training and development to support the organisation.** This includes:

- **Introduction of a new EDI module** as part of the face to face New Starter Induction
- **Recruitment and selection** - everyone involved in the recruitment and selection process must now undertake the required e-learning around Recruitment & Selection, Equality Awareness and Unconscious Bias and must have completed the face-to-face half-day Recruitment & Selection course within the last 3 years.
- **Completions of EDI training as part of essential learning are very positive** – with 2773 completions of Equality Awareness and Unconscious Bias training since April 2022. We've also introduced new more specific training to Ollie including Allyship, LGBTQ+ in Practice and Neurodiversity in Practice.
- **Updated essential learning and induction materials for Members has been introduced** via the new Member portal 'Councillor Connect' including Equality Awareness and Unconscious Bias training.

4.3.7 **Awareness raising of EDI at the Leadership Forum on 26 June 2023.** We delivered this session to include updates on the EDI Strategy and Action Plan, understanding our customers and the use of latest Census data, accessibility and the advice and guidance available to support services.

4.3.8 **Monitoring of Gender Pay Gap** – the Council is required to calculate and publish its gender pay gap each year. The latest Workforce Information report can be accessed from the Council’s website, see paragraph 16.8. The mean and median gap between the hourly rate of pay of men and women has continued to reduce as follows:

Date	Mean Female	Mean Male	Mean Hourly Pay Gap	Median Female	Median Male	Median Hourly Pay Gap
31 st March 2021	£13.57	£14.29	5.0% (72p)	£11.27	£11.73	3.9% (46p)
31 st March 2022	£14.07	£14.52	3.1% (45p)	£11.47	£11.93	3.9% (46p)
31 st March 2023	£15.07	£15.53	3.0% (46p)	£12.47	£12.93	3.6% (46p)

The table below shows the gender pay gap comparison between Telford & Wrekin Council and the Chartered Institute of Public Finance and Accountancy (CIPFA) nearest neighbour authorities, alongside Shropshire Council. Please note this data relates to March 2022 as national gender pay gap data is reported a year in arrears, links to this information can be found in paragraph 16.9. Where there is a negative gap this means that men are paid less on average than women.

Area	Mean Pay Gap 2022/23 (%)	Median Pay Gap 2022/23 (%)
Telford and Wrekin	3.1	3.9
Shropshire	14.3	17.2
Nearest Neighbour Authorities		
Halton	9.6	4.5
Doncaster	12.5	12.6
Rotherham	8.5	10.2
Wakefield	1	-1.9
Walsall	4.5	1.1
Wigan	-1.1	-6.2
Rochdale	1.4	0
North Lincolnshire	0.3	-5.6
Dudley	6.5	12.7
Derby	-1.5	0
Bolton	4.8	7.3
Oldham	-1.4	-13.2
St. Helens	7.1	7.6
Bury	3.3	2.4

All our jobs are evaluated so that all employees receive the same pay according to their role. We do have a higher volume of women working in catering, cleaning and care, and this affects the gender pay gap due to the pay rates for these roles. However, as a Council, commitment to the Real Living Wage top-up has helped us to narrow the gap. National pay awards being weighted towards the lower pay scales have also made a positive difference. We have also embedded EDI throughout our policies and training/development, and flexible working is also available in many roles – which all help to reduce the gaps.

4.3.9 Voluntary Monitoring of Ethnicity Pay Gaps - the Council is committed to analysing ethnicity pay data to investigate disparities in the average pay between ethnic groups in their workforce and to develop actions to mitigate such disparities. Whilst ethnicity pay gap reporting is voluntary, the Council has taken account of recent government guidance on reporting of ethnicity pay gaps. Work is continuing to analyse the differences in pay between ethnic groups. The mean gap between the hourly rate of employees of a white ethnic group and employees from all other ethnic groups has however reduced as follows:

Date	Mean Hourly Pay Gap	Median Hourly Pay Gap
31 st March 2022	2.9%	5.3%
31 st March 2023	0.0%	-0.4%

The Council’s commitment to ensuring that EDI is a key theme throughout employment policies is a key contributor to reducing any pay gaps between ethnic groups.

