

Fairness, Inclusion and Equality

About Our Employees

March 2023 Report

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Introduction:

The Council recognises that our workforce is our biggest asset and we continue to listen to ideas from, or on behalf of, our employees to make the Council a great and inclusive place to work. We also value the makeup and diversity of staff who work for the Council and we seek to develop a workforce that reflects the wider community.

The [Council Plan](#) sets the overall strategic direction for the Council. In particular it sets our strategy and our vision: “Solihull: where everyone has an equal chance to be healthier, happier, safer, and more prosperous through growth that creates opportunities for all”. Equipping our workforce with skills, knowledge and behaviours that reflect the Council’s brand and the customer experience we want our employees to deliver is key to working towards this vision.

The Council made significant changes to how we operate and deliver public services as part of our response to the COVID 19 pandemic. We have introduced a ‘hybrid working’ model where employees work in Council offices part of their time (on average up to 40%) and work at home or other locations the rest of the time. Working from home is still the most significant change we have seen in the workplace and changes how we deliver many of our services.

Following staff forums and consultation in 2022, we produced an Equality, Diversity and Inclusion (EDI) Workforce Strategy (see page 4) and Action Plan for our staff as we know that an involved workforce makes the world of work better and more inclusive.

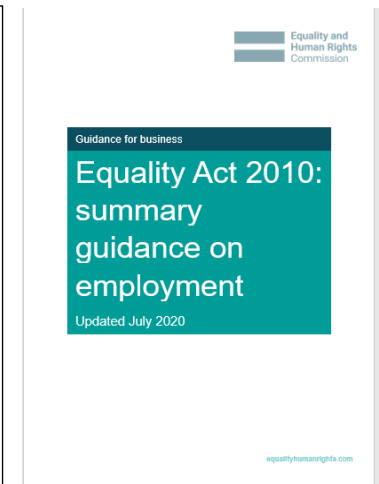
Background

This report provides equality information on the diverse makeup of the Council’s workforce and other key employment areas such as starters and leavers, etc. in line with the requirements of the Equality Act 2010.

The [Equality Act 2010](#) identifies the grounds upon which discrimination is unlawful, and provides the legal framework that protects people from discrimination based on a number of characteristics. These are referred to as ‘protected characteristics’ and are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public bodies also have to take account of specific guidance on equality considerations in employment.

Public authorities, including local councils, have a general duty under the Equality Act 2010 to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between communities.



Due Regard to the Aims of the Duty

One of our main priorities as a Council is to reduce inequalities. We are an equal opportunities employer so we understand that simply having diversity in our workforce is not enough; we must create an inclusive environment where staff feel valued and respected regardless of who they are and what background they come from.

We assess our policies to ensure that they are fair and undertake Fair Treatment Assessments (FTA's) to analyse their impact to ensure we are delivering on our role as an employer in a fair and equal way.

We refer to 'fair treatment' because our level of equality analysis when taking 'due regard' goes beyond the provisions of the Equality Act and considers fairness in a wider sense, including aspects such as social economic issues, human rights and safeguarding.

We have now implemented a revised FTA process and are working to improve the systematic way in which managers 'equality check' Council functions such as strategies, policies and processes.

Promoting Employee wellbeing is a Council priority, recognising that the Council's workforce is its number one asset. Our aim is to have a healthy, happy engaged and thriving workforce. We plan to evolve our wellbeing offer, so that it grows alongside our employees.

To promote employee wellbeing and to control work related stress the Council has a dedicated wellbeing site for employees to access. We also adopt the Health and Safety Executive [Management Standards](#) approach to wellbeing and are finalising an FTA to ensure the wellbeing offer reflects the diverse needs of employees who work for the Council.

Specific Duties and Equality Information

In order to meet the requirement of the 'general duty' the Equality Act 2010 requires public authorities to publish specific [equality information](#):

- Annually publish equalities information on Council services and employees in meeting the Equality Duty.
- Publish equality objective(s) at least every four years
- Publish gender pay gap (GPG) information. This information is covered in a separate report on GPG which is published on the council's website.

Equal Opportunities Policy Statement

We all have a right to be treated fairly with dignity and respect, with an equal opportunity to fulfil our potential in our lives. The Council takes responsibility to ensure that our own actions and behaviours of others who provide services on the Council's behalf are fair and transparent. The [Policy](#) Statement expresses our commitment to promote equality of opportunity and access that is free from discrimination, prejudice, stereotyping, harassment, and victimisation. The policy is supported by the Council's Equality objectives and a number of priority improvement actions to advance the equality work undertaken in the Council and the work we do with partners and other employers.

We have recently introduced and published a Statement of Intent which sets out the Council's commitment to operating in a way that is respectful and inclusive so that no one is left out or disadvantaged in our approach to EDI.

The direction the Council is taking on EDI will mean that we will review our published Equal Opportunities Policy Statement and Equality Objectives in 2023.

New EDI Transformation Workplace Documents.

Last year we consulted with staff on a number of key Equality, Diversity and Inclusion (EDI) transformational documents which have been shaped with staff. In addition to the Statement of Intent mentioned earlier, we also produced the documents below as a core component of our EDI approach:

- An EDI Roadmap – which sets out for employees, the Council's EDI work and journey
- An EDI Workplace Strategy and Action Plan – which emphasises the important role the Council has on workplace diversity

These documents are internally focused on what EDI means in the workplace in areas such as appreciating the values of a diverse workforce, equality of opportunity, fairness and respect, recruitment and retention and career progression.

The Strategy sets out seven key priorities:

- Demonstrate commitment to EDI from leadership
- Create, promote and sustain a culture of fairness, inclusion and equity
- Deliver equality, diversity, equity and inclusion through employee engagement
- Attract and retain diverse talent
- Training and career development
- Assess and publish outcomes on workforce diversity
- Procurement and Commissioning

Directorates are now working on developing Directorate EDI action plans to make sure that the Council's corporate ambitions are also captured and delivered across the entire functions of the Council.

General Information about our Employees:

There are slight variances in the total number of employees covered in this report when compared to the total number of employees stated in the Council's Gender Pay Gap Report published in March 2022. This is due to the statutory criteria used to calculate the gender pay which only includes employees in receipt of pay on the snapshot date. This means for example, that a casual worker, who has not been at work to receive pay for that period, will not have been included in the gender pay gap figures as an employee.

Employee Profile

Solihull Council collects data on the makeup of its diverse workforce through the Council's employee data system. We collect equality data on age, disability, race, religion or belief, sex and sexual orientation. We do not routinely collect data on Pregnancy/Maternity or Gender Reassignment but, following the transition of the Council's human resources IT system to Oracle Cloud in 2023, we will work to enable this information to be captured and analysed in the future.

The table sets out an overview of workforce data used for this report compared to 2021 Census population figures.

For the purposes of this report, Ethnic Minority is defined as all those declaring any ethnic background other than White.

Data on the current system is created when an employee commences work with the Council. The employee can subsequently update most of their personal information except their disability status through 'self-service'. Employees are responsible for keeping their own personal details up to date however, HR will periodically request or remind employees to review and update their personal records.

Protected Characteristic (Equality Group)	Census 2021 data	Core Council Employees <small>with known details at 31.03.22*</small>
Age	% 16+ Population	% Workforce
16-24	11.4%	3.6%
25-44	29.3%	36.9%
45-64	33.1%	56.1%
65+	26.1%	3.4%
Disability/Long term illness	% All Age Population	% Workforce
Yes	17.2%	6.6%
No	82.8%	80.5%
Ethnicity	% All Age Population	% Workforce
White	82.2%	79.6%
Ethnic minority	17.8%	15.6%
Religion or Belief	% All Age Population	% Workforce
Declared	65.3%	66.3%
Sex at birth	% All Age Population	% Workforce
Female	51.5%	73.5%
Male	48.5%	26.5%
Sexual Orientation	% All Age Population	% Workforce
Heterosexual/Straight	Not collected	64.6%
LGB+	Not collected	2%

* Where percentages don't total to 100%, this is because information hasn't been declared.

