

Name of meeting: Council

Date: 12 December 2018

Title of report: Annual Inclusion & Diversity Report & Year 2 Action Plan Priorities

Purpose of report:

To update Council on progress on Year 1 of the Council's Inclusion & Diversity (I&D) Strategy and Action Plan 2017-21 and to outline the priorities and activities for 2018/19

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	No
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Director</u> & name	Rachel Spencer-Henshall, Strategic Director for Corporate Strategy and Public Health
Is it also signed off by the Assistant Director for Financial Management, IT, Risk and Performance?	N/A
Is it also signed off by the Assistant Director (Legal Governance and Monitoring)?	Julie Muscroft, Assistant Director - Legal, Governance and Monitoring
Cabinet member portfolio	Cllr Shabir Pandor

Electoral wards affected: All

Ward councillors consulted: None

Public or private: Public

1. Summary

Our Inclusion and Diversity Strategy 2017-21 enters its second year and as a public authority under the Equality Act 2010 we are required to:

- report on progress against our existing objectives; and
- establish new ones for the coming year

Our Year 1 objectives were deliberately internally focused in order to get our "house in order" regarding some basic processes such as effective data collection. Some of these remain areas for improvement and are still being worked on; however, Year 2 is more outward-facing and ambitious, in-keeping with the organisation's commitment to make I&D a key priority.

2. Information required to take a decision

The attached information:

- I&D Annual Report 2017/18
- Year 2 I&D Action Plan

provides Council with the necessary information to review progress and comment on outcomes and priorities for the coming year.

3. Implications for the Council

The Annual Report highlights progress made in the last 18 months and also highlights areas for improvement which will be either part of the year 2 action plan or will be picked up in complementary programmes of work which support the action plan.

The Year 2 Plan of the I&D strategy has been developed by the council's cross-service I&D Hub in an outcome based, intelligence-led manner.

The plan incorporates some high impact work with vulnerable communities, such as new migrants, as well as high profile partnership activities such as a Diversity Conference/Awards event. Activities such as these make the plan more outwards facing. Other priority areas include:

- Increase the number of Supported Internships for students with a learning disability; working with Kirklees College and REAL Employment and through the use of a process called "job carving", key tasks can be identified which together can form a substantial and permanent, paid role for the intern to progress into
- Specific effort will go into jobs at Grade 13 and above, where the evidence from our [Workforce Profile Data](#) shows us that the representation of BME, Disability and Younger People needs a greater focus moving forwards
- Introduce comprehensive Diversity Training for employees and councillors with a particular focus on managing unconscious bias
- Expand the Council commissioned migration welcome mentor programme - a volunteer will help new arrivals and longer-term migrants who are isolated/struggling to access key services

The above and the other activities outlined in the Year 2 plan will continue to raise the profile and importance of I&D across the organisation.

4. Consultees and their opinions

The council's cross service I&D Hub which includes representation from all Employee Networks.

5. Next steps

To take forward the areas for improvement outlined in the Annual Report and the priorities in the Year 2 Action Plan. This work will be coordinated through the Council's I&D Hub.

6. **Officer recommendations and reasons**

For Council to note the Annual Report and the progress made in Year 1 of the I&D Strategy 2017-21 and to support the priorities set out in the Year 2 Action Plan.

7. **Cabinet portfolio holder's recommendations**

- To note the progress made, impact achieved and areas for improvement last year
- To support the Year 2 priorities

8. **Contact officer**

David Bundy, Corporate Policy Officer, Strategy and Policy Team
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9. **Background Papers and History of Decisions**

Report to Cabinet, 13 November 2018 - Annual Inclusion & Diversity Report & Year 2 Action Plan

Report to Overview and Scrutiny Management Committee, 05 November 2018 - Inclusion & Diversity Update

Report to Overview and Scrutiny Management Committee, 27 March 2017 - update on Inclusion & Diversity

Report to Full Council, March 2016 - Inclusion and Diversity in Kirklees – work on a new policy statement for 2016/17

10. **Strategic Director responsible**

Rachel Spencer-Henshall, Strategic Director of Corporate Strategy and Public Health