
Cabinet Member for Policing and Equalities

20 April 2023

Name of Cabinet Member:

Cabinet Member for Policing and Equalities – Councillor A S Khan

Director approving submission of the report:

Director of Public Health

Ward(s) affected:

All

Title:

Revised Equality, Diversity & Inclusion Commitment

Is this a key decision?

No - although the proposals affect more than two electoral wards, the impact is not expected to be significant.

Executive summary:

As a public authority, Coventry City Council is committed to meeting its responsibilities under the Public Sector Equality Duty. At the forefront of this commitment is how due regard is paid to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations between those who share protected characteristics. The Equality, Diversity and Inclusion Commitment sets out the Council's intentions to meet the Public Sector Equality Duty and to go beyond this and reflect the needs of the diverse communities in the city through delivery of services and as an employer.

The current Equality, Diversity and Inclusion Commitment is being revised to reflect recent developments with the equality, diversity and inclusion agenda at the Council – and also in response to the feedback received during the recent engagement on the One Coventry Plan. This report seeks approval for the revised Equality, Diversity and Inclusion Commitment.

Recommendations:

The Cabinet Member for Policing and Equalities is recommended to:

- 1) Approve the formal adoption of the revised Equality, Diversity & Inclusion Commitment

List of Appendices included:

The following appendices are attached to the report:

Appendix 1 – Revised Equality, Diversity & Inclusion Commitment
Appendix 2 – Equality Impact Assessment

Background papers:

None

Other useful documents

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Equality Act 2010: specific duties to support the Equality Duty. What do I need to know? A quick start guide for public sector organisations

<http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/specific-duties>

Has it or will it be considered by scrutiny?

No

Has it or will it be considered by any other council committee, advisory panel or other body?

No

Will this report go to Council?

No

Report title: Revised Equality, Diversity & Inclusion (EDI) Commitment

1. Context (or background)

- 1.1 As a public authority, Coventry City Council is committed to meeting its responsibilities under the Public Sector Equality Duty (PSED). This duty is comprised of the general duty and specific duties.
- 1.2 The general duty requires the Council to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not
- 1.3 The Council's current EDI Commitment was produced in 2019 as the organisation's key strategic document in relation to meeting this public sector duty requirement – but also, as an over-arching vision statement on the promotion of diversity and inclusion as an employer, and the promotion of good relations between communities in the city.
- 1.4 The EDI Commitment is being reviewed to reflect recent organisational developments in the delivery of the equality, diversity and inclusion agenda and as a response to the feedback received during the engagement on the One Coventry Plan in late 2022.

2. Options considered and recommended proposal

- 2.1. There have been significant developments in the Council's work on equality, diversity and inclusion since the EDI Commitment was first launched in 2019.
 - 2.1.1 The Council has published a revised set of equality objectives in 2022 for a period of 3 years and these objectives include both foundational and direct equality objectives, in order to meet requirements under the Public Sector Equality Duty.
 - 2.1.2 In addition to our work on equality objectives, the Council has an Equality Impact Assessment (EIA) process which supports the Council's aim to provide fair, accessible services and facilities which meet the diverse needs of all communities. An Equality Impact Assessment is completed for every new or review of any policy, strategy and project. The EIA allows the evaluation of impact on groups protected by equality legislation, as well as considering the important elements of health inequality and digital inclusion. Where potentially negative impact is identified, the process allows actions to be put in place to mitigate against this.
 - 2.1.3 The Council continues to actively pursue improved accessibility and inclusion for people with disabilities; since 2021 the Council has successfully been awarded over a quarter of a million pounds by the Department for Levelling Up, Housing and Communities in two rounds of a funding programme for the installation of Changing Places Toilets in the city. This will see an additional 5 of these facilities installed in the city by 2024.
 - 2.1.4 There have been significant developments in the workforce diversity and inclusion agenda over the last couple of years. The Council's Workforce Diversity & Inclusion Strategy was launched in 2021 following the Council's first Talent, Inclusion, Diversity & Evaluation (TIDE) assessment. The actions within the strategy are aligned with the headings which sit within the TIDE D&I Assessment Framework. A review against actions was conducted in December 2022 and puts Coventry at the 'Embed' stage of the TIDE Road Map. Due to the significant

progress made as part of the Council's diversity & inclusion work, the ENEI announced in November 2022, that Coventry City Council should be awarded a Silver Award Standard.