We have lower disclosures rates across the Council from employees on Religion or Belief and Sexual Orientation. This has an impact on

the quality of the monitoring data we can obtain to give a better insight into the makeup of the workforce and how we can break down any barriers to developing a fully inclusive workforce.

We respect that employees may find disclosure of their equality information very personal, so we continue to reassure employees that their personal details are strictly confidential and stored securely. We will develop communications and information to grow the trust and confidence for employees to disclose their equality information.

We use and analyse equality data for statistical purposes to look at areas such as the makeup of the workforce, access to training and development, calculating the gender pay gap, recruitment, etc. We also make comparisons with local, regional and national statistics to measure how we are performing.

Comparing 2021 Census data to that of 2011, we found that:

- Residents aged 65 and over were the fastest growing section of the Solihull population from 2011 to 2021 (+15%). This is consistent with the national trend.
- Among the working age the Solihull population aged 16-24 fell by -9% and grew fastest among those aged 25-44 (+4%). The decline in the 16-24 population is consistent with England.
- Residents with a disability were in line with the England average and stable since 2001
- The Ethnic Minority of residents increased from 10.9% in 2011 to 17.8%. This group represents the fastest growing equality group in the borough. In the West Midlands, the representation of ethnic minority residents is 23% and for England 19.0%
- The sex breakdown of residents was in line with the England average and stable for the last twenty years.

- In 2021, the proportion of residents describing themselves as Christian was 51%, a reduction from 66% in 2011. In the same period, those with no religion has increased from 22% to 33%. Other religions found in Solihull include Muslims (5.6%), Hindu (2.9%), Sikh (2.5%), Jewish (0.1%), Buddhist (0.3%) and other religions (0.4%).
- The size of the LGB+ population in Solihull is uncertain due to a lack of local data. The ONS and Public Health England estimate that 2%-2.5% of UK adults identify as Lesbian, Gay or Bisexual (LGB). This suggests a Solihull adult LGB+ population of between 4,000 and 5,000 or 2.3%

Other 2021 Census findings included:

- In 2021 around 50% of Solihull people aged 16+ said they were married or in a registered civil partnership. 33% said that they have never been married or in a civil partnership, up from 30% in 2011.
- There were 142,000 employee jobs located in Solihull. The Solihull job density is 39% higher than the England average and 50% greater than the West Midlands. A Solihull Chamber of Commerce report shows growth in employment rates for ethnic minority groups has grown by nearly 7% since 2018 to 79% in 2022, compared to 62% in the West Midlands.
- At £23,600 per head, disposable income in Solihull is 7% higher than the England average and the highest in the West Midlands.

When we compare the Census 2021 to that of the workforce, we can see that we have disproportionate representations across a number of equality groups. We already have in place a number of actions on workforce diversity which are included in the internal EDI Workforce Strategy and the Council's published Gender Pay Gap report.

We are currently developing a wider Workforce Strategy that will decide the strategic direction and goals of our future workforce, which will be informed by analysing our future demand for people and skills and translating that into a set of actions that will develop and build on the existing workforce to meet that demand for the future.

A Fair and Diverse Workplace

The Council has vigorous emphasis on a stronger, more resilient and sustainable diverse workforce. Raising the awareness of national EDI events and religious observances is an excellent way of understanding the diversity of communities we serve and how we make people feel valued and recognised.

In addition to the work, we are doing internally, we have worked with partners such as the Birmingham and Solihull Integrated Care System (ICS) and other external organisations to continually review the Council's approach and actions to workforce diversity.

All Council employees have access to a digital calendar of religious, cultural and international festivals through their Outlook diaries. This enables automatic reminders to pop-up when staff open their emails and computer calendar. The calendar helps teams to plan ahead events and advertise them via the staff intranet and news bulletins.

Below are just a few examples of events that we marked in 2022. A more detailed list can be found on pages 25-28 in the Fairness, Equality and Inclusion- About Your Services report, March 2023.

UN International Women's Day (IWD) March 2022

The IWD theme was 'Break the Bias', and Solihull Council encouraged residents to strike the IWD pose and share stories of

recognition for women across the borough working hard to encourage positive change in their communities.

As we continued in our mission to be a welcoming and inclusive employer, acknowledging and praising the actions of women in our community was just one way we hope to join in the fight to break the bias in both the workplace and our wider communities. We also asked our employees to share their stories with us too.

The take up of sharing stories was low both internally and externally but the Council continues to seek opportunities to engage with women on equality issues and raising the profile of IWD in the borough.

LGBT Month: February 2022

We celebrated the 50th anniversary of the first Pride March in the UK and commenced the celebrations by flying the Rainbow Pride flag above the Council House and remembered those affected by crimes against Lesbian, Gay, Bisexual, Transgender and others because of their sexuality or gender status



Staff had access to a resource pack with relevant information, such as where to obtain 'Pride 50 pence coins produced by the Royal Mint and a reading list created by our Libraries Team. All employees were invited to attend a 'lunch & learn' style workshop that was facilitated by experts from the Birmingham LGBTQ+ organisation.

South Asian Heritage Month: August 2022

Our very first marking of the South Heritage Month helped us to celebrate the increase in the proportion of people from Asian heritage

in Solihull. Staff attended a 'lunch and learn' event where they heard from 4 different colleagues who are all from Asian backgrounds with each person speaking about their unique journey to the UK, early experiences and their current lives.

Our Library Team developed a 'recommended reading list' featuring book titles covering non-fiction, current affairs, arts and culture and children's reading materials to promote the South Asian heritage. Other events promoted to SMBC colleagues included the 'Movie Mahal' exhibition covering the opening of Birmingham's first South Indian cinema in Balsall Heath in 1961 and the 'City of Empire to the City of Diversity' event at the Moseley Road Baths that provided a visual journey of Birmingham's diverse population from the 1890s to present day.

Black History Month: September 2022

We are proud to continue our long-standing tradition of marking the contributions of BAME communities to the success of the UK and our region. The promotion of multi-facet programmes included working

with the Caribbean Family History Group that produced a display of the life of BAME residents in the region from the 1800s.

A cross-directorate



working group collaborated to support events such as hosting films that explore civil rights, prejudice and discrimination and promoting the work of a community church that hosted an event where residents shared traditional food and saw traditional costumes from different countries.

Breaking the Glass Ceiling: November 2022

Another first for us was a session where 3 senior colleagues, all women and from BAME backgrounds, shared their stories about their employment journey to senior positions. Issues covered included perspectives both from gender and ethnicity.

UN International Day of Persons with Disabilities (IDPD): December 2022

We marked IDPD with employees by sharing information with staff on Challenging Disability Stigmas, Neurodiversity and videos on disability which explored disability from a range of perspectives.

Engagement with staff and trade unions

The Council values the role that unions play in looking after the interests and safeguarding of their members employment rights, pay and reward, wellbeing and safe working conditions.

The Council meets regularly with trade unions through a number of groups that include the Corporate Consultation and Negotiating Committee (CCNC) and Directorate Consultation and Negotiating Committees (DCNCs). Membership of the groups includes trade union representatives, HR representatives and senior managers.

As well as consultation, unions are also involved in sickness absence management; mental health and wellbeing in the workplace; equality issues in areas such as allegations or cases of discrimination etc.

