EQUALITY IMPACT ASSESSMENT (EIA)

Our People Strategy 2020-2025
and Priority Delivery Themes 2021/2022

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Service/policy/strategy/practice/plan being assessed	Our People Strategy 2020-2025 and Priority Delivery Themes 2021/2022
Business Unit/Service Area	Strategic HR and OD
Is this a new or existing service/policy/strategy/practice/plan? *If an existing service/policy/strategy/practice/plan please state date of last assessment*	Refreshed from the 2018/2019 version of the Our People Strategy New Priority Delivery Themes 2021/2022
EIA Review team – list of members	Kate Sullivan, Kiera Rounsley
Do any other Business Units/Service Areas need to be included?	The Strategy impacts across the whole council
Date of assessment	25 November 2020
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees? *If **yes** please let your Assistant Director and the Customer Relations Team know as soon as possible*	No

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Details of service/policy/strategy/practice/plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan?	The Our People strategy: • Focuses on our people and our culture, the vision, values and behaviour to support the delivery of the Our Council Plan 2020-2025 • Defines the vision - *Warwickshire County Council, a great place to work where diverse and talented people are enabled to do their best.* • Provides 6 key building blocks to achieve the vision, which includes strategic outcome, enablers and measures. • Priority Delivery Themes have been developed for delivery during 2021/2022
(2) Who are the customers?	The main customer will be our people however the impact of the strategy will be applicable to all our customers.
(3) How has equality been considered in the development or review so far?	The strategy has equality, diversity and inclusion at the heart and is a theme that runs through all of the building blocks, particularly in terms of the following statements: • Our people are diverse, feel that they belong and can bring their whole self to work • We will listen, learn and act to create an inclusive organisation with a sustainable and resilient workforce • We will break down barriers to enable a collaborative, innovative and accountable environment • Our people are accountable for their behaviours and performance and take every opportunity to improve

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	- Our people regard our reward and recognitions arrangement as fair and equitable - Our offer enables us to attract, retain, engage and motivate a diverse and motivate diverse and talented workforce. - We have recognition arrangements that are accessible to and for all - Our people are celebrated for their diversity and bring capabilities and behaviours to drive a high performance culture. The success of the strategy will measured using a number of Key business measures, which includes the Council's EDI metrics The Priority Delivery themes 2021/2022 identify the following activities which will support the EDI agenda in the strategy: - Employee Engagement Strategy - Sustainable and resilient workforce - EDI - People metrics for managers - Flexible and Agile Working - Recognition platform - Employer Value Proposition - Recruitment review - T1-4 assessment review - Induction and onboarding, Many of these activity areas, will have their own EIA developed as well.
(4) What is the reason for the change/development?	The Our People Strategy has been refreshed to ensure that is supports the Council Plan 2020-2025. The strategy describes the next stage of the journey in terms of our workforce.

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(5) How does it fit with Warwickshire County Council's wider objectives?	Yes the strategy supports the Council Plan
(6) Why might it be important to consider equality and the protected characteristics?	To: • Ensure fairness • Ensure compliance (equality legislation) • Improve organisational effectiveness The strategy very much concentrates on ensuring fairness, ensuring compliance and Improving organisational effectiveness
Information Gathering	
(7) What sources of data have you used? *You must keep a record of any data you have currently used as supporting evidence*	Business Measures, EDI annual report
(8) What does the data you have tell you about your customers and about protected equality groups?	Our workforce if diverse and all the protected equality groups are represented
(9) What do you need to know more about?	

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(10) How could you find this out and who could help you?	

<table>
<tr><td colspan="2" align="center">Engagement and Consultation</td></tr>
<tr><td>(11)   Who have you consulted with from protected equality groups?</td><td>In developing the strategy we have engaged with How We Work Board, Corporate Board, staff networks including the Council Wide Equality group, JCC, Senior leadership forum and the wider HR community and members.</td></tr>
<tr><td>(12)   Who else could you consult with?</td><td>Once the strategy is agreed it will be shared with our current workforce, and will be available and visible for any future employees we employ.</td></tr>
<tr><td>(13)   Who can help you to do this?</td><td></td></tr>
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Monitor and Evaluate	
(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?	The strategy and the delivery plan will be reviewed on an annual basis, which will review the Key performance measures, celebrate the success and agree the delivery plan for the following year.

Please note: Further information and advice about the corporate consultation process can be found [here].

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(15) Analysis of impact and potential actions:				
Protected characteristics from the Equality Act 201	**What do you know?** **Summary of data about/feedback from your service-users and/or staff**	**What does this mean?**		**What can you do?** **All potential actions to:** ● **Eliminate discrimination/mitigate negative impact** ● **Advance equality of opportunity** ● **Foster good relations**
		Positive impacts identified (actual and potential)	**Negative impacts identified (actual and potential)**	

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| Age | The Council's age profile shows WCC to be broadly representative of the local population of Warwickshire, with the exception of the 24 and under age groups, where there is a significantly lower representation of 4.5% in the workforce compared with 13.1% in the local population, and the 50-59 age groups where there is a notably higher representation of 29.2% in the workforce compared with 20.1% in the local population. This is relatively similar compared to last the | The Priority delivery themes of the Our People Strategy, particularly regarding an Agile Workforce will offer opportunities for individuals who may not have been able to work previously due to other commitments such as caring responsibilities.