- 2.1.5 The Council's commitment to becoming an anti-racist organisation has been reflected by its early adoption of the Race Equality Code. The actions set out as part of delivering on the Race Equality Code will sit alongside the actions within the Council's Workforce Diversity & Inclusion Strategy and will be monitored as part of an integrated process.
- 2.2. Feedback received during the One Coventry Plan engagement on the priority 'Improving outcomes and tackling inequalities within our communities' has been analysed and actively used to inform the amendments to the Council's EDI Commitment. These include:
- Reflecting the Council's status as a Marmot city and re-iterating the commitment to tackling health inequalities across a range of policy areas, to improve the life chances of the most disadvantaged groups
 - A new section on how the One Coventry approach – working collaboratively to make improvements to the services the Council delivers – will be used to drive forward the Council's diversity and inclusion work in order to make the biggest impact on the lives of local people.
 - Additional commitments on social value and sustainability – to show the importance the Council places on its procurement processes and contracts with third parties. These can help challenge inequality, promote inclusion, support the local economy and work with local communities.
 - More information on the work being delivered to improve the diversity of the workforce and to create an inclusive workplace culture.
- 2.3 Cabinet Member is recommended to support approval of the revised EDI Commitment as part of the organisation's continuing development of diversity and inclusion across all areas.

3. Results of consultation undertaken

- 3.1. The Consultation on the revised EDI Commitment ran from 1st March 2023 to 29th March 2023.
- 3.2. The consultation was hosted on the Council's Let's Talk Coventry consultation and engagement platform. The Let's Talk Coventry platform hosts several consultation and engagement exercises and is regularly advertised via email and social media. In particular, the equalities objectives consultation was specifically advertised to a range of internal and external partners and stakeholders.
- 3.3. The consultation can be summarised as follows:
- 25 respondents took part in the survey on the Let's Talk Coventry platform.
 - Majority of the respondents were Coventry City Council Employees
 - 68% of the respondents 'Agree' or 'Strongly agree' with the revised EDI commitment
 - Main themes of 'Q3 – Have we missed anything?':
 - Support for employees who are also carers
 - Building community cohesion - build understanding between different groups and to build mutual trust and respect by breaking down stereotypes and misconceptions about the 'other'.
 - Protecting vulnerable people especially those from less affluent areas
 - Main themes of 'Q4 – Is there anything else you want to tell us?'
 - Improve communication where there is a perception that the council does not 'listen'.

- Improve cohesion in terms of building a culture where people of different beliefs can develop an understanding of one another. Also, it was noted that Coventry as a city is already well on its way to being an inclusive and welcoming city.
- Positivity was shared about the commitment where respondents felt it was good and a very inclusive document.

The main themes of the consultation, summarised above, will be shared with the relevant services to ensure that they are integrated into delivery of the Council's broader work in these areas.

4. Timetable for implementing this decision

- 4.1. It is intended that the revised EDI Commitment will become operational once the call-in period after the Cabinet Member meeting has expired on 28th April 2023.

5. Comments from Interim Chief Executive (Section 151 Officer) and Chief Legal Officer

5.1. Financial Implications

The cost for delivering on the areas of work identified within the EDI Commitment will be met from within existing resources.

5.2. Legal Implications

This report recommends approval for the Council's revised EDI Commitment, which is the organisation's strategic equality document. This sets out how the Council intends to meet its requirements under the Equality Act (Specific Duties and Public Authorities) Regulations 2017. Any sharing of personal data or special category personal data between Council services will be in compliance with the General Data Protection Regulations 2016 and the Data Protection Act 2018.

6. Other implications

6.1. How will this contribute to the Council Plan (www.coventry.gov.uk/councilplan/)?

One of the 3 priorities in the One Coventry Plan is 'Improving outcomes and tackling inequalities within our communities'. This priority is inextricably linked to the delivery of the equality, diversity and inclusion agenda of the organisation. In the One Coventry Plan, the Council commits to:

- ongoing customer monitoring, satisfaction, and engagement approaches, through which the Council will strengthen and utilise growing evidence bases at both corporate and service levels to identify the differential experiences of individual groups in Coventry accessing Council services, and proactively respond to make these as fair and equitable as possible.
- strengthening the methodology and governance around the approach to undertaking Equality Impact Assessments (EIAs), ensuring that all Council functions are engaging with, and assessing the impact of their services for Coventry's communities as appropriate, as well as considering any potential health inequalities on these communities.
- continuing to monitor progress against the Council's equality objectives; these are the identified equality priorities for the Council which will help deliver improvements on policy-making, service delivery and employment.

6.2. How is risk being managed?

The management of risk associated with the delivery of the revised EDI Commitment will be identified and monitored through the Council's performance management framework.

6.3. What is the impact on the organisation?

As a key strategic document for the Council, the revised EDI Commitment will impact across all areas of the Council's work.