Employee Voice on Equality Issues

Acknowledging and valuing the different skills and viewpoints that a diverse workforce can bring to the Council is vital for a happy workforce and good customer service as well as providing a workplace where we are treated fairly, with dignity and respect.

We want employees to have a say in influencing and shaping our role as an employer and how we create a sense of belonging in the workplace. By hearing the voices from a diverse workforce, we employ, we can have an open, transparent and better understanding of the many different perspectives from employees. We know that every voice counts, and we want to create greater opportunities for employees to feel that they are represented, seen and heard.

We are at the stages of developing and establishing employee networks for disability, ethnicity and LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Questionable or Queer +) to provide opportunities for employees with similar identities or experiences to meet up and discuss particular issues that affect them in the workplace.

We appreciate that some employees may find issues relating to identities and backgrounds to be sensitive topics so we will work with employees to build a culture of trust to make sure that the networks are a safe environment.

As a partner of the Birmingham & Solihull ICS, we have also been working with our ICS Partners such as the NHS Trusts and Birmingham City Council to have an integrated approach to workplace diversity and promoting a healthy and inclusive workplace. This work has included for instance, integrating existing employee networks on common themes across the ICS. This work has continued into 2023.

Equality and Diversity Training

Our on-line training platform, Learning Pool, offers extensive mandatory and other training to new and existing colleagues. Staff can learn at their own pace and can refresh learning. Courses include introduction to Equality and Diversity, Unconscious Bias, Fair Treatment Assessments and dedicated training for managers on areas such as Recruitment and Selection and Performance Management.

During 2022, personal e-learning and group training courses were covered that included mandatory training on Equality and Diversity, and other courses delivered such as Unconscious Bias and Marginalisation, Autism, Mental Health, Dementia, LGBT+, Trans Awareness and Domestic Abuse.

As part of the refreshed Learning Pool offer, the range of content will widen to include areas such as:

- Equality, Diversity, Inclusion and Belonging
- Disability inclusion
- Trans and Non-Binary inclusion
- Allyship in Practice

We will also tailor our EDI Learning and Development offer to meet the needs of Council employees across all levels using 'lived experiences' and specifically designed learning paths.

The EDI collection aims to create an inclusive workplace culture, appropriate working relationships and constantly up-to-date content about EDI for managers and employees.

Smarter Ways of Working (SWOW)' and Hybrid Working

Smarter Ways of Working describes practical methods that help employers move away from a rigid view of how and when people can work effectively. By introducing new flexible working practices employers can put themselves in a stronger position to:

- Become an employer of choice:
- Attract and retain staff by appealing to a wider pool of talent, reduce time spent on journeys to meetings and for commuting and providing a better work/life balance for staff
- Become more efficient and productive by fulfilling customers' expectations, reducing overheads on property, bringing down levels of absenteeism, saving on the costs of fuel and parking and emitting less carbon dioxide and other greenhouse gases

For employees, there are also powerful attractions to switching from the traditional working day (e.g., nine-to-five routine) as they can:

- Improve work/life balance
- Reduce stress
- Reduce long hours

Hybrid working differs slightly to SWOW as it is a type of flexible working where an employee splits their time during a typical working day or week between working in the workplace, working from home or working remotely in other locations.

There have been a number of tasks being undertaken to progress our ambition for SWOW and hybrid working.

The Council House offices have been reconfigured to include desk spaces at a 40% occupancy rate and include collaborative workspaces. These enable people to come together in the achievement of priorities for our residents and for employees, to see,

meet and support each other, maintaining and strengthening the team and organisational identity.

Policies linked to Smarter and Hybrid Ways of Working have also been reviewed, including equality considerations and revised internal documents published for staff:

- Hybrid Working Guidelines (September 2021)
- Uniform Policy Guidance (October 2021)
- Flexible Working Policy (February 2022)
- Sickness Absence Management Policy & Guidance (Feb 22)
- Performance and Development Review Framework (Feb 22)

Disability Confident Employer

Disability Confident is a scheme that is designed to help employers recruit and retain disabled people and people with health conditions for their skills and talent. The scheme is managed by the Department of Work and Pensions (DWP).

The Council has maintained the awarded status of a Disability Confident Employer by the DWP which recognises the organisation as going the extra mile to make sure disabled people get fair and sustainable opportunities in employment.

Feedback from staff however, also recognised that we have some processes we need to review to make sure the experience at work for employees with disabilities are enhanced. These headline actions have been included in the Council's EDI Workforce Action Plan.

We are now working towards building on our disability work in the Council and as part of that journey, we are targeting to achieve the status of Disability Confident Leader accredited by the DWP in October 2023.

We introduced a Disability Employment initiative supporting people with learning disabilities into work and employed a dedicated officer in the Human Resources Division to identify work opportunities and match potential applicants. With the Council's supported employment scheme going strong, more and more local people with learning disabilities have taken on different roles across teams. When a team expresses interest in offering a role, we would work with partners to identify a potential candidate that would be a good match based on their skills and abilities. We would also make the manager aware of the candidate's needs and how day to day work will be.

This project initiative is also supported by the Council's Employment and Skills Team. Together, they liaise with external partners to provide teams with recommendations and support for adjustments. It is a concerted effort to support this scheme. It leads to workplace inclusion, which is a key priority within our inclusive growth aim in the Council plan.

Modern Slavery Statement

The Council is committed to preventing and taking action against slavery and human trafficking in its corporate activities, supply chains and the wider community. To understand and address all potential modern slavery risks related to our business, the Council conducts the steps established in previous years from our [Modern Slavery Statement](#) to embrace our responsibility on tackling modern slavery. Actions include:

- robust procedures for vetting new employees so that they can confirm their identities and qualifications, and are paid directly into an appropriate personal bank account; and
- the application of our Safeguarding Policy safeguards the welfare of vulnerable adults.

English Fluency Statement

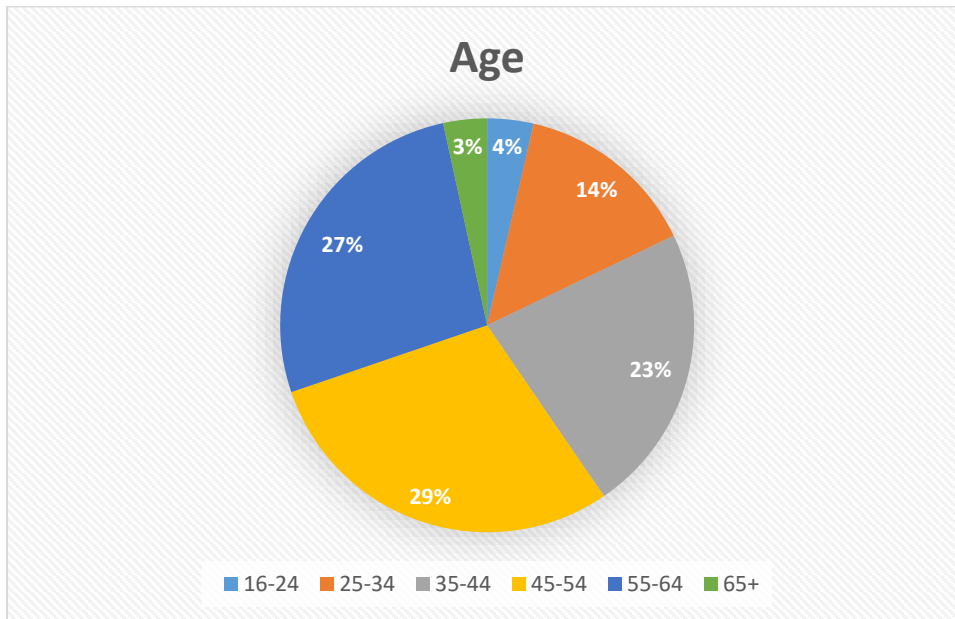
We want to ensure that the quality of public services in the borough is accessible and delivered to the highest standards possible.

