

Staff and Pensions Committee

9 September 2024

Annual Review of Equality, Diversity and Inclusion

Recommendations

That the Staff and Pensions Committee:

1. Notes and comments on the Annual Review of Equality Diversity and Inclusion for 2023/2024 attached at Appendix 1.
2. Approves the publication of the Our Diversity Data and Pay Gaps Report 2023-24, attached at Appendix 2 as required by legislation.
3. Approves the publication of the Council's gender pay gap figures, based on a reporting date of 31 March 2024, the Government's gender pay gap website, as required by legislation.

1.0 Introduction

- 1.1 The Equality, Diversity, and Inclusion (EDI) Annual Review 2023/24 documents attached as appendices to this report provide detail of the Council's EDI activity and data collected over the period of the reports to 31 March 2024.
- 1.2 The Annual Review, attached as Appendix 1 details both the achievements in 2023/24 against the priorities and the action plan for 2024/25 some of which has commenced.
- 1.3 The Diversity Data and Gender Pay Gap Report, at Appendix 2, provides information on the diversity of the Council's workforce, together with relevant pay gap figures, in accordance with our gender pay gap reporting obligations and to demonstrate compliance with the Public Sector Equality Duty. The data in Appendix 2 includes the information that the Council is statutorily required to publish alongside other employee related information covering workforce profile and demographics, all of which supports ongoing work on strategic workforce planning.
- 1.4 The EDI in Action document at Appendix 3 provides a more in depth look at the Council's EDI activity and showcases some of the work 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 for Warwickshire County Council to be 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 2023-2024 EDI review.

Appendices

1. Our People Equality, Diversity, and Inclusion (EDI) Annual Review 2023-24
2. Our Diversity Data and Pay Gaps Report 2023-24
3. EDI in Action 2023-24

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