

Report Title	Equalities Workforce Report 2023		
Committee	Strategy and Resources Committee		
Committee Date	19 June 2023		
Committee Chair	Councillor Ruth Dombey		
Lead Member	Councillor Sunita Gordon, Lead Member for Resources		
Report From	Richard Simpson, Strategic Director of Resources		
Report Author(s)	Emily Nice, Assistant Director, HR and Organisational Development		
Wards Affected	Council Business		
Ambitious for Sutton priorities	An inclusive place for everyone		
Open/Exempt	Open		
Signed		Date	5 June 2023

1 Summary

- 1.1 Sutton works towards greater workforce equality year on year and is committed to developing a workforce profile that broadly reflects the community it serves, in line with the Ambitious for Sutton Corporate Plan. This report provides an overview of the workforce which, together with other learnings from staff, provides greater direction on where the council can influence change for the better. This equalities workforce report provides an update on the workforce as at the end of the last financial year. The information below demonstrates improvements in many areas across the council and reassures that many of the Human Resources and Organisational Development (HR and OD) strategy and Equality, Diversity and Inclusion (EDI) initiatives put in place are seeing positive results, although there remains work today for both HR and OD and leaders across the council.

- 1.2 There has been a national discussion about the term ‘Black, Asian and Minority Ethnic’ or ‘BAME’ as a term to describe communities which are non-white (although this term includes white groups such as White Europeans and travellers). Moves to alternative terms include ‘ethnic minority’ and ‘global majority’. Sutton gave careful consideration to an appropriate term which acknowledges and reflects the varied ethnicity and heritage of its workforce, and took a lead from the council’s B.A.M.E network, which renamed itself this year as the Multi-ethnic staff network. Within this report, the council has adopted the same term, using Multi-ethnic to describe the council’s workforce as a collective group, and where numbers allow, analysis is broken down further.

- 1.3 The council has six staff networks: Multi Ethnic +A Network; Women's +A Network; LGBTQ +A Network; Staff Disability +A Network; Carers and Families +A Network and Early Careers & Youth +A Network. Each of the networks has a '+A' at the end to welcome allies to the network, meaning that staff do not need to directly associate with the equalities characteristic of the group to be a supporter. Each network has a staff lead and a senior level sponsor who facilitates the activities of the network. The role of staff networks is vital in helping to shape the culture, learning and behaviours of the council by tapping into the energy and experience of the workforce. The networks collectively input into and support the council's work towards fairness and equity.

2 Recommendation

- 2.1 To note progress in the last year around workforce equality, diversity and inclusion, the analysis provided of key HR data workforce, and the overall direction of travel.

3 Background

- 3.1 This report sets out an overview of Sutton's workforce as at 31 March 2023, and gives an overview of the activity by the Human Resources and Organisational Development (HR and OD) service to support Sutton's staff and managers throughout the 2022/23 financial year. This work has been shaped in response to the council's corporate plan; medium term financial strategy and workforce strategy which were agreed at Strategy and Resources in November 2022. HR and OD, which is a shared service, has agreed a programme of work to support both Sutton and Kingston's staff. For Sutton, this work has had two key priority areas in line with 'Ambitious for Sutton'. This first is a diversity, inclusion and wellbeing focus in order to support staff working remotely, understanding the need for them to remain connected to their teams and to Sutton as a borough. The second is a recruitment and retention programme to attract talent into the council and to develop them in their careers to allow them to deliver the best services possible to Sutton's residents.

Sutton's workforce profile

- 3.2 At the end of March 2023, Sutton had 1246 staff employed by the council on a permanent or fixed term basis. Of this staffing group, 208 deliver services jointly to Sutton and Kingston (52 in Customer Experience, 38 in Pensions and 118 in Finance). An additional 328 (as at 31.3.23) staff work in teams that provide services to Sutton but are hosted (employed) by Kingston: 72 in HR and Organisational development, 109 in IT and digital services and Highways, and 147 in Transport and Regulatory services.
- 3.3 The two tables below set out an overview of the workforce profile for Sutton Council and the shared services who are employed by Kingston.

