

The City of Edinburgh Council

10:00am, Thursday, 4 May 2023

Stonewall Diversity Champions Programme

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 Further to Policy and Sustainability Committee on 21 March 2023 to agree to sign up to the Stonewall Diversity Champions Programme and participate in the UK Workplace Equality Index immediately.
- 1.2 To approve the associated recurring costs of £61,040, met on a one-off basis from the Council's unallocated reserves in 2023/24, with these reserves to be reinstated and funding identified on a sustainable basis as part of the 2024/25 budget process.

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Report

Stonewall Diversity Champion Programme

2. Executive Summary

- 2.1 Further to the motion passed at Policy and Sustainability Committee on 21 March 2023 to join the Stonewall Diversity Champion's programme and participate in the UK Workplace Equality Index, officers were requested to provide a report to May 2023 full council with a recommendation for these costs to be taken from unallocated reserves or any other appropriate available sources officers identify.
- 2.2 This report provides information on the estimated additional resources required to cover the membership fee and any associated implementation costs.

3. Background

- 3.1 Becoming a Stonewall Diversity Champion involves an annual cost of £2,500. No additional cost is charged for participating in the UK Workplace Equality Index. Associated annual recurring costs over and above the annual membership fall into 3 areas of activity: -
 - Collation of evidence for submission to the Stonewall UK Workplace Equality Index and conducting annual survey between June and November each year.
 - Effective implementation of the action plan following assessment of evidence submitted.
 - Attendance at conference and training events to support our work.

4. Main report

- 4.1 Our current resources aligned to Equalities, Diversity and Inclusion for colleagues is as follows:-
 - Dedicated D&I Lead Grade 8 - 0.7 FTE
 - Strategic oversight Grade 10 – 0.3 FTE
 - Support Grade 6 – 0.3 FTE

Fluctuations in workload are met by adjusting other work priorities at grade 10 and grade 6 to meet demand.

- 4.2 Research undertaken, including the experience of other public sector organisations, including Glasgow City Council, who are currently or have previously participated in the Stonewall UK Workplace Equality Index has informed our estimate of the resource required to participate in the UK Workplace Equality Index.
- 4.3 The main requirement for additional resource comes from implementing the actions identified annually from the Stonewall UK Workplace Equality Index assessment.
- 4.4 Advice indicates that gathering and submitting evidence for the Stonewall UK Workplace Equality Index can take several weeks. The main resource requirement is to ensure that Council will deliver positive progress against the actions coming out of the assessment.
- 4.9 In order to ensure the Council has sufficient resources to gather data, conduct surveys and respond effectively to the resultant action planning each year (this being key to successful progress), the estimated additional resource would be equivalent to 1 FTE at Grade 8. This estimated resource will support us to do this well. We will report back to the Policy and Sustainability Committee after 12 months on progress and an evaluation as to how well the resource has enabled this.

5. Next Steps

- 5.1 If the recommendations are approved the Council will approach Stonewall to sign up to the Diversity Champions Programme with immediate effect and begin submitting annual information to the UK Workplace Equality Index.

6. Financial impact

- 6.1 Total annual costs of £61,040 are comprised as follows:
 - (i) annual cost of membership is £2,500;
 - (ii) annual costs of activities to support participation in the Stonewall UK Workplace Equality Index and implement effective resulting action plan are estimated to be equivalent to 1 FTE at Grade 8, i.e. £57,540 (salary and oncosts); and
 - (iii) attendance at Stonewall training and conference to support our work in creating an inclusive culture for all and enabling LGBTQ+ employees to thrive in our workplace is estimated at £1,000 (including travel).
- 6.2 These costs will be met on a one-off basis from the Council's unallocated reserves in 2023/24, with these reserves to be reinstated and funding identified on a sustainable basis as part of the 2024/25 budget process.

7. Stakeholder/Community Impact

- 7.1 In the event of the Council joining Stonewall, there would be engagement with the Council's Colleague Networks to update on the decision and reinforce our ongoing commitment to all colleague networks.

8. Background reading/external references

- 8.1 Links to <https://www.stonewall.org.uk/stonewall-champions> and <https://democracy.edinburgh.gov.uk/documents/s55899/Item%207.3%20-%20Stonewall%20Diversity%20Champions%20Programme.pdf>

9. Appendices

N/A