



I would be grateful if you could provide me, within twenty working days, the following information:

1. The number of roles in your council (expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers".

1 x OD Business Partner Talent, Inclusion and Wellbeing. Grade 10 £43,693 - 47,754.

1 x OD Assistant Business Partner EDI. Grade 8 £35,235 - £39,513.

There are no other EDI roles

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

Please also advise if the council has any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.

2. Please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.
 - Team Wigan Experience, 3 hours, 4,638 (85%) of Wigan Council employees have attended or booked to take part in the Team Wigan Experience before the end of the Easter break.
 - Supporting Attendance Workshop for Managers, 2 hours, 108 attendees to date.
3. Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.
 - Menopause staff network, approx. 86 members
 - Women's network, approx. 41 members.
 - Neurodiversity & Disability network, approx. 20 members.
 - The Collective (Race) network, approx. 17 members
 - Carers Network, approx. 57 members
 - Multi-faith network, approx. 16 members.
 - Men's network, Approx 10 members
 - LGBTQ Network, numbers unknown

4. Please provide details of any external contractors brought in by the council to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

- Equality Diversity & Inclusion Awareness Sessions delivered by local organisation, Happy Smiles. 2-hour training session launched to all managers and staff. The sessions explore the Equality Act and our responsibilities as an organisation as well as supporting employees to adopt a person-centred approach to enhance equality, diversity, inclusion and equity in the workplace. Overall, across 74 sessions, 1734 members of staff have attended. Deliver costs £13,275 over 18-month period.
- EDI E-learning. Mandatory for all staff to complete. This module provides an awareness of equality, diversity and inclusion which is essential in our everyday conversations. It is split into four modules to thoroughly explore the subject areas and their relevance to us all, including protections laid out in the Equality Act 2010. Duration 1 hour, 15 minutes. Staff must complete this course every 3 years. Over the last 18 months, 2070 staff have completed the online module.

5. Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

One of the key pillars of the Council Plan is our commitment to Community Wealth and Health. Everyone that conducts commissioning and procurement within their role can achieve change, to reduce inequalities and shape our place. The way we spend our money, and who we spend it with, contributes to social value, improving the life chances for residents, and an overall positive impact on our people and communities.

An updated set of procurement regulations are being introduced and will be known as the Procurement Act 2023. The new Regulations will apply from February 25 and will change how public procurement is carried out to improve the way supplies, services and works are procured for the public sector.

The Council do not currently have any contracts where a weighting has been applied to EDI.

EDI is included in procurement practice as a whole. Examples include:

- Requirement to comply with the Council's E & D Policy included in Tender documentation.
- Stakeholder engagement to help in the design and delivery of services.
- Completion of an Equality Impact Assessment to assess the impact the service may have on equality
- Service user participation in tender process.
- Development of a 'Thinking Tool' which, through a series of
 - questions, helps
 - commissioners to think
 - through the implications of
 - buying goods, works and
 - services. The Thinking Tool
 - includes:

How can the procurement of these goods, works or services address inequalities in our Borough, promote equity, where we target our support for those who need it most, and build cultural competence across our market