Table 1: Workforce profile breakdown for Sutton Council by ethnicity, gender, disability and sexuality as at 31.3.23

Measures	2023 Target (%)	2018-19 (%)	2019-20 (%)	2020-21 (%)	2021-22 (%)	2022-23 (%)	Compare d to previous year
Percentage of multi-ethnic employees within the Council	27 (GLA) 43 (Census) borough	22	26	26	26	30	▲
Percentage of employees earning over 50K from multi-ethnic groups	23 (LDN Councils)*	14	14	22	20	22	▲
Percentage of employees declaring they meet the Equality Act definition of disability	6 (LDN Councils)	5	4	5	6	5	▼
Percentage of employees earning over 50K declaring they meet the Equality Act definition of disability	6 (LDN Councils)*	4	1	2	5	5	=
Percentage of employees that are women	63 (LDN Councils)	69	74	74	72	72	=
Percentage of employees earning over 50K that are women	50 (LDN Councils)*	53	51	58	59	59	=
Percentage of LGBT employees within the Council	7 (UK average)	4	4	5	5	5	=
Percentage of employees earning over 50K that are LGBT	5	7	9	8	6	6	=
Employees 16 to 24	2.9% (LDN Councils)	7	6	6	6	5	▼

Table 2: Workforce profile breakdown for Shared Services staff employed by Kingston Council by ethnicity, gender, disability and sexuality as at 31.3.23

Measures	HR and OD		Digital and IT		Highways, Transport and Regulatory Services		Overall Kingston employed Shared Services	
	2021 - 22 %	2022 -23 %	2021 - 22 %	2022 - 23 %	2021 - 22 %	2022 - 23 %	2021 - 22 %	2022 - 23 %
Staff Headcount	77	72	107	109	130	147	314	328
Percentage of Multi-Ethnic employees	42%	43%	19%	24%	16%	26%	24%	29%
Percentage of Multi-Ethnic employees over 50k	46%	40%	Less than 5	19%	Less than 5	22%	22%	24%
Percentage of employees declaring they meet the Equality Act definition of disability	13%	12%	12%	12%	Less than 5	Less than 5	8%	7%
Percentage of employees declaring they meet the Equality Act definition of disability over 50k	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	0	Less than 5	Less than 5
Percentage of employees who are women	79%	85%	39%	44%	42%	39%	50%	51%
Percentage of employees that are women earning over £50,000	82%	83%	38%	41%	26%	19%	43%	43%
Percentage of LGBT employees	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	6%	4%	4%
Percentage of LGBT employees over 50k	0%	0%	0%	0%	0%	0%	0%	0%

% employees 16 to 24	Less than 5	Less than 5	Less than 5	5%	5%	5%	3%	5%
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3.4 This table is shown as the staff in the shared services employed by Kingston makes up the equivalent of around 25% of Sutton Council’s workforce. This table does go into a deeper level of detail and therefore is not directly comparable to table 1. There are increases as an overall percentage across the shared service in the diversity indicators compared to the previous year.

Table 3: Workforce profile for Sutton Council by ‘unknown’ or ‘prefer not to say’ responses to protected characteristics as at 31.3.23

Information not declared	CHIEF EXEC/RESOURCES	DEVELOPMENT, GROWTH AND REGENERATION	ENVIRONMENT, HOUSING AND NEIGHBOURHOODS	PEOPLE SERVICES	PUBLIC HEALTH AND WELLBEING	Grand Total
Religion	27.7%	Less than 5	22.7%	26.1%	27.5%	26.6%
Ethnicity	15.1%	Less than 5	7.2%	11.8%	24.2%	14.9%
Disability	27.4%	Less than 5	19.6%	31.2%	30.9%	29.0%
Sexual Orientation	26.4%	Less than 5	20.6%	24.9%	37.7%	27.6%

3.5 Table 3 breaks down the percentage of the council’s workforce who have not shared their information around protected characteristics. Work continues to invite staff to share their personal information and they will also be invited to share whether they are care experienced as set out later in this report.

