

Task & Finish Group – Equality & Diversity

So far, we have met on four occasions.

Members have met with the Head of People & Communications, the Chair of People Strategy steering Group, the Council's specialist Equality & diversity (resourced from WCC) and one the HR Business Partners.

As a result, the Group have received a significant amount of interesting and useful information focussing on the Council employees. The group also welcomed the publication of the equalities pay gap report (to be considered by Council in November) and are looking forward to further analysis of this at a later meeting of the Group.

The next meeting of the Group will be on 5 October, where they will plan for their next two meetings on 23 October and 4 November 2020. The aim for the 23 October meeting will be to meet with the Warwick District Council Branch of Unison and the IIP assessor lead for the Council. This will lead to formulation of recommendations/comments on this aspect of the review.

On 4 November, the Group wish to spend time with Equip to formulate the plan for external engagement with local communities for approval by Overview & Scrutiny Committee, as required by the scope.

Looking ahead of this work has commenced on gathering information on service delivery and engagement with communities by the Council which it is anticipated will be discussed at a meeting in mid and/or late November.

However, with the new restrictions on movement introduced by the government, the length of time these may be in place for and the, in the view of group, importance of being able to physically meet with hard to reach groups, it is most likely that it will take much longer to complete the review. This also may lead to a pause in its work if this is unavoidable.

Councillor Mini Mangat
Chair of the Task & Finish Group