Part 7 of the Immigration Act 2016 requires public authorities to meet their obligations under the Act for all employees working in public-facing roles to communicate in English, or in Wales, English or Welsh, fluently to help ensure the safe and high quality delivery of public services. The Council maintains its process to ensure that all public facing staff meet the duty including when we are recruiting new employees.

Workforce Composition Equality Data:

The Council's core workforce profile is set out on the following pages.

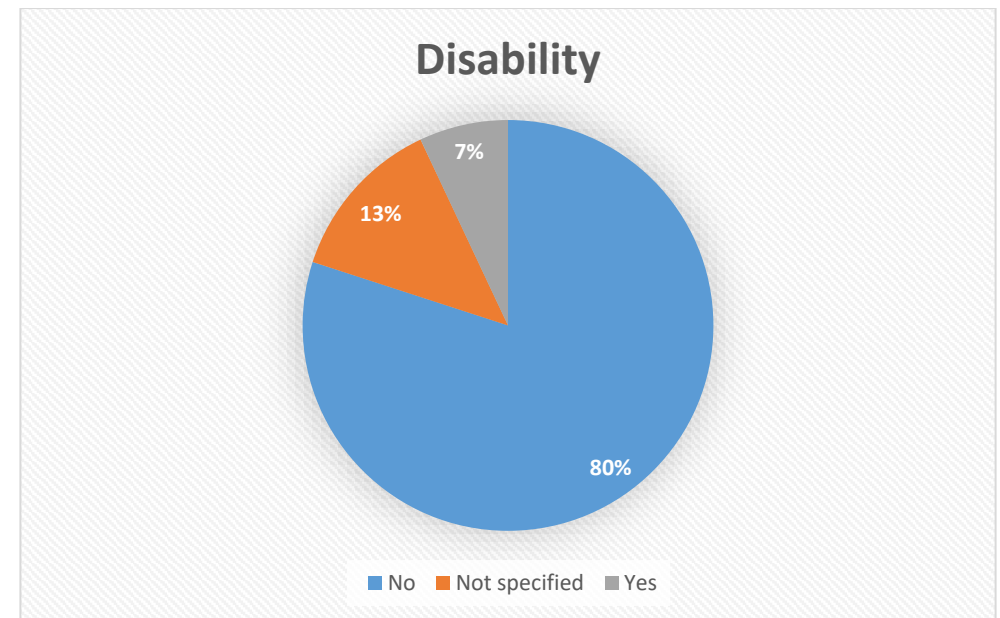
Age:



Percentages (%) are rounded up to whole numbers in the table above.

Age	Number of employees
16-24	91
25-34	359
35-44	568
45-54	738
55-64	675
65+	86
Total	2517

Disability:

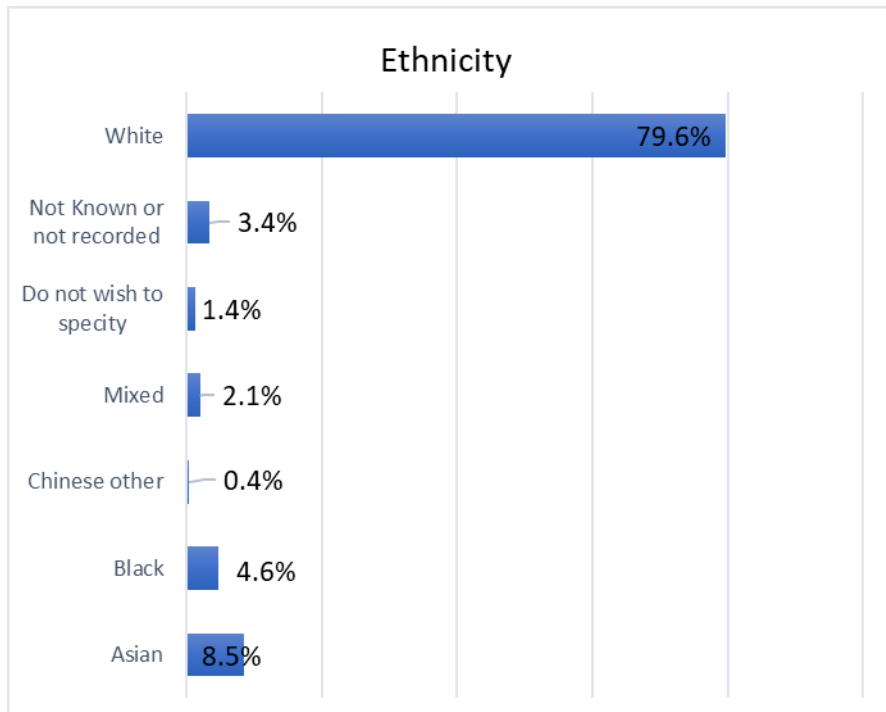


Percentages (%) are rounded up to whole numbers in the table above.

To ensure equality of opportunity in employment, it is important that we meet the needs of existing and prospective employees with physical, mental, sensory or learning disabilities when designing work environments and delivering our services.

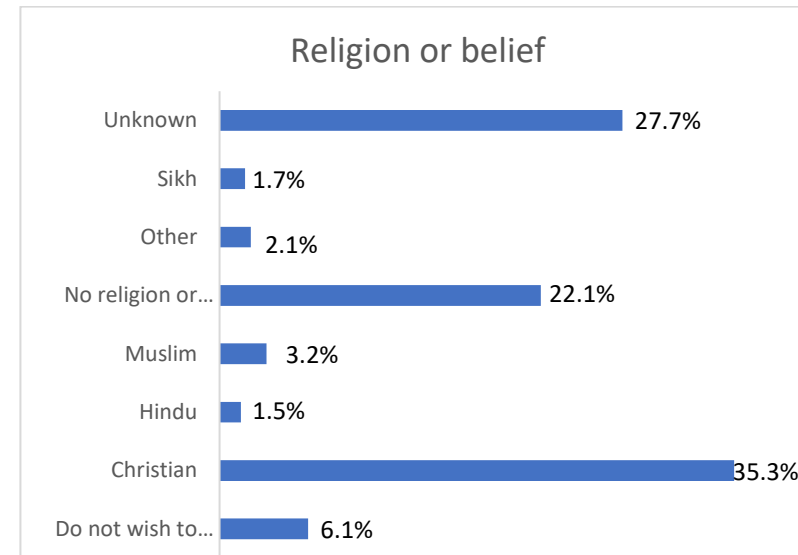
Disability	Number of employees
No	2027
Not specified	324
Yes	166
Total	2517

Race (or Ethnicity)/Ethnic Origin:



Ethnicity	Number of Employees
Asian or Asian British	213
Black or Black British	117
Chinese or other ethnic group	9
Mixed	54
Do Not Wish To Specify	35
Not Known or recorded	85
White	2004
Total	2517

