

**REPORT OF**  
**Assistant Director for Human Resources and Organisational**  
**Development**

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**TO**  
Workforce Panel

**ON**  
28th September 2021

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**TITLE: Workforce Equality, Diversity and Inclusion Strategy**

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**RECOMMENDATIONS:**

That Workforce Panel:

- Considers and approves the Workforce Equality, Diversity, and Inclusion Strategy.
  - Note the plans for a launch event in October 2021 for the Salford Equality Strategy and the Workforce Equality, Diversity, and Inclusion Strategy.
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**EXECUTIVE SUMMARY:**

This report sets out a Workforce Equality, Diversity, and Inclusion (EDI) Strategy which has been developed based on feedback over a period of time from a range of stakeholders including discussions with staff equality groups, the joint trade unions, the Salford 100 staff engagement network, senior leaders and elected members.

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**BACKGROUND DOCUMENTS:**

Workforce Equality, Diversity and Inclusion Strategy (Appendix 2)

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**KEY DECISION: NO**

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**DETAILS:**

## **1. Background**

In line with Salford City Councils equality objectives, the Council is committed to building and sustaining an inclusive workplace for all, where people feel valued, included, and have the opportunity to be heard, as well as opportunities to develop.

The Council's vision is to develop an inclusive culture where all individuals are respected and treated fairly, where diversity is celebrated and where everyone regardless of background can reach their full potential. The development of the Workforce Equality, Diversity and Inclusion Strategy sets out this vision and commitment in more detail.

## **2. Workforce Inclusion Strategy**

Salford is becoming increasingly ethnically and culturally diverse and it is vital that the workforce understand and engage with our different communities to provide effective services for all. Salford is a place for everyone to thrive, a place where everyone cares, and everyone counts, and we are committed to creating 'a great place to work.'

The Council strives to be an exemplar employer in Salford by fostering a positive and inclusive workplace environment that recognises, welcomes, and supports a diverse workforce that reflects the population. It is important that the Council is viewed as an equitable, accessible, and welcoming organisation where people want to work and progress.

In 2019, the Council updated its equality objectives and committed to building and sustaining an inclusive working environment for all. The development of the Workforce EDI strategy provides further details of the Councils vision and ambitions as an employer and priorities for the future to achieve this vision.

The Workforce EDI strategy has been developed based on feedback from a range of key stakeholders over the last 12 months in many different forums. This has included the workforce and in particular the established staff groups, trade union representatives, and senior leaders. The strategy is also closely aligned to the City Equality strategy as almost 60% of the Council workforce are also residents in the city.

The draft Workforce EDI strategy has been shared with those who have contributed including staff equality groups, trade union representatives, leadership teams and Corporate Management Team to ensure the final version has captured and reflects all feedback.

There are four priority areas within the draft strategy which are as follows

1. Actively developing our leaders.
2. Improving Education, awareness, and training.
3. Improving workforce intelligence, insight, and representation.
4. Reducing the gender and ethnicity pay gaps.

Within each of the priority areas there are a number of areas of focus and more in-depth actions plans will be co-developed with the workforce to ensure delivery of these priorities.

### **3. Launch event**

To reinforce the city's existing diversity and our commitment to achieving lasting inclusion once the strategy has been agreed, aligned with the wider council equality strategy, we are developing a public launch for both strategies on 20th October 4.30pm to 5.30pm.

The run up to the event and launch itself will be supported by the communications team, ensuring there is wide promotion of the event across the council, Salford's communities, VCSE sector and partners.

#### **KEY COUNCIL POLICIES:**

- [The Salford Way](#)
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#### **EQUALITY IMPACT ASSESSMENT AND IMPLICATIONS:**

An impact assessment for the strategy is currently being developed alongside the draft strategy however, individual impact assessment screenings and assessments for each key area of work will be undertaken, as and when required.

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**ASSESSMENT OF RISK: Low**

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**LEGAL IMPLICATIONS Supplied by: TBC**

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**FINANCIAL IMPLICATIONS Supplied by: N/A**

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**PROCUREMENT IMPLICATIONS Supplied by: N/A**

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**HR IMPLICATIONS Supplied by: Contained within the body of the report.**

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**CLIMATE CHANGE IMPLICATIONS Supplied by: n/a**

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**OTHER DIRECTORATES CONSULTED:**

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CONTACT OFFICER: Catherine Sharples, Strategic HR and OD Manager

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WARDS TO WHICH REPORT RELATES: All