4.4 Priority Area 3 – Serving our customers

4.4.1 One of the most significant concerns across the borough has been the impact of the Cost of Living Crisis on our residents. With increased costs of energy, food, road fuel, rents and other essentials, disproportionate outcomes have been experienced by those who can least afford it. Our approach to EDI has helped us to better understand the needs of our communities and how best to support them during this difficult time, feeding into the development of the Cost of Living Strategy, which was published in October 2022 and the delivery of The Warm and Welcoming Spaces community initiative.



Warm Space – Guru Nanak Gurdwara (Hadley Sikh Temple)

In addition to this, progress has also been made in other ways:

4.4.2 **We are now recognising Care Experience alongside the protected characteristics (approved March 2023).** As such we have committed to considering the needs of people who have been under the care of a local authority for at least 24 hours prior to their 18th birthday. The following changes have taken place as a result of this:

- Customer Service systems been updated to incorporate this group within our regular demographic datasets. Further updates to equality resources and Impact Analysis toolkits will also reflect this to support policy developments.
- The Council's existing Guaranteed Interview Scheme has been updated to reflect Care Experience and discussions are also taking place around becoming a 'Care Leaver Friendly' employer.

4.4.3 **The Armed Forces Covenant Duty 2022 has been enacted.** Building on the Armed Forces Act 2021, this duty places a legal obligation on the Council to reduce, limit and remove disadvantage to Armed Forces personnel (including veterans and their families). In line with the commitment the Council has given to treat Care Experience as a protected characteristic, a recommendation has been made to provide the same consideration to the Armed Forces community, and for which authority from Cabinet is now sought.

4.4.4 **A tailored health engagement event was delivered for the Deaf community** by Community Services, Public Health and the Healthy Lifestyles Team in May 2023. It was supported by Visual Interpreting and Communication in Shropshire (VISS). The event included sharing key health related information with the group, offering attendees Blood Pressure checks, signposting to appropriate support, discussing further access to health information along with the challenges they experience, and how we can continue to work with the Deaf community to share important health messages ongoing. Attendees found the session informative, engaged well throughout and expressed a desire to continue working with the Council in this way.



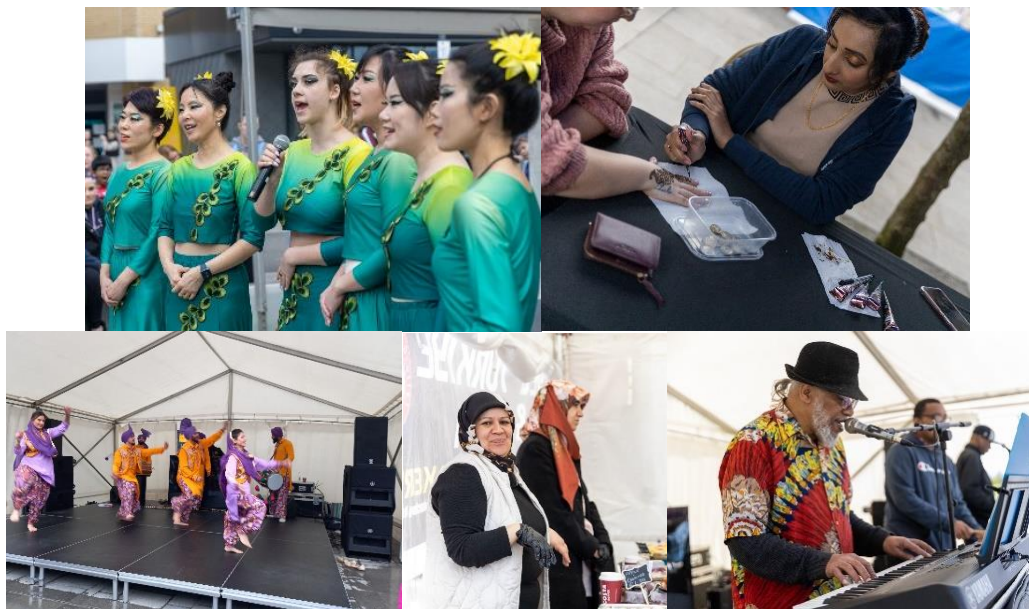
Deaf Community Health Event – May 2023

4.4.5 **The Multicultural Development Team have advised the Council and schools on specific racist incidents** and delivered specialised targeted workshops to 200 children during the last academic year.

