

REPORT TO:	ETHICS COMMITTEE 26 May 2021
SUBJECT:	Presentation of Equalities review undertaken in 2019 and progress
LEAD OFFICER:	Asmat Hussain, Interim Executive of Resources and Deputy Monitoring Officer
FINANCIAL IMPACT:	
There is no expenditure arising directly from the recommendations contained in this report.	
1. RECOMMENDATIONS:	
Members of the Appointments Committee are recommended to:-	
1.1 Note the initial work presented to the Council from Joe Montgomery, who conducted an independent review of the councils workforce equalities in May 2019	
1.2 Note the presentation of the subsequent actions undertaken as a response to the recommendations in the review and progress made.	

2 EXECUTIVE SUMMARY

- 2.1 In November 2018 the former Chief Executive commissioned Joe Montgomery, to undertake a review of the council's workforce strategy with a key enquiry on the equality of opportunity.
- 2.2 The independent commissioned work was designed across 2 phases, a quantitative review of workforce data and a qualitative exercise of staff experience.
- 2.3 The work resulted in a series of recommendations that were incorporated in the council's workforce strategy.

3 BACKGROUND AND CONTEXT

- 3.1 In November 2018, the Executive Leadership Team commissioned a baseline review to provide a comprehensive insight to workforce activity and experience
- 3.2 The review was conducted in two phases of quantitative followed by qualitative investigation by:

- Creating a Baseline Data Set for monitoring across core employment activity,
 - Utilising the outcomes of the Baseline Data set to design and inform qualitative engagement activity with a representative sample of the workforce.
 - Engaging high quality independent expertise to identify key conclusions / recommendations that inform the Council's Workforce Strategy; as well as highlighting key issues that require ongoing consideration / lessons to be learned.
- 3.3 An independent advisor – industry professional Joe Montgomery who is highly regarded in both central and local government was commissioned to lead this work. His role was to provide an objective assessment to assist the council to develop a workforce strategy. The headline themes from last year's staff survey were used to frame with a selection of staff and with trade unions. The output from this work was to highlight where the council needed to concentrate efforts.
- 3.4 The review highlighted some negative indicators that have the potential to inhibit staff moving to higher levels of engagement but if these are addressed and responded to, will enable that to change more readily.
- 3.5 A member oversight sub-committee was established to provide political oversight to the development of the council's workforce strategy as informed by the review outcomes.

4. FINDINGS

- 4.1 As a result of the review, a series of recommendations were provided to the council and Joe Montgomery, presented these and his headline findings in a number of presentations to the organisation. Appendix A highlights the key summary presentations.
- 4.2 The recommendations were accepted and factored into work programmes, and in particular the development of the workforce strategy 2019-2022. Appendix B provides an overview of the progress made against these recommendations.

5. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 5.1 There are no finance considerations

6. LEGAL CONSIDERATIONS

There are no legal considerations

7. HUMAN RESOURCES IMPACT

- 7.1 There are no additional human resources impacts beyond those described in the body of the report.

8. DATA PROTECTION IMPLICATIONS

The recommendations contained within this report will not directly involve the processing of data

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APPENDICES TO THIS REPORT:

A1 Presentation to Corporate Leadership Team March 2019

A2 Presentation “a review of Croydon’s workforce strategy April 2019

B Summary update to Ethics Committee on progress against recommendations