Gender Balance

3.6 The number of women in the council has remained the same at 72% as of 31 March 2023, but remains 20% above the proportion of the 52% of women living in the borough. 59% of the workforce who earn over £50,000 are female, which has remained the same as last year.

3.7 The Council’s mean Gender Pay Gap for the 2022/23 year is 11.39% which compares favourably with the rest of the UK estimated at 16%, and is a small decrease from 11.55% 2021-2022. Looking at the median pay gap, the percentage is largely the same as the mean pay gap at 11.38% favourable towards men. The percentage of women earning in the upper quarter of salary bands is 65%.

3.8 The calculation for the gender pay gap is complex, and is partly due to the number of starters and their salaries. Sutton does not directly deliver waste and housing services in-house, which traditionally employ larger numbers of males at lower salary bands, which also affects the overall picture. It is notable that the percentage of women in the top four tiers of the council (Head of Service level and above) has increased from 51% in 2021/22 to 55% in 2022/23.

- 3.9 The Council has put in place a number of policies and actions to address gender equality in the workforce over the last year with the help and engagement of the Women’s +A¹ staff network, working to ensure there are no barriers to progression. Of those who were promoted internally over the last year, 68% were women (4% higher than 2021/22). This is higher than the average London Council figure of 61%.
- 3.10 The council has an active Women’s +allies staff network, which ran events for International Women’s Day in March. The Women’s +allies staff network launched a WoW (Wellbeing of Women) group. Sutton’s Chief Executive is a sponsor of the Pan-London Women’s Network, in which Sutton plays an active role
- 3.11 An online talk was held on Menopause held by Sutton and Kingston’s Women’s (+A) Staff Network to coincide with World Menopause Day on 18 October, followed by a menopause awareness livestream attended by more than 200 men and women across the council. Free period products are now provided in staff and customer-facing toilets in council buildings across the borough. The toolkits on the intranet for staff and managers on ‘Sexual Harassment’ and ‘Miscarriage and Stillbirth’ were updated.
- 3.12 To support Sutton’s White Ribbon accreditation, a session in Trinity Square with the council’s White Ribbon Ambassadors discussed the importance of the White Ribbon campaign and why it’s so important to take the White Ribbon Promise, to never commit or condone male violence towards women and girls, and hear about a range of domestic abuse support services in Sutton. A 16 days of action calendar of activity included “Disclosing Difficult Conversations” workshops. These workshops aimed to empower staff to have conversations with colleagues who they feel may be facing abuse with acted out scenarios and discussions.

Ethnicity

- 3.13 Sutton employs 4 percent more staff from Multi Ethnic communities (30%) than last year, meeting the 2022 target. The 2021 Census shows us that the representation of Sutton’s community has changed, with 43% being from Multi Ethnic backgrounds. This confirms the need as outlined in ‘Ambitious for Sutton’ to retain the council’s focus on equality, diversity and inclusion. Breaking this down by ethnicity group, this is 8% Asian or Asian British; 17% Black or Black British; 4% multiple heritage and 1% other. Whilst the council employs more White employees than the average London Councils figure (54%), the proportion of Black employees to Asian/Asian British employees is similar to that seen in other London Councils (ie the council employees twice as many Black employees as Asian/Asian British).
- 3.14 The percentage of Multi Ethnic employees earning over £50,000 as a proportion of the workforce has increased by two percentage points since 31 March 2022, from 20% to 22%. Analysis behind the data shows that staff from Multi Ethnic communities in the top 4 tiers of the council has increased by 2% again, from 12% in 2020/21 to 14% in 2021/22 to 16% in 2022/23. The work underway to continue the momentum to increase the proportions to ensure that the council’s workforce reflects the community that it serves will not slow down.