- 4.4.6 **Our Safeguarding Adults and Children Boards have had input from those with lived experiences** to ensure policies and strategies reflect what is needed within the community and represent their voices when improving services.
- 4.4.7 **The new Domestic Abuse Strategy was also approved** by the Health and Wellbeing Board and shaped in partnership with the Domestic Abuse Forum and survivors alongside a variety of partners.
- 4.4.8 **The Alcohol and Drugs Strategy is also undergoing refresh** through the new Alcohol and Drugs Partnership and an Equality Impact Assessment has been completed as part of the strategy development, this has resulted in a number of specific equality-related actions which will be incorporated into the Strategy Action Plan.
- 4.4.9 **A review of commissioning and contracting processes has been undertaken.** The Corporate Procurement Rules are built on the principles of fair, equal and transparent treatment and therefore welcome and encourage bids from all types of business, and carry out extensive pre-market engagement to ensure their needs are included and that they understand the legalities around the principles of the public procurement process. In addition to this we have:
- **Undertaken a review of the performance measures in Contracting, Commissioning and Adult Social Care Contracting** and the training needs of Brokerage and Contracting staff to ensure rigorous monitoring. The Standard Operating Procedures for brokers detail how to manage specific cultural requests and requirements to liaise with social workers and care providers.
 - **Further developed the checklist for the Social Care Provider Quality Monitoring processes** which set out how the provider is meeting the needs of their overseas workers and those with an ethnically diverse background. It has been updated to ensure a supportive conversation to help with understanding of the cultural aspect of care delivery for residents in Telford and Wrekin.
- 4.4.10 **A review of the Volunteering Policy has taken place resulting in an updated policy that will be presented to SMT in July.** The Corporate Volunteering Policy focusses on how Council services recruit, manage and support volunteers that are helping deliver Council services. This guidance ensures we are all following a fair and consistent approach and now includes a specific section on 'Being Inclusive' which is in line with HR policies and procedures.
- 4.5 **Priority Area 4 – Celebrating and promoting the diversity of the borough**

Throughout the year a range of events, that have been organised and/or funded by the Council, have taken place across the borough that have highlighted the range of cultural diversity across our communities:

4.5.1 **Love Telford Event** - working closely with Telford Interfaith Council, this year saw more involvement from members of the Chinese Cultural Group and Sikh, Hindu, Polish, Turkish and Christian communities. Ideas were shared and the Council Events Team facilitated groups presenting their cultures and added additional entertainment. The event was well received and had a good turnout (4-5k people over the day) and saw a more diverse audience.



Love Telford – March 2023

4.5.2 **Black History Month - African drumming workshop.** The Mockingbird Hub took great pride in creating an opportunity to celebrate diversity and educate young children in foster care on the history surrounding 'Djembe' (African drums). This interactive session offered a fun insight into other cultures and introduced Black History Month in an engaging way.

4.5.3 **Telford Carnival 2022.** Last year's event was bigger and better, and showcased the diversity of the borough. Highlights included an African drumming parade with opportunities for people to learn basic drumming skills; local community groups and members of the public attended including families and young people.



Telford Carnival 2022

4.5.4



Stephen Lawrence Day 22 April 2023 marked the 30th anniversary of Stephen's death. A public event took place at Southwater library. Poet Laureate Roy McFarlane conducted a workshop and glass artist Chris Day presented his work around discrimination.

4.5.5 **The Multicultural Development Team delivered a number of free workshops aimed at combatting hate crime in primary and secondary schools.** This was done alongside partners, through education and promotion of EDI, and different cultures and religions. These included a focus on South Asian Heritage Month, Black History Month and Chinese New Year in which a total of 8740 local children attended.