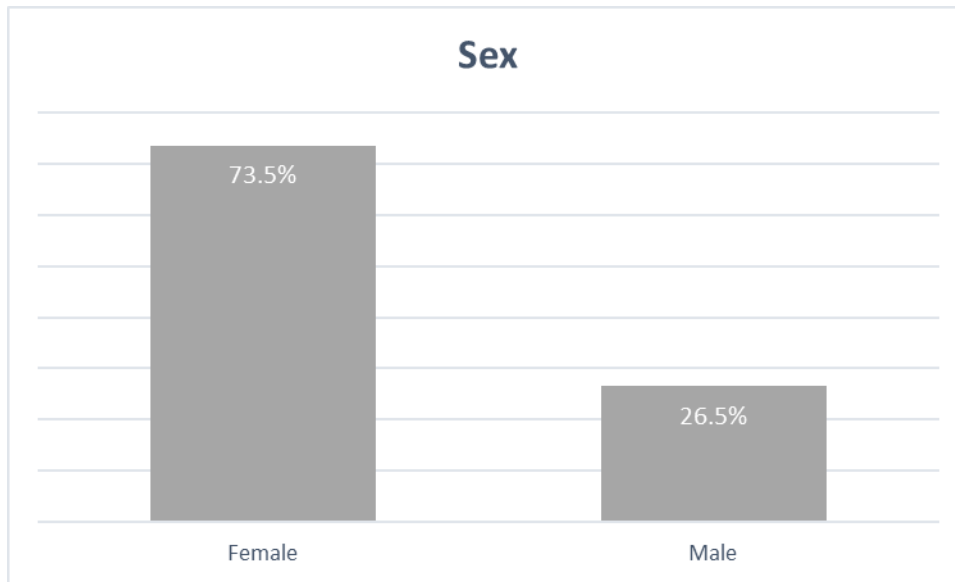
Religion or Belief:



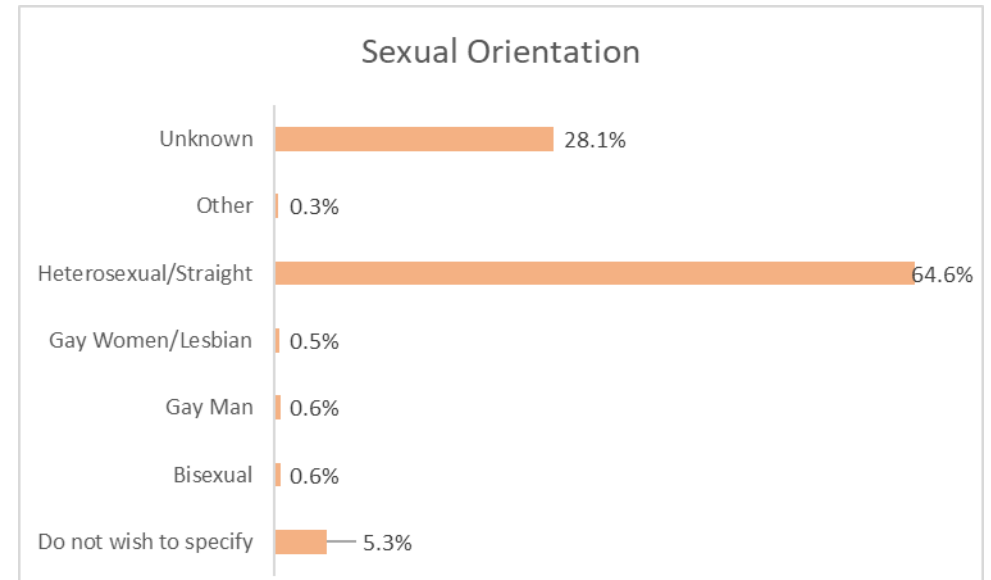
Religion and belief	Number of employees
Do not wish to specify	153
Christian	889
Hindu	37
Muslim	81
No religion or belief	555
Other	54
Sikh	44
Unknown	696
Total	2509*

*Excludes religions where there were less than 10 employees.

Sex:



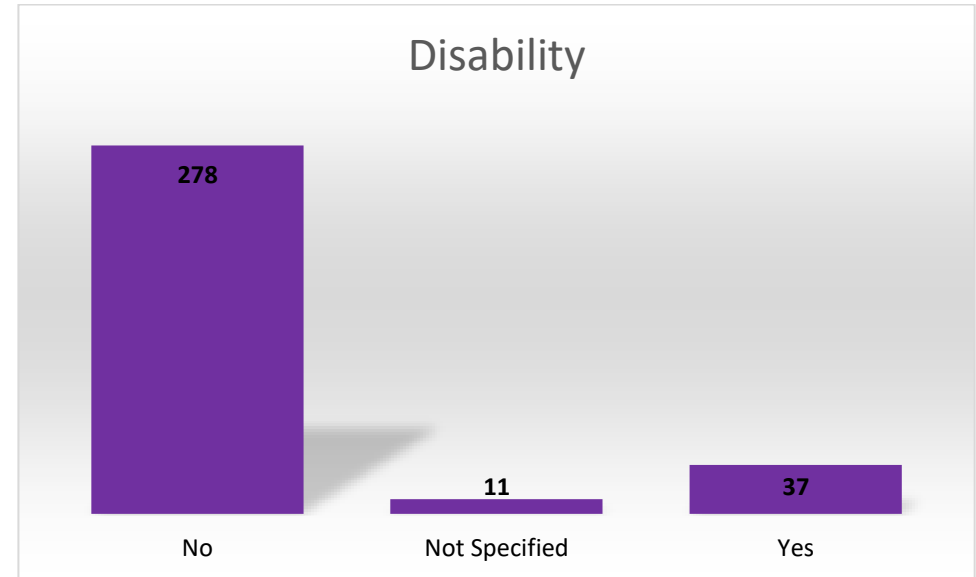
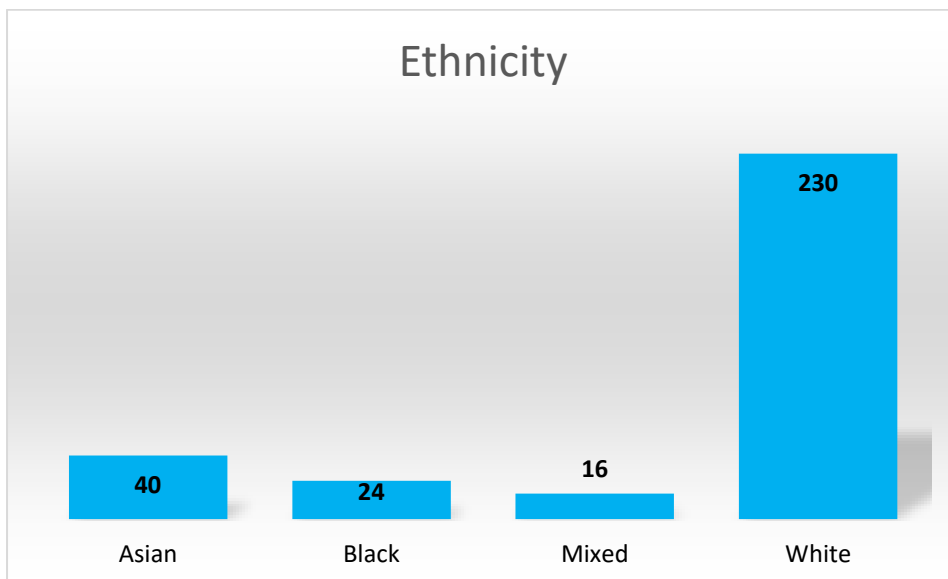
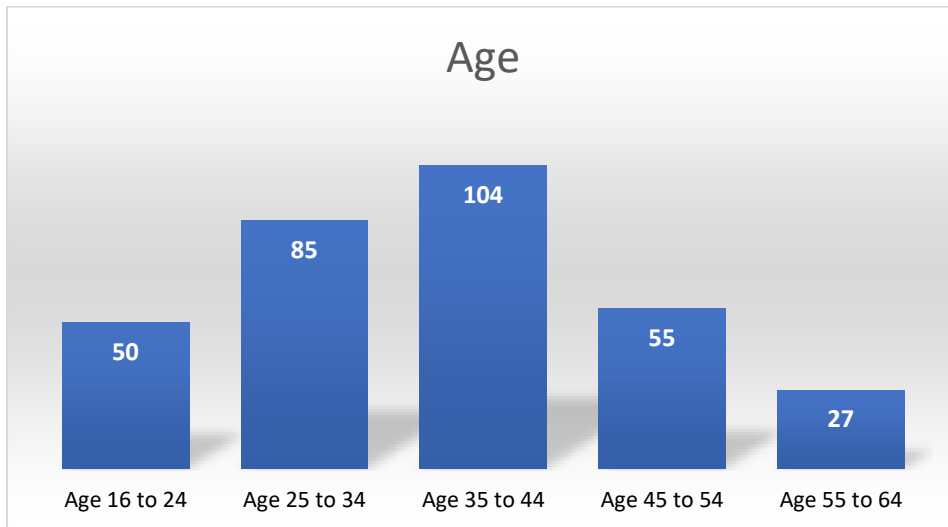
Sexual Orientation:



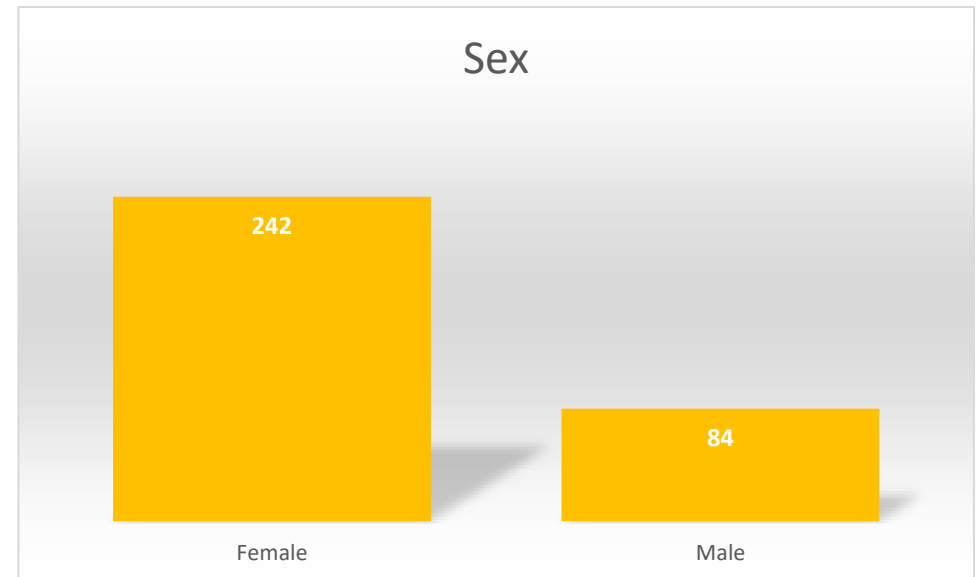
Sex	Number of employees
Female	1849
Male	668
Total	2517

Sexual Orientation	Number of employees
Do not wish to specify	133
Bisexual	16
Gay Man	16
Gay Women/Lesbian	13
Heterosexual/Straight	1625
Other	7
Unknown	707
Total	2517

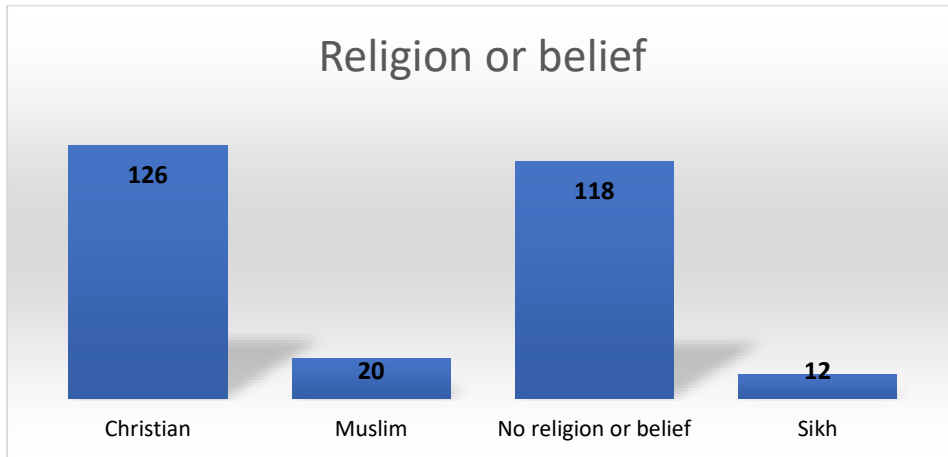
Starters – Total number 326*



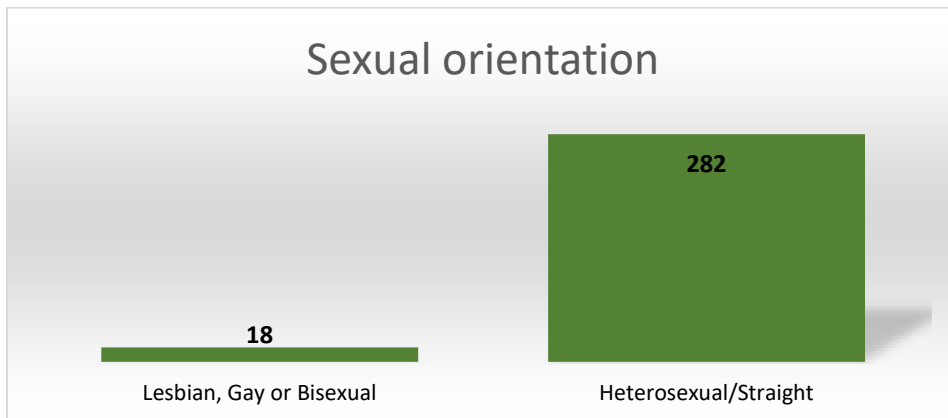
* Please note that where charts do not total 326, it is because new starters haven't declared the information or data has been suppressed due to small numbers.



