

<b>Item No.</b> 18.	<b>Classification:</b> Open	<b>Date:</b> 14 June 2022	<b>Meeting Name:</b> Cabinet
<b>Report title:</b>		Report of the Education and Local Economy Scrutiny Commission: Growing Ethnic Minority Pay Gap	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Education and Local Economy Scrutiny Commission	

## RECOMMENDATIONS

1. That cabinet note the recommendation from the education and local economy scrutiny commission arising from the scrutiny review of the growing ethnic minority pay gap, paragraph 6.
2. That cabinet request that the relevant cabinet member reports back to cabinet on the recommendation within eight weeks.

## BACKGROUND INFORMATION

3. At its meeting on 1 February 2022 the education and local economy scrutiny commission received responses from Head of HR, Southwark Council to questions emailed prior to the meeting on the growing ethnic minority pay gap within the council, which had increased to 14.7%. The responses provided an insight into the reasons for the pay gap, future plans to close the gap and timeline to meet the objectives in closing the gap.
4. At the same meeting the commission asked questions and had discussions around Black, Asian and Ethnic minority background job applications for senior management posts such as the upcoming Chief Executive of Southwark Council, high number of black and ethnic minority colleagues in education and social care, retention rates, apprenticeship monies and talent management strategies.
5. The commission considered and agreed the recommendation at its meeting on 1 February 2022. The rationale and commission recommendation is set out in paragraph 6.

## KEY ISSUES FOR CONSIDERATION

Set out below is the recommendation of the education and local economy scrutiny commission.

6. It is important that the council take steps to close the ethnic minority pay gap, this means that Southwark council needs to increase recruitment and investment in Black, Asian and ethnic minority colleagues. It is noted that there is a new strategy in place wherein council departments are to produce action plans by 31 December 2022. However, it is also noted that the formal responsibility to deliver these plans is split between two separate cabinet member portfolios, monitoring the workforce and equality & diversity. If these plans are to be best delivered by the timelines set there is a need to clearly delineate the responsibility for closing the ethnic minority pay gap and also ensuring that other pay gaps (principally the gender pay gap) do not follow a similar trend, this responsibility would be best served by the Leader of the Council.

Recommendation - The Commission notes the continued problem of a growing and substantial ethnic minority pay gap. The Commission acknowledges that the Council has plans in place to develop plans to address this issue and its various drivers. To ensure that we reverse the growing trend of the ethnic minority pay gap, the Commission recommends that the Leader of the Council takes formal responsibility for closing the growing ethnic minority pay gap in the Council, and ensuring that other pay gaps (principally the gender pay gap) do not follow a similar trend.

7. It is for the cabinet to decide whether or not to accept the scrutiny commission's recommendation.
8. Overview and scrutiny procedure rule 15.3 requires the cabinet to consider and provide a written response to the report within two months.

## BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Education and Local Economy Scrutiny Commission agenda and minutes- 1 February 2022	Southwark Council Website	Amit Alva <a href="mailto:Amit.alva@southwark.gov.uk">Amit.alva@southwark.gov.uk</a>
<b>Link (please copy and paste into browser):</b> <a href="https://moderngov.southwark.gov.uk/ieListDocuments.aspx?CIId=550&amp;MIId=7011&amp;Ver=4">https://moderngov.southwark.gov.uk/ieListDocuments.aspx?CIId=550&amp;MIId=7011&amp;Ver=4</a> (see item 9)		

## APPENDICES

No.	Title
None	

## AUDIT TRAIL

<b>Lead Member</b>	Councillor Peter Babudu, Chair, Education and Local Economy Scrutiny Commission	
<b>Lead Officer</b>	Everton Roberts, Head of Scrutiny	
<b>Report Author</b>	Amit Alva, Scrutiny Officer	
<b>Version</b>	Final	
<b>Dated</b>	30 May 2022	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Director of Law and Governance	No	No
Strategic Director of Finance and Governance	No	No
<b>Cabinet Member</b>	No	No
<b>Date final report sent to Constitutional Team</b>	30 May 2022	