6.4. Equalities / EIA?

An EIA has been completed as part of the process of revising the Council's EDI Commitment and can be found at Appendix 2.

6.5. Implications for (or impact on) climate change and the environment?

None

6.6. Implications for partner organisations?

Delivering on the key areas of work under the revised EDI Commitment will enable the Council to demonstrate clear leadership and accountability for meeting statutory equality obligations as well as pursuing an ambitious level of growth for diversity and inclusion for the organisation. Strong and effective collaboration with key partners in the city from different sectors will be critical to ensuring success.

Report author(s):

Name: Jaspal Mann

Title: Strategic Lead (Equality & Diversity)

Service: Insight Team, Public Health

Tel and email contact:

Tel: 024 7697 7109

Email: jaspal.mann@coventry.gov.uk

Enquiries should be directed to the above person

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Mamta Kumar	Equality & Diversity Assistant	Insight, Public Health	20.03.23	20.03.23
Valerie De Souza	Public Health Consultant (Insight)	Insight, Public Health	15.03.23	20.03.23
Grace Haynes	Head of People and Culture	Human Resources	22.03.23	23.03.23
Susanna Newing	Chief People Officer	Human Resources	22.03.23	23.03.23
Debbie Horton-Raynor	Programme Manager	Transformation & Major Projects	03.04.23	03.04.23
Usha Patel	Governance Services Officer	Governance Services	20.03.23	24.03.23

Names of approvers for submission: (officers and members)				
Finance: Ewan Dewar	Lead Accountant (Business Partner)	Finance	20.03.23	20.03.23
Legal: Gill Carter	Regulatory Team Leader	Law and Governance	20.03.23	23.03.23
Director: Allison Duggal	Director of Public Health & Wellbeing	-	15.03.23	16.03.23
Members: Cllr Abdul S Khan	Cabinet Member for Policing and Equalities	-	20.03.23	20.03.23

This report is published on the council's website: www.coventry.gov.uk/meetings

Coventry City Council
Equality, Diversity & Inclusion Commitment

Coventry City Council is committed to:

- Its continuing duty as a public authority to have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010
- Recognising and celebrating diversity, and ensuring equality of opportunity both as a provider and commissioner of services and as a large employer
- Developing a culture that embeds the effective management of equality, diversity and inclusion in our day-to-day practices, policies, procedures, and through our external relationships

Coventry City Council recognises that people still experience inequality because of their background. The Council will therefore lead by example and challenge discrimination, harassment and victimisation on the grounds of:

- Age, disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Coventry City Council is also committed, as a Marmot City, to reducing health inequalities. We will do this by acting across a range of policy areas to address environmental, social, cultural and economic factors - with a specific focus on the impacts to disadvantaged groups and deprived areas.

One Coventry

The One Coventry approach is all about working collaboratively together to make the best improvements we can to the services we deliver and make the biggest impact that we can on the lives of local people.

One of the 3 priorities in the One Coventry Plan is 'Improving outcomes and tackling inequalities within our communities'. Our commitment to equality, diversity and inclusion is also underpinned by our One Coventry Values.

- We will continue to ensure that the Council meets its obligations under the Public Sector Equality Duty, building on our successes at fostering good relations between Coventry's communities of identity and maintaining fair and equal access to Council functions.
- Through ongoing customer monitoring, satisfaction, and engagement approaches, we will strengthen and utilise our growing evidence bases at both corporate and

service levels to identify the differential experiences of individual groups in Coventry accessing Council services, and proactively respond to make these as fair and equitable as possible.

- We will strengthen the methodology and governance around our approach to undertaking Equality Impact Assessments (EIAs), ensuring that all Council functions are engaging with, and assessing the impact of their services for Coventry's communities as appropriate, as well as considering any potential health inequalities on these communities.
- We will also continue to monitor progress against the Council's equality objectives; these are the identified equality priorities for the Council and the areas which we believe will help deliver improvements on policy-making, service delivery and employment.

Social Value and Sustainability

Coventry City Council recognises the potential and impact of embedding Social Value in our procurement processes and contracts with third parties, as well as in our work with partner organisations and communities.

Implementation of the Social Value and Sustainability Policy will enable us to challenge inequalities and promote inclusion, deliver sustainability, support the local economy and work with the local community; this is an integral part of the Council delivering on its commitments to equality, diversity and inclusion

Employment

Coventry City Council believes in the importance of the principles of Diversity and Inclusion by having a workforce that is representative of the communities we serve. As an employer we have gained the EDEI Silver Award in recognition of our Workforce Diversity & Inclusion progress, and we have also become early adopters of the Race Equality Code. Our commitment to workforce diversity and inclusion is outlined in our [Workforce Diversity & Inclusion Policy](#) and is put into practice through our Workforce Diversity and Inclusion Strategy.

