

# Staff and Pensions Committee

11 September 2023

## Annual Review of Equality, Diversity and Inclusion

### Recommendations

That the Committee:

1. Notes and comments on the Annual Review for Equality Diversity and Inclusion, attached at Appendix 1, including the priority areas for 2023/2024.
2. Agrees that the Our Diversity Data and Pay Gaps Report 2022-23, at Appendix 2, is published on the Council's website to meet the statutory requirement to publish annually equality information relating to employees, including gender pay gap information.
3. Agrees that the Council's gender pay gap figures, based on a reporting date of 31 March 2023, are published on the Government's gender pay gap website, as required by the gender pay gap regulations.

### 1.0 Introduction

- 1.1 The 2022-23 suite of Equality, Diversity, and Inclusion (EDI) Annual Review documents attached as appendices to this report provides detail of our EDI activity and data over the last 12 months.
- 1.2 The Annual Review, attached as Appendix 1, details both the achievements in 2022/23, and outlines the proposed priorities and action plan for 2023/2024.
- 1.3 The Diversity Data and Gender Pay Gap Report, at Appendix 2, provides information on the diversity of our workforce, alongside our gender, ethnicity and disability pay gap figures. The gender pay gap data is used to meet a mandatory annual reporting requirement to publish and upload to the Government portal gender pay gap information. It is of note that the pay gap data is not a difference in pay for equal work or similar work based on any characteristic. The data in Appendix 2 includes the employee related equality information that we are statutorily required to publish alongside other employee related information covering workforce profile and demographics, all of which supports our ongoing work around workforce planning.

- 1.4 The EDI in Action document at Appendix 3 provides a more in depth look out our EDI activity and showcases some of the interesting and innovative work we have done in this area over the past 12 months.

## **2.0 Financial Implications**

- 2.1 None.

## **3.0 Environmental Implications**

- 3.1 None.

## **4.0 Supporting Information**

- 4.1 At Warwickshire County Council, we continue to all share a common vision to make Warwickshire the best it can be. The 'Our People Strategy' is an integral part of our plan to drive through the vision of Warwickshire County Council being 'a great place to work' where diverse and talented people are enabled to be their best. The five key organisational values which have been identified to enable this are: high performing, collaborative, customer focused, accountable, and trustworthy. These values are clearly demonstrated throughout the 2022-2023 EDI review for your consideration.

## **Appendices**

1. Our People Equality, Diversity, and Inclusion (EDI) Annual Review 2022-23
2. Our Diversity Data and Pay Gaps Report 2022-23
3. EDI in Action 2022-23

## **Background Papers**

None

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The report was circulated to the following members prior to publication:

Local Member(s): not applicable

Other members: Councillor Yousef Dahmash