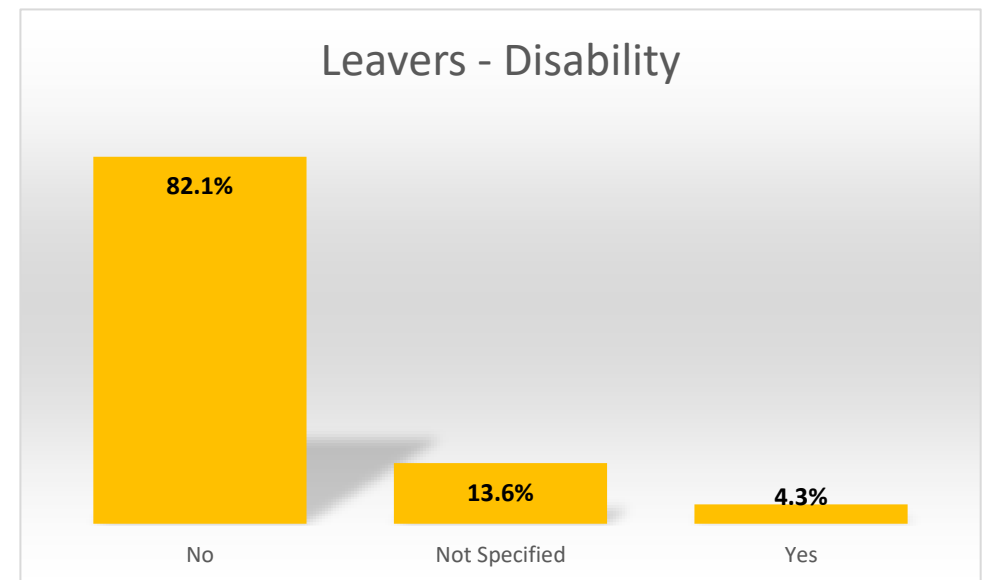
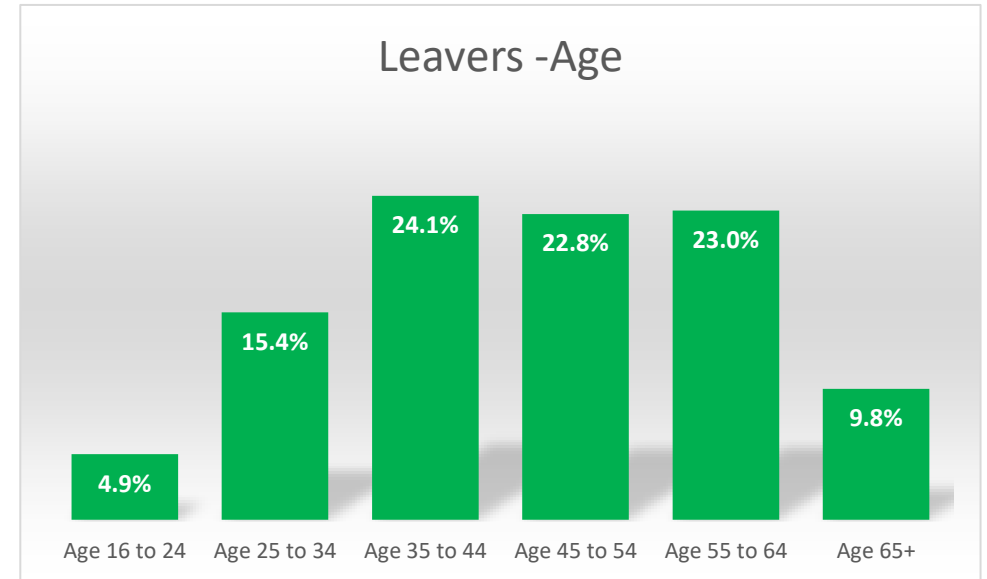
Starters, continued

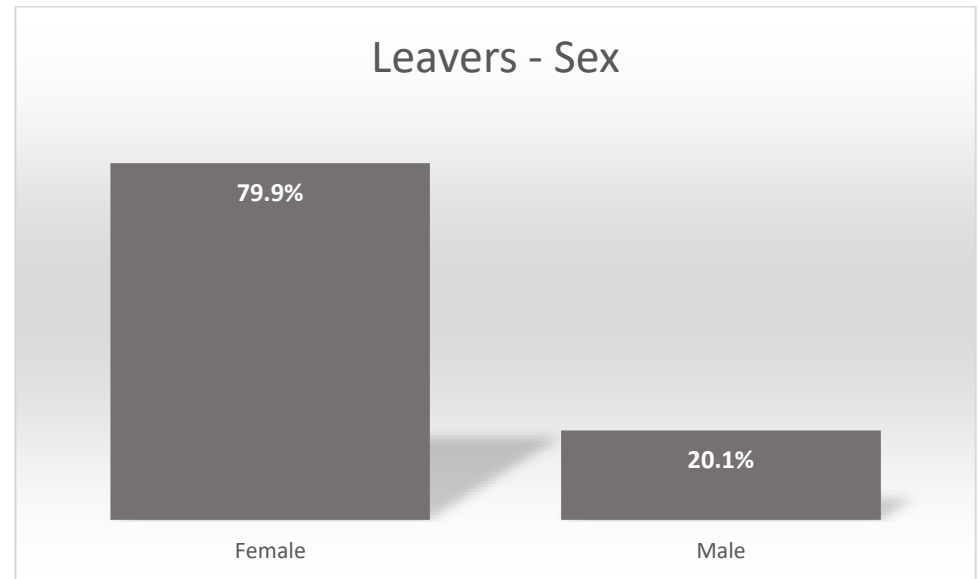
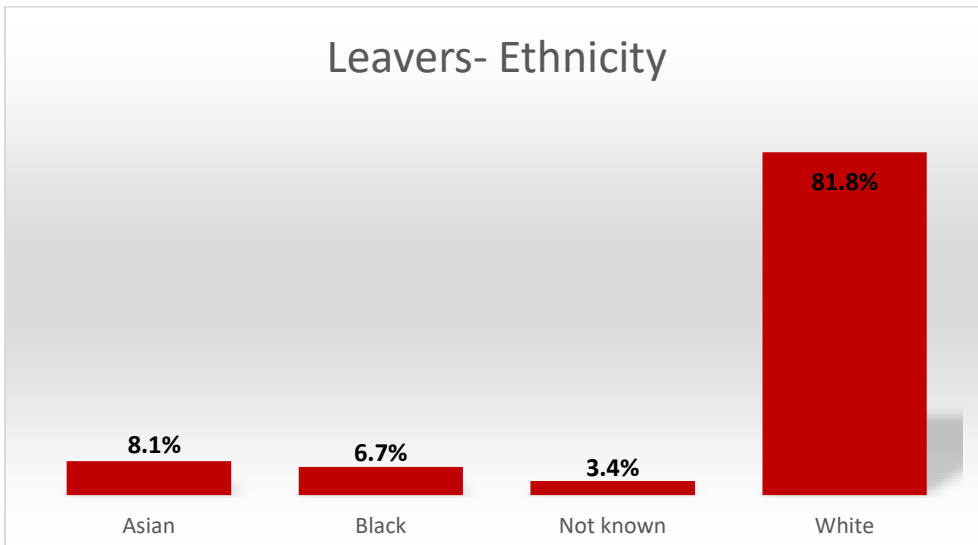


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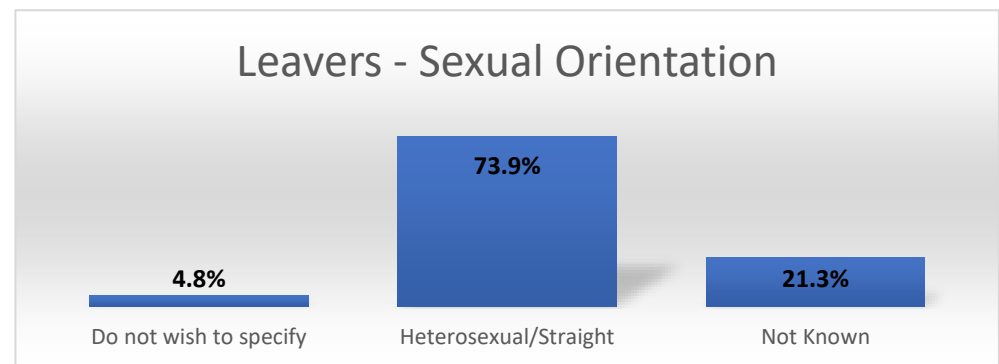
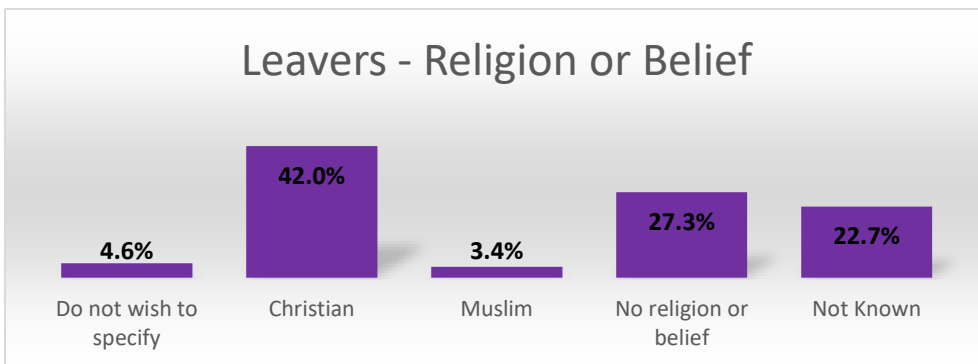


Leavers – Total Number 369





* Please note that where charts do not total 100%, it is because data has been suppressed due to small numbers.



