

Overview & Scrutiny Update on the Workforce Race Review

- Council launched a 3 strand approach to race equality looking at addressing inequality in life outcomes, reviewing our services, and our role as an employer.
- Commissioned an independent race advisor to conduct an internal review of our role as an employer + a staff survey on race.
- Around 700 staff took part in the survey and 121 sessions combined.
- Recommendations centred around recruitment and retention, changing the organisation's culture through training and development, and creating safe spaces for dialogue.
- Essential to address issues around race equality with staff which are based on mutual trust, openness and honesty.



The Race Review Recommendations centred around:

1. Acknowledging and recognising the journey of 'righting the wrongs'
2. Recruitment and retention of staff
3. Changing the organisation's culture and behaviour through leadership, training and development
4. Creation of safe spaces for dialogues
5. Governance and accountability

The next stage involves producing the **Corporate Race Action Plan**, which includes the council's high-level commitment to responding to the recommendations from the Race Review.

However, one size does not fit all, therefore, **Directorate-level Action Planning** will be taking place simultaneously, which will feed into the overarching corporate process, allowing each Directorate to start thinking about their own service level challenges and aspirations.

A 6-step Action Planning process is now underway:

- 1. Focus Groups** – To ensure greater collaboration in our response, 15 Focus Groups were conducted during May – June, with over 250 staff from across the council (including one session at Forward Drive). A range of themes have emerged which will now form part of the Action Planning process and designing a range of new policies and programmes led by HROD.
- 2. Data analysis** - A discussion on Directorate-level workforce data and aggregate data from the Race Survey will take place at DMT level to understand the issues and priorities in service areas.
- 3. Establish priorities** - Directorates will enter a phase to highlight the most challenging areas and where the greatest impact can be made, with a view to creating a Directorate Action Plan and defining measures, including short/medium/long term goals.
- 4. Creating a Directorate EDI Vision** - Directorate will be invited to establish a leadership commitment to the EDI agenda and more specifically the Race Action Plan
- 5. Define measures** - All Directorates will be asked to define SMART objectives as part of their Directorate / Divisional Service Plans, including what good looks like and making a pledge. All individual objectives should feed into this process.
- 6. Review / Evaluation** - Consider how progress and updates will be evaluated and reviewed.

The Roadmap