Offers the opportunity to work fewer hours for those approaching retirement. | Some members of staff and customers may have difficulties adapting to new technology and ways of working | Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised

Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes

Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups |
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	last two years figures.			

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| Disability | Of employees who have reported whether they have a disability, 7% have reported yes, and 93% no. This is broadly reflective of the general population of Warwickshire.

There has been a slight increase since last year in the number of people reporting whether they have a disability or not (76.1%) and in the number of people indicating that they have.

Approximately 1 in 4 people in the UK will experience a mental health problem each | The Priority delivery themes of the Our People Strategy, particularly regarding an Sustainable and Resilient Workforce will look to support the wellbeing of our workforce. | Our highest reason for sickness absence is stress and mental health reasons, and therefore as an employer we need to understand the reasons for this and look to address this. | Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised

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	year. In England, 1 in 6 people report experiencing a common mental health problem (such as anxiety and depression) in any given week. Current figures suggest two million people in the UK experience work related mental health problems at some point in their lives, with stress being the largest cause. Mental health is the highest reason for absence in the council and is a priority to address.			
Gender	The Council employs a higher percentage	As we become a more agile	**None**	Provide individual EIA's for each delivery theme to ensure equality of opportunity is not

	of women (69.2%) than men (30.8.4%) at 31 March 2020 (The percentage of women has slightly increased by 0.6% from 31 March 2019 Our mean Gender pay gap is 2.7% which has reduced from 3.2% in 2019 Our Median Gender Paygap is 8.7%, which has reduced from 11.4% in 2019.	workforce we may see a further increase in the percentage of the female workforce.		compromised Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups
Race	The Black, Asian and Minority Ethnic (BAME) profile at the Council, comparing the percentage of white British and other	The Priority delivery themes of the Our People Strategy, particularly regarding	Consideration will need to be given to the exit data regarding race, and ensure that people from	Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised Engage with relevant staff networks on the implementation of the Our People Strategy and

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	shows a higher representation of BAME employees (15.3%) compared with the general Warwickshire population (11.8%) The proportion of employees who are of BAME origin has remained at the same level compared to March 2019. Our mean ethnicity Pay Gap is -2.6% and the median ethnicity pay gap is -3,2%, meaning that those from a BAME background earn more than White British employees.	recruitment and retention will need to ensure an inclusive culture	minority backgrounds are not leaving disproportionately.	the associated delivery themes Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups Continue to promote and deliver on our EDI programme of activity which is being driven by HROD across the organisation (there is a separate action plan relating to this work)

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| Religion or belief | The proportion of the workforce reporting against each religious category is broadly reflective of the population of Warwickshire). Of employees who have reported a religion or belief (66.5%), 53.4% are Christian, 13.2 % declared a religion other than Christian, or are agnostic, and 28.0% no religious belief . | The Priority delivery themes of the Our People Strategy, particularly regarding Agile Working may provide greater scope for individuals to structure work around important religious events such as Eid or Ramadan. | None | Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised

Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes

Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups |
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Gender Reassignment	There is currently no data available	None	None	Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups
Pregnancy and Maternity	There is currently no data available	The Priority delivery themes of the Our People Strategy, particularly regarding our legislative framework will ensure that		Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes

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		employees who are pregnant or on maternity are treated fairly

. | | Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups |
| **Sexual orientation** | Of employees who have reported sexual orientation, 95.6% are heterosexual, 2.8% gay or lesbian and 1.5% bisexual. These figures have remained relatively similar to 31 March 2019. This is broadly reflective of the general West Midlands population. | None | None | Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised

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Marriage and Civil Partnership (Note: only in relation to due regard to eliminating unlawful discrimination)	No data	None	None	Provide individual EIA's for each delivery theme to ensure equality of opportunity is not compromised Engage with relevant staff networks on the implementation of the Our People Strategy and the associated delivery themes Our Engagement approach will provide us workforce data in terms of engagement and other important questions, which will help us understand how our work is affecting different groups

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(16) Outcomes of Equality Impact Assessment		
Action	**Timescale**	**Responsibility**
Regularly review of EDI metric information to assess the success of the strategy	**Annually**	**Strategic HR and OD and EDI**

Date of Next Review	**January 2022**

Name and signature of Officer completing the EIA	Kate Sullivan
Name and signature of Assistant Director	**Sarah Duxbury – 26.11.2020**
Name and signature of Directorate Equalities Champion	

If you would like any equalities support or advice on this completed document, please contact the Equalities Team on 01926 412370 or equalities@warwickshire.gov.uk

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NEXT STEPS ONCE COMPLETED:
1. ***Go to File – Rename, and enter a new document name (e.g. Title of the EIA followed by - EIA)***

2. ***Go to Share (top right hand corner) Add Assistant Director and the Directorate Equalities Champion with 'can edit' option to gain their signatures and for recording purposes***

3. ***Once signed off, ensure the completed EIA is saved in a secure place***

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