



Report for:	Cabinet
Date of meeting:	
Part:	1
If Part II, reason:	

Title of report:	Workforce Equality and Diversity Strategy
Contact:	<p>Cllr Neil Harden, Portfolio Holder for Resident and Corporate Services</p> <p>Author/Responsible Officers;</p> <ul style="list-style-type: none"> • Robert Smyth, Assistant Director (Performance, People & Innovation)
Purpose of report:	For Cabinet to approve the new Workforce Equality and Diversity Strategy.
Recommendations	That Cabinet approve the new Workforce Equality and Diversity Strategy.
Corporate Objectives:	<p>Modern and Efficient Council – Having a diverse workforce will improve productivity and morale and ensure that we are better able to represent and support our local communities.</p> <p>It will also contribute to improve retention rates and ensure that we build and develop institutional knowledge and capability.</p>
Implications:	<p><u>Financial</u></p> <p>There are no financial implications associated with the strategy. However, an improved approach to equality and diversity is likely to have a positive impact on the cost of recruitment and retention.</p>
Value For Money Implications'	<u>Operational</u>

	<p>Having a diverse and engaged workforce will ensure that we have the right staff working in the right way and as such, it will positively contribute to the overall productivity of the organisation.</p> <p><u>Value for Money</u></p> <p>Increasing productivity and improving performance will help to deliver more within existing resources.</p>
Risk Implications	There are no risks associated with this strategy.
Community Impact	A Community Impact Assessment has been carried out and this found that the new strategy would have a positive impact on equality and diversity.
Health And Safety Implications	There are no health and safety implications.
Monitoring Officer/S.151 Officer Comments	<p>Monitoring Officer:</p> <p>The strategy will help to ensure that the Council meets its statutory equality obligations and ensure that the Council does not discriminate against any person, and is therefore recommended for approval.</p> <p>Deputy S.151 Officer</p> <p>No direct financial implications.</p>
Consultees:	CMT and the entire workforce in a form of a survey.
Background papers:	None
Glossary of acronyms and any other abbreviations used in this report:	

1. Introduction

- 1.1 Having a diverse and inclusive organisation is fundamental to ensuring we have the right people, working in the right way to deliver good quality services to Dacorum residents.
- 1.2 This new Workforce Equality and Diversity Strategy therefore outlines how we will continue to develop, support and promote equality and diversity across the organisation.
- 1.3 In particular, it focuses on the building of a shared understanding and equality and diversity, a commitment to innovation, good practice and insight and how we will meet the requirements set out within legislation.

2. Vision and Commitments

Vision

- 2.1 The vision for the strategy, is to “create a diverse and inclusive workforce, underpinned by a culture of fairness and mutual respect. In doing so, we will enable all staff to deliver the high quality service that residents want”.

Commitments

- 2.2 To deliver this vision, we have identified five key commitments and underpinning each of these, are a series of actions and projects:

Commitment 1: We have the right information to understand levels of diversity and how our officers can and do contribute to a culture of inclusion

- 2.3 This is about empowering staff to understand what equality, diversity and inclusion means in practice.
- 2.4 We also recognise the importance of getting the data right, so we can target our resources in a way that maximises impact.
- 2.5 Key actions will include ensuring all new starters understand our approach to equality and diversity, regular monitoring and that we improve the way we collect diversity-profiling data.

Commitment 2: We actively encourage diversity across the council

- 2.6 This is about supporting a diverse workforce and removing barriers that can discourage people from applying.
- 2.7 Key actions will include continuing to be a disability confident employer, offering flexible working arrangements and advertising using a diverse range of media.

Commitment 3: Our behaviours, policies and procedures ensure consistent support for all officers within the organisation

- 2.8 This is about ensuring that we have robust policies and procedures for equality and diversity.
- 2.9 We also recognise the importance of having the necessary support and resources in place to work with people.
- 2.10 Key actions will include proactively recognising equality groups, having mechanisms to challenge discriminatory behaviour and investing in support services for staff.

Commitment 4: Our behaviours, policies and procedures ensure consistent support for all officers within the organisation

- 2.11 This is about ensuring that we encourage, train and help officers to develop within their roles.
- 2.12 Key actions will include collecting exit interview information to help understand what we can do better and putting in place training opportunities for all staff.

Commitment 5: We will promote the Council as an employer committed to equality and diversity

- 2.13 This is about focusing on the way the Council is perceived by partners, potential recruits and other key stakeholders.
- 2.14 Key actions will include ensuring that Council contracts have a strong commitment to equality and diversity, reviewing information presented to potential employee and looking at opportunities to promote our equality and diversity commitments.

Monitoring and Delivery

Action Plan

- 2.15 A detailed Action Plan will be developed and implemented to support the delivery of the five commitments.
- 2.16 This will be reviewed and refreshed on an annual basis and achievement will be monitored by the cross-departmental scrutiny group (Communities and Wellbeing Corporate Working Group).

Governance and Management

- 2.17 This strategy will be managed and monitored by a dedicated Project Manager and using the Council's project management methodology.

- 2.18 Progress will be reported to a project board, the Corporate Working Group and an annual update will be provided to CMT.
- 2.19 Where relevant, individual projects will also be reviewed by the monthly Performance Board.

3. Recommendation

- 3.1 Cabinet are recommended to approve the new Workforce Equality and Diversity Strategy.