¹ +A denotes ‘plus allies’ - in the case of the Women’s +A Network, this means staff who are not women but who nonetheless are a member of the network and support its aims.

- 3.15 For the first time, the ethnicity pay gap has been calculated. The mean ethnicity pay gap is 8.60% and median ethnicity pay gap 6.67%. This will be monitored on an ongoing basis to understand trends and currently not all boroughs capture this information to allow the council to benchmark. Analysis shows that Multi Ethnic staff are overrepresented as a group in the middle two quartiles of the council's salary banding and under-representation in the top quartile. This is not dissimilar to the gender pay gap.
- 3.16 Of those who were promoted internally over the last year and declared their ethnicity, 27% were Multi Ethnic. This is slightly under the council workforce profile of 30%. Since implementing an anonymous recruitment system in March 2021, 66% of applicants (from 1st April 2022 - 31st March 2023) are from a Black, Asian and Multi Ethnic background. This represents an increase of 12% for Sutton Council compared to the previous year.
- 3.17 Race equality remains a focus for the Council's equality, diversity and inclusion work. The Chief Executive is the sponsor for a working group which has designed and implemented an action plan structured around: supporting managers in being confident to have conversations about race, discrimination and inclusion and challenging poor behaviour where they see it; listening to staff and celebrating their culture and history; and reviewing structures and processes for recruiting, inducting, managing and developing staff to eliminate bias.
- 3.18 The Council worked with its Multi Ethnic Staff Networks to deliver a coordinated series of events and information to mark Black History Month in October 2022 and Race Equality Week in February 2023, several joint Sutton and Kingston council-wide race equality livestreams led by senior leadership. During South Asian Heritage Month in August, colleagues and the community brought in dishes to the library to celebrate the end of South Asian Heritage Month. The council marked and celebrated Ramadan and Eid and provided guidance and support to staff and managers to recognise the impact of fasting.
- 3.19 Reverse mentoring links Sutton's most senior leaders with a mentor who shares their lived experience both personally and in the workplace. Three cohorts of reverse mentoring have been run so far. Building on the review of recruitment practice, the Council has implemented diverse interview panels, drawing on this pool of reverse mentors and staff network members.
- 3.20 The council was accredited with Race Equality Matters' Bronze Trailblazer status, for Sutton's approach in successfully taking action and making an impact on race inequality and has applied for Silver status. Sutton has signed up to the London Council's Tackling Race Inequality Standard and is 1 of 14 London Boroughs participating in a pilot.
- 3.21 Building on the inclusive language guide which was launched in 2022, an anti-racist practice guide was developed and launched for Children's social care staff to support them in delivering their services. The inclusive language guide was presented at the Community Action Sutton Race Equality conference. The council marked Islamophobia Awareness Month and how staff can actively challenge Islamophobia. Confidential racial trauma sessions were launched to support staff based on any encounters during their working day, responses to national and international events and in their personal lives.

Disability

- 3.22 The workforce figure of 5% of staff having a disability compares to the London Councils average at just under 5%. The disability figure is only based on those who have declared their status, and 29% of staff have chosen not to share this. Work has been ongoing and will continue in partnership with staff networks to improve monitoring data and encourage staff to complete their sensitive data on iTrent, as well as creating a culture where staff feel safe to declare. The Council has maintained 'Disability Confident Committed' status which helps to recruit, retain and develop disabled colleagues and recognise the value they bring to the council. HR and OD continues to work with the disability network around new systems and processes to make sure that they are accessible and helpful (examples include the council's recruitment systems and the WorkWell programme). The network welcomed new staff leads this year. Through the WorkWell programme, a working group is capturing a comprehensive view of adjustments for the workforce around HR processes, fixed desks and technology.
- 3.23 The Council has signed the Time to Change Pledge and formed a Time to Change Hub, aiming to end negative attitudes towards people experiencing mental health issues and celebrates Mental Health Awareness Week. Both officers and councillors are trained as Mental Health Champions to enable appropriate wellbeing conversations with colleagues. The council has signed up to the Sunflower scheme to allow individuals to indicate that they have hidden disabilities with dignity. This supports both staff and residents. As part of the re-launched work experience scheme, the council was pleased to include Students with SEND and LD.
- 3.24 For the first time, the disability pay gap has been calculated. The mean disability pay gap is 2.69% and the median disability pay gap is 7.52%. This will be monitored on an ongoing basis to understand trends and currently not all boroughs capture this information to allow the council to benchmark.