Analysis of Reasons for Leaving

An analysis of reasons for employees leaving by protected characteristic has been carried out and the main points arising from this are summarised below.

Information on sexual orientation and religion or belief was excluded from the analysis on leaving reasons due to a very small number of leavers from these groups along with low declaration rates within those groups.

The take-up by employees using exit interviews or feedback remains low but we are continuously looking at new ways to encourage staff to complete the exit information for analysis.

Resignation was the most common reason for employees leaving the Council across all ages and protected characteristics. For example, by age, resignations accounted for 250 employees (67% of leavers), which is a change from 2021 figures of 121 (62.4%) of employees.

This year has seen some change in the reasons for leaving. Most notably, the proportion of leavers aged 45 plus has increased for reasons of resignations or retirement, reflecting the national picture of the 'great resignation' following the COVID pandemic.

Ethnic minority staff represented 16.3% of all total leavers in the Council which is broadly proportionate in line with the Council's overall workforce profile.

80% of employees leaving the Council by resignation were female and 20% male. This slightly differs from the 31 March 2022 composition of the workforce where women made up 74% of the workforce and men 26%.

Employee relations

The Council recognises that good working environments and working relationships have a positive impact on employee wellbeing and engagement. A positive working environment can also lead to better performance, improved staff retention and reduced stress related sickness absence.

Following the introduction of Individual and Teams Wellbeing Action Plans last year, the Council proactively takes steps to manage and support employee wellbeing.

The Individual Wellbeing Action Plans focus on understanding many factors relating to how individuals are working and how that might be affecting them or how it might be managed more effectively.

Under the Capability Policy, to afford greater flexibility to managers, a point has been added about amending or withdrawing hybrid working arrangements until standards of performance improve if it can be demonstrated that this is impacting negatively on the employee's productivity

The following policies that will contain Smarter Ways of Working elements formed part of the planned 2022/23 policy review schedule:

- Travel and Subsistence
- Car Parking Regulations
- Probation
- Resolution
- Management of Change

It is also recognised that conflict in the workplace may occur. When it does, we support colleagues and managers to work together to resolve any disagreements and conflicts constructively and speedily and where appropriate through our Resolution Policy. This approach

is supported through a volunteer network of Resolution Contacts, made up of employees from across different grades and diversity of the workforce. The network complements the support available through a line manager, HR and the trade unions.

Data is gathered regarding formal issues on disciplinaries, grievances, etc. from the HR employee database and manual records. Where complaints of harassment or bullying are made, the Council take these very seriously and investigates.

The tables below provide the data on HR caseloads in relation to a number of employee relation issues in the Council for the year to 31 March 2022.

The Council meets regularly with the trade unions through the Corporate Consultation and Negotiating Committee (CCNC) and Directorate Consultation and Negotiating Committees (DCNCs).

Membership includes managers at Head of Service level, HR and Trade Union Representatives.

As well as consultation they also provide dispute resolution (if appropriate) and a CCNC Subgroup consults on the Council's terms & conditions and policies and procedures (Core Council and Schools).

Casework is still much lower than normal which is likely to be due to a large majority of staff working in a flexible way. **As a result of this, the numbers of cases are limited, which can distort activity across the protected equality characteristics.**

For ease of calculations, we have grouped 'Not specified/Not known/Do not wish to specify' under one category 'Not specified'

Disciplinary - Fewer than 10 cases reported.

Protected Characteristic/ Category	Equality Group	% of Cases
Sex	Male	33.3%
	Female	66.7%
Disability	No	66.7%
	Not specified	33.3%
Ethnicity	Asian - Other	16.7%
	White/ White British	66.7%
	Black - Caribbean	16.7%
Age	25 – 34 years	16.7%
	35 – 44 years	16.7%
	45 – 54 years	16.7%
	55 – 64 years	33.3%
Sexual Orientation	Heterosexual/ Straight	33.3%
	Not specified	66.7%
Religion or Belief	Christian	16.7%
	Not specified	66.7%
	Sikh	16.7%

Capability (Performance): Fewer than 18 cases reported.

Protected Characteristic/ Category	Equality Group	% of Cases
Sex	Male	38.9%
	Female	61.1%
Disability	Yes	5.6%
	No	77.8%
	Not specified	16.7%
Ethnicity	Asian - Indian	11.1%
	Asian - Pakistani	5.6%
	Black - African	16.7%
	Black - Caribbean	27.8%
	White/ White British	27.8%
	No specified	11.1%
Age	16 - 24 years	5.6%
	25 – 34 years	22.2%
	35 – 44 years	11.1%
	45 – 54 years	38.9%
	55 – 64 years	16.7%
	65+	5.6%
Sexual Orientation	Heterosexual/ Straight	50.0%
	Not specified	22.2%
	Prefer not to say	27.8%
Religion or Belief	Christian	16.7%
	Hindu	5.6%
	Sikh	5.6%
	Muslim	5.6%
	Not specified	16.7%
	Prefer not to say	22.2%
	No religion	27.8%

Resolution: Fewer than 10 cases reported.

Protected Characteristic/ Category	Equality Group	% of Cases
Sex	Male	25.0%
	Female	75.0%
Disability	Yes	12.5%
	No	87.5%
Ethnicity	White/ White British	87.5%
	White/ White - Other	12.5%
Age	25 – 34 years	12.5%
	35 – 44 years	25.0%
	45 – 54 years	12.5%
	55 – 64 years	37.5%
	65+	12.5%
Sexual Orientation	Heterosexual/ Straight	50.0%
	Not specified	37.5%
	Does not wish to say	5.6%
Religion or Belief	Christian	37.5%
	Does not wish to say	37.5%
	Not specified	25.0%

All Dismissals - Fewer than 15 cases reported:

Protected Characteristic/ Category	Equality Group	% of Cases
Sex	Male	27.3%
	Female	72.7%
Disability	No	63.6%
	Not specified	36.4%
Ethnicity	Not recorded	9.1%
	White/ White British	81.8%
	Black / Black British - African	9.1%
Age	35 – 44 years	27.3%
	45 – 54 years	9.1%
	55 – 64 years	27.3%
	65+	36.4%
Sexual Orientation	Heterosexual/ Straight	45.5%
	Not specified	54.5%
Religion or Belief	Christian	45.5%
	Not Specified	54.5%

Flexible Working Request: 18 individual cases reported

Protected Characteristic/ Category	Equality Group	% of Cases
Sex	Male	11.1%
	Female	88.9%
Disability	No	38.9%
	Not specified	61.1%
Ethnicity	White - British	94.4%
	Does not wish to specify	5.6%
Age	25 - 34 years	22.2%
	35 - 44 years	27.8%
	45 - 54 years	11.1%
	55 to 64 years	38.9%
Sexual Orientation	Heterosexual / Straight	72.2%
	Not specified	27.8%
Religion or Belief	Christian	50.0%
	Other	5.6%
	Not specified	22.2%
	No religion	22.2%

Disciplinary Cases Resulting in Dismissal: 1 case

Further Actions on Employee Relations:

Having evaluated the data in this section, we will explore in more detail the reasons for an apparently disproportionate number of performance cases (capability) involving ethnic minority employees.

If you have an identified need where you would like this document to be explained in an alternative format and/or language or want to give comments about the contents, please email: equalities@solihull.gov.uk or contact the Equalities Team on 0121-704-6119