5.0 New Actions

5.1 As the Council's work on this agenda has developed over the last year, alongside gathering progress updates, we have identified a number of new actions for inclusion in the Action Plan which Cabinet is asked to approve, as set out below:

- 5.1.1 **Update the IDT Project Mandate** process to include assurance around services' commitments to the consideration of EDI when initiating new projects and systems, and include an auditable section to reflect guidance published by the Equality and Human Rights Commission (EHRC) on the use of Artificial Intelligence in public services.
- 5.1.2 **Develop phase 2 of the Diversity Calendar**, making it publicly accessible on the Council's website to support local schools and other services as well as encouraging local communities to get more involved. It will include an option for users to put forward suggestions of their own to help keep the calendar up to date.
- 5.1.3 **Accessibility statements to be revised** across the organisation to ensure compliance with updated Web Accessibility Initiative guidance.
- 5.1.4 **To create a plain English principles/Crystal charter for plain English**, ensuring we are sharing information that is easily accessible for our residents.
- 5.1.5 **Implement a new Inclusive Recruitment Champion scheme** to support HR and service areas across the organisation. This will involve employee volunteers supporting recruitment panels across the organisation throughout the process to ensure fairer and more inclusive recruitment and selection practices.
- 5.1.6 **Reaffirm the Council's commitment to condemn and speak out against discrimination** by providing a clear statement or direct response to negative, derogatory or discriminatory comments on the Council's social media pages.
- 5.1.7 **Develop a monitoring system on WM Jobs** to provide reporting functions on job applicants, shortlisted candidates and successful candidates by protected characteristic.
- 5.1.8 **The Council will adopt a 'care leaver first' approach to all apprenticeships**, ensuring all care leavers will be given the opportunity to apply and be interviewed for apprenticeship vacancies ahead of other applicants. A similar approach to other inclusive apprenticeships will also be considered.

6.0 Next Steps

6.1 Whilst we have achieved a lot in the last 12 months there is still a lot to deliver against the longer term Action Plan and monitoring of this will continue.

Some of the key actions to follow in the coming months include:

- 6.1.1 **Census data** – at the time the strategy was published, we still only had access to 2011 Census data. It was agreed that when the new datasets were released, we would update this accordingly. Working with the Insight Team, this work is still in progress. The latest information is on the Council's website – see paragraph 16.10 for more information. We are now seeking approval to update the strategy with this latest information to help services better understand our communities and inform future decision making processes.
- 6.1.2 **Launching the Diversity Calendar – phase 1.** A comprehensive calendar of awareness raising events and religious/cultural observances is currently being developed and should be ready for publication shortly. This will initially be shared as an internal tool via the staff intranet to support Council services and link in with different campaigns throughout the year.
- 6.1.3 **Delivering the pilot for an Inclusive Recruitment Champion Scheme** - involving internal staff members acting as champions to support recruiting managers throughout the recruitment and selection process. The scheme proposes to give champions up to 5 days a year to perform the role supporting HR in recruitment and service areas outside their own. (New action identified, see paragraph 5.1.4).
- 6.1.4 **Build on our Disability Confident status to become a Disability Confident Leader** – promoting to disabled people that we recognise the value they can add to our organisation and demonstrate our commitment to support and develop them as employees.
- 6.1.5 **Provide additional support for our Armed Forces communities** – following a successful funding bid we have recently appointed a new Armed Forces Outreach Worker who will further strengthen links between various services and Forces charities and increase awareness to tackle the barriers that this community may face in day to day life.
- 6.1.6 **Our contract for Translation and Interpretation Services is currently under review** – and once complete we will be launching a promotional campaign to highlight the support available and where to find it on the intranet to better help support service.
- 6.1.7 **We will continue to review existing EDI training for staff and increase the selection of courses available through Ollie. Examples include:**
 - Menopause – starting the conversation
 - Mental wellbeing at work
 - Disability inclusion in practice
- 6.1.8 **Delivery of a training workshop for Members in November** - 'Becoming a community champion – understanding equality, diversity & inclusion'. The objective of which is to raise awareness of the importance of community engagement in relation to the Council's decision making process, including information on our legal duties in relation to the Public Sector Equality Duty and our duty to consult.
- 6.1.9 **Increasing diversity in our street naming processes** – by adding EDI as a specific component as part of the naming database for future consideration. We will also be putting forward a list of approved names for

consideration as part of the planning process that reflect a diverse range of influential local people.

7.0 Alternative Options

7.1 Consideration has been given to the option of doing nothing. In doing so it would have a detrimental impact on our customers, partners and our workforce. We need to ensure we have adequate and meaningful practices in place to make sure the services we provide are fair and accessible to everyone. It will also ensure that people are treated equitably, get the dignity and respect they deserve and that their differences are celebrated.