LGBT

- 3.25 The latest Census figures show that at least 2.4% of residents aged 16+ (3,970 people) identify as Lesbian, Gay, Bisexual, or another sexual orientation (but over 5.0% are in a same sex marriage or cohabiting with a same sex partner). At least 0.5% of residents aged 16+ (810 people) identify with a different gender to the sex they were assigned at birth. 5% of the Sutton workforce declare themselves as LGBT (the same percentage as at 31.3.22). Of those earning over £50,000, 6% declare as LGBT. Sutton has an active LGBTQ+ network, which has developed and promoted a series of network member videos as part of LGBTQ+ history month in February. The council works with them to celebrate this and Pride celebrations, which has increased membership of the network. The council has also invited staff to add their pronouns to email footers.
- 3.26 This year saw the launch of the 'conversations with...' series in which a staff member who is happy to share their lived experience does so. A Trans and Gender Diversity session was held to support staff and managers in working with Sutton's trans staff and community, and in line with ACAS good practice, transgender guidance has been drafted and will be introduced in 2023/24.

Age

- 3.27 There has been a decrease of 1% in the past year in relation to the percentage of the workforce aged 16-24, at 5%, this is nearly twice that of the London Council's median figure). 31% of staff are aged 25-39. With 23% of the workforce being 40-49; 38% staff are 50-64 and 3% are 65 or over, 41% of the workforce is over the age of 50. The council has a well established graduate scheme, taking part in a national graduate development programme in which graduates join for two year placements and are encouraged to take on permanent roles at the end. Three new NGDP trainees started in October 2022, and will welcome four new trainees from Autumn 2023. There is a need to bring in a pipeline of younger staff and apprentices as part of workforce planning for the future.
- 3.28 The Council's apprenticeships are thriving, with 87 apprenticeships during the year including schools (of whom 21 were new starters). HR and OD continue its work to promote Sutton as an employer of choice. From 1 May 2021, Sutton Council has paid apprentices the London Living Wage of £11.05 or above for all apprenticeships. This brings the council in line with seventeen of the 32 other London boroughs (including Kingston Council) who already pay the London Living Wage and improves Sutton's ability to attract and retain apprentices. The council has also improved support for apprentices by tailoring the induction and introducing mentoring programmes for them.
- 3.29 A structured work experience pilot scheme was designed for students of Cheam High School, and secured involvement from teams across all directorates, following pitches to DMT's. 12 placements were delivered in March, with a further 20-25 planned for July 2023. The scheme was successfully piloted in March 2023, with twelve Year 10 students gaining experience across the council, which included a visit to the London Cancer Hub, meeting the Chief Executive and actively participating in an EDI workshop. This delivery model will be extended to other schools within the borough during 2023/24, and to wider groups (such as Care Experienced).
- 3.30 Eight Supported Interns started in Autumn 2023, currently 6 interns are undertaking placements within the council or associated external organisations (Two interns moved onto alternative opportunities). Support is overseen through Steering Group meetings and placement progress reviews are being undertaken regularly between the HR and OD team, SEND Commissioning Lead(s) and Orchard Hill College (support provider) staff. Following the placements, Interns will be signposted to council entry-level employment & apprenticeship opportunities, and prepared for these through mock interviews.
- 3.31 It is understood that the council needs to increase the number of young people choosing a career in local government and with Sutton. The work outlined in this section will continue, alongside active involvement in career fairs, promoting the council as an employer of choice, working with schools and the VCS, for example with the young commissioners and the communities who have chosen to move to Sutton.