- We view diversity as a strength to be harnessed and aim to create an inclusive workplace culture that respects and values difference.
- We aim to promote diversity, equity and inclusion as an employer to enable all employees within our workforce to develop and maximise their true and full potential.
- We recognise that individuals still experience discrimination and inequality in our society and therefore as an employer we will take a pro-active approach to identifying and redressing this within the workplace.
- We are clear that we will not tolerate harassment, bullying, discrimination and victimisation of any kind and will regard this behaviour as misconduct which may

lead to disciplinary action, including dismissal as appropriate where breaches amount to gross misconduct.

Accountability

The Cabinet Member whose portfolio covers equalities issues will be responsible for monitoring the effectiveness of this policy and the progress made towards delivering against the Public Sector Equality Duty and the commitments contained in this Statement.

The Chief Executive will hold Directors accountable for taking steps to ensure that this Commitment is promoted, understood and implemented by Council employees.

All employees of the Council are accountable and responsible for taking steps to promote our equality, diversity and inclusion commitment in their day-to-day work.

Version Number: 1

Date reviewed: March 2023

Issued By: Insight Team, Public Health

Appendix 1 – Organisational Position Statements

Anti-Racism Position Statement

Coventry City Council is committed to becoming an anti-racist organisation, showing that we are aware of both direct discrimination and systemic inequalities that colleagues from minority-ethnic backgrounds may experience. Commitment to anti-racism is an active position of reflection, education, and interrogation, with the goal of equity for all.

During 2022, Coventry City Council became early adopters of the Race Equality Code. As part of this code, and alongside our One Coventry values and Workforce Diversity and Inclusion strategy, we are committed to:

1. A zero tolerance of racism, harassment, and bullying
2. Recognising that racism may impact the physical, mental, emotional, economic, social, and spiritual health of our workforce and community
3. Eradicating all forms of racism in the workplace, such as direct discrimination, microaggressions and systemic racism
4. Encouraging our workforce to stand up and speak out against racism and discrimination
5. Providing a safe reporting system and responding to all reports of racism and discrimination
6. Recognising the lived experience of our minority-ethnic colleagues
7. Having clear expectations that all employees are aligned with our One Coventry Values and anti-racism position
8. Providing specific anti-racism training, alongside our mandatory Diversity and Inclusion training
9. Building a workforce that is representative of the diverse population we serve
10. Measuring and monitoring the outcomes of our actions in how they reduce the impact of racism

Gender Diversity Position Statement

Coventry City Council supports and welcomes employees who identify as transgender, non-binary and gender fluid and will take all reasonable measures to ensure they feel valued and welcome.

We will not tolerate discrimination, victimisation, or harassment based on a person's gender identity, gender expression or trans status. We recognise that trans, non-binary and gender fluid employees contribute a wealth and variety of experience to the Council. By both protecting and working with trans, non-binary and gender fluid communities, this has a positive impact on our organisational priorities and values. We seek to provide a supportive environment for employees who are trans, non-binary or gender fluid and to create a culture and environment where employees can thrive and are well supported during any process of transition.

Pronouns

Coventry City Council supports all colleagues sharing their pronouns at work. Everyone deserves to have their identity respected and using correct pronouns is a sign of mutual respect and courtesy.

We have a responsibility to reflect the diverse communities we serve. Providing colleagues with the option to display their pronouns is important because it encourages allyship towards transgender and non-binary colleagues and citizens. The Council is committed to creating an inclusive workplace through simple, everyday actions that allow all colleagues to thrive and be their authentic selves.

Menopause

Coventry City Council aims to create an open and supportive culture that normalises discussion about menopause at work. The Council has created a Workforce Menopause Pledge that commits to the following:

- ***Offering menopause training to all managers and employees***
- ***Holding forums for open, positive, and respectful conversation about menopause support in the workplace, including menopause cafés and lunch & learn events***
- ***Offering support via Occupational Health Safety and Wellbeing Service, which includes the menopause clinic***
- ***Keeping menopause on the agenda all year round with communication on support options, resources, and menopause education for all***
- ***Recognising the impact menopause can have on transgender and non-binary colleagues and providing support through an intersectional lens***

Halo Code

Coventry City Council champions the right of staff to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At Coventry, we recognise and celebrate our colleagues' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employee's ability to succeed.

The Council has adopted The Halo Code.