7.2 The Council is also required by law to pay due regard to the need to achieve the objectives set out in the Public Sector Equality Duty in the Equality Act 2010. It must strive to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act. Therefore the option of doing nothing would conflict with our legal duties.

8.0 Key Risks

8.1 The recommendations mitigate against the risks of:

- People not getting the service they need, when they need it
- Complaints/damage to reputation
- Legal challenge – including County Court Judgements and Judicial Review
- Cost (direct costs for damages and/or indirect costs for maintaining a service)

9.0 Council Priorities

The report and its recommendations actively support the following Council objectives:

- Every child, young person and adult lives well in their community;
- Everyone benefits from a thriving economy;
- All neighbourhoods are a great place to live
- A community-focussed, innovative council providing efficient, effective and quality services.

10.0 Financial Implications

10.1 Costs associated with the actions identified in the Action Plan will be met from within existing budgets and safeguarding reserves. As the Action Plan is implemented, costs will be monitored and reported as required through the regular Financial Monitoring process.

11.0 Legal and HR Implications

11.1 The Council is required, when carrying out its duties, to have due regard to the need to achieve the objectives set out in the Public Sector Equality Duty and in the Equality Act 2010 ('the Act').

- 11.2 It must strive to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Act. The Council must advance equality of opportunity between those who do and do not share a protected characteristic under the Act. The Council must also foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 11.3 The update on the work which has been undertaken in furtherance of the EDI strategy over the 12 months allows the Council to demonstrate it is complying with its legal duties and ensure progress is measurable against objectives.
- 11.4 In addition, the Council has the power to undertake the recommendations included in this report which will further strengthen the Council's ability to evidence its compliance.

12.0 Ward Implications

- 12.1 This report has a borough-wide impact.

13.0 Health, Social and Economic Implications

- 13.1 The EDI Strategy includes a range of demographic data including health and deprivation, to help us better understand the needs of our borough, Council workforce and any inequalities that exist. This will support us with ensuring fairer practices and true inclusion.

14.0 Equality and Diversity Implications

- 14.1 As a local authority serving a mixed rural and urban geographical area with an increasingly diverse population as the latest Census 2021 data shows, we recognise the importance of equity of service and fostering inclusion, as well as celebrating and promoting diversity.
- 14.2 It is essential our data is up to date and representative of all our communities to ensure our residents are able to easily access services and support, are treated fairly and given the opportunity to have their say to help shape the future of our borough and inform our decision making processes.
- 14.3 As an organisation subject to the Public Sector Equality Duty, this report demonstrates how we are taking additional steps to advance the aims of this duty for people within the borough.
- 14.4 The proposals in this report will benefit everybody in the borough who share a protected characteristic (as defined by the Equality Act 2010), and those who do not.
We have also agreed to recognise and give due regard to those with Care Experience and, subject to Cabinet approval, for Armed Forces personnel (including veterans, reservists and their families) as well.

15.0 Climate Change and Environmental Implications

15.1 This report has no direct climate change or environmental impact.

16.0 Background Papers

- 16.1 Equality, Diversity and Inclusion Strategy Report July 2022 (presented to Cabinet on 14 July 2022)
- 16.2 Draft Equality, Diversity and Inclusion Strategy Report (presented to Cabinet on December 2021)
- 16.3 Equality and Diversity Progress Update Report (presented to Cabinet on 7 October 2021)
- 16.4 [Race Equality Group Work Plan 2023/24](#)
- 16.5 [The Council's Equality Information internet page](#)
- 16.6 [Recruitment and selection intranet page](#)
- 16.7 [The Council's Recruitment internet page](#)
- 16.8 [Workforce Information – Telford & Wrekin Council](#)
- 16.9 [National Gender Pay Gap Data](#)
- 16.10 [Telford and Wrekin Insight page](#)

17.0 Appendices

None.

18.0 Report Sign Off

Signed off by	Date sent	Date signed off	Initials
HR	30/05/2023	01/06/2023	SW
Legal	30/05/2023	05/06/2023	RP
Finance	30/05/2023	07/06/2023	MB