Care experienced

- 3.32 'Care Experienced' was confirmed by the Strategy and Resources Committee (20 February 2023) as a recognised protected characteristic for Sutton council. HR and OD have designed a Care

Leavers 'A-B'C' Employability Approach, to allow care leavers to receive the appropriate level of Support (A - Accessing Work Readiness & Employability Skills; B - Building Future Careers & Gaining Experience and C - Championing Apprenticeship Accessibility & Recruitment Reassessment). In order to capture details of those who are care experienced, a field has been added to ITrent, the council's payroll and HR system and to Oleo recruitment platform. A Care Leavers Network & careers fair event was hosted during National Apprenticeship Week at The Quad in February 2023 and an employability skills session on CV and interview skills was delivered in-person to six young people. They are guaranteed a job interview for any role that they apply for where they meet the minimum requirements. Successful delivery of the structured work experience model in March 2023, this has provided positivity towards plans of running a similar scheme for Care Experienced individuals exclusively. The council is also looking at ways to better match Care Experienced young people with entry-level job roles available within the council.

- 3.33 To complement the work to support those who are care experienced, the council has approved additional leave for staff who become foster carers or taking on kinship caring responsibilities. An incentive payment of £500 is offered to residents who recommend someone who becomes a foster carer. This scheme is also being offered to the council's staff.

Recruitment and turnover

- 3.34 When reviewing the selection and appointment rates for protected characteristics using the four-fifths rule, the selection and appointment of disabled candidates, women, and LGBT+ colleagues is in proportion to the number of applicants. Recruitment figures show that Sutton receives higher numbers of Multi Ethnic candidates (66.3%) applying for roles than White applicants (33.7%). There has been an improvement in Multi Ethnic candidates reaching the appointment stage (40%) compared to last year, and although it is lower, there remains an adverse impact (0.34 rather than 0.8+ where there is no adverse impact). Work to monitor this more closely and to improve outcomes for Multi Ethnic applicants is detailed in this report.
- 3.35 Turnover has been consistent with the previous year (157), with the number of voluntary leavers was 160 in 2022/23, the majority being resignations for career development, personal or relocation reasons, and around 10% for retirement.

Overview of Sutton's equality initiatives

- 3.36 Sutton Council has had a clear focus on equalities with strong commitment and full engagement from senior leadership teams, Councillors, the HR and OD service, trade unions and the Council's staff networks. All have supported this approach and made personal commitments to model and be allies and champions of change. The Council will focus its efforts to continue to attract, retain and develop a diverse workforce. The PRIDE Values are embedded in organisational development and performance management arrangements, including the "D" for diversity. The workforce strategy as agreed at Strategy and Resources Committee in November 2022 continues to be delivered in line with the corporate plan.
- 3.37 The EDI (equalities, diversity and inclusion) approach continues to focus across the equalities characteristics, with strong visible commitment, for example flying flags in support for Black Lives

Matter and Pride. The Council has worked with Sutton's communities to celebrate their heritage, including with celebration events for Eid and Diwali. There was a programme of activities for Race Equality Week, LGBTQ+ History Month and a Pan-London Women's Network launch for International Women's Day.

- 3.38 Sutton is playing its part in the work of councils across London. The Chief Executive, Helen Bailey, sponsors and attends the monthly Race Equality Working Group to review progress against the action plan and is a co-sponsor of the pan-London women's network. The Council's Head of Organisational development is co-chair of the London Council's race equality large employers group. Sutton won the best equality, diversity and inclusion programme award for its partnership EDI work with Kingston Council at the Municipal Journal Awards in 2022 and Public Sector People Managers' Association awards in 2023.
- 3.39 A comprehensive EDI plan, which groups the Council's work across equalities characteristics, in line with the workforce strategy and in response to the staff survey and staff network feedback has been designed to allow ease of monitoring activity and in recognition of the fact that staff do not just belong to one of the equalities characteristics. An inclusive language guide was launched in partnership with the Council's staff networks to provide a toolkit around appropriate and inclusive language and ways to challenge inappropriate language. A 'What it means to be a manager in Sutton' guide has been developed to promote consistency and clear expectations. Work continues to encourage staff to feel comfortable about sharing their equalities information on iTrent and the staff networks and Trade Unions are helping disseminate this to staff.
- 3.40 An annual programme of events and activities including the sharing progress around the EDI plan, Chief Executive EDI Livestream Special, Carers Week, EDI session at Corporate Leadership Network around refugees and migrants and their experience. The council's workforce was thanked and recognised at the Long Service Award at The Russetings, Sutton Register Office and Staff PRIDE Awards at Sutton Utd Football Club. Teams and individual staff from across all directorates won awards.
- 3.41 Anonymous application forms and diverse interview panels with outcomes for applicants being monitored and reported to the Chief Executive and Strategic Directors quarterly. Aspiring Leaders and Aspiring Managers programmes were launched to help under-represented groups develop their careers. These pilot programmes were so successful that they are now part of the core development programme. Workshops, livestreams and e-learning have promoted understanding of terminology and concepts such as intersectionality and conscious bias and promotion of how to be an 'active bystander', the role of allyship and taking action.
- 3.42 In 2023/24, work to promote fairness and equity will continue, reinforced by learning programmes around EDI for middle managers and frontline staff. In addition, work will continue towards the ongoing policy review programme. A full staff survey will be undertaken in 2023, resulting in an evidence based action plan to respond to what is heard and to support the council's work to attract and retain the best talent to Sutton. Confidential sessions will continue to support staff around racial trauma and those who have experienced discrimination. The focus on wellbeing will continue with a refreshed plan including continuing to support staff with their financial and mental wellbeing. The work to promote the council as a great place to work for young people is gaining

pace and will continue. This underpins the work towards the workforce profile matching the 2021 census at all levels in the council.

4 Benefits to Sutton and its Residents

- 4.1 By creating an open and inclusive workforce at Sutton where staff live out the PRIDE values in their daily work and seek to understand and value the importance of the different perspectives that all staff bring to work, the Council can ensure that it provides a fully inclusive service to its residents.

5 Implications

- 5.1 By noting this report, the Strategy and Resources Committee continues to maintain oversight of the workforce profile and focus the work to support Sutton's workforce, ensuring that the council reflects the community that it serves and provides assurance that it is meeting its obligations under the Equality Act 2010. The Committee also agrees the strategy and resultant programme of work to support Sutton's workforce to enable them to provide high quality services to the community and delivery of the Ambitious for Sutton programme.

Equalities Implications

- 5.2 This report sets out the activity to support the council's workforce by the protected characteristics under the Equality Act 2010.
- 5.3 This report forms the basis of the council's work programme in line with the PRIDE values and the relevant equalities legislation. The council will use the workforce data in the appendix as the basis for any equalities impact assessment across the workforce over this year.

6 Finance and Legal Commentary

Finance Comment

- 6.1 There are no direct financial implications arising from this report. The initiatives described will be delivered within existing budgets and are planned for in the HR budget. Creating an open and inclusive working environment with a diverse workforce will help the Council to deliver high quality services within available financial resources.

Legal Comment

- 6.2 The legal implications are dealt with in the body of this report.
- 6.3 There are no legal risks flowing from the recommendation in this report.

7 Appendices and Background Documents

7.1 Appendices

Appendix Letter	Appendix Title
A	Workforce Equalities Information

7.2 Background Documents

Date of Expiry	Background Document
N/A	N/A

8 **Audit and Consultations Trail**

Consultees	Yes/No	Officer	Date of Comments
Finance	Yes	Victoria Goddard Assistant Director for Finance	23.5.23
Legal	Yes	Tracy Swan Head of Law, Property, Planning and Employment	19.5.23
Others	Yes	Rachel Weyman, Policy and Projects Officer	22.5.23
EQIA	No	N/A	N/A