

Greater London Employment Forum Annual General Meeting

Tuesday 18 July 2023 at 11.30am approx (or on the rising of the sides from the previous meeting)

London Councils 59½ Southwark Street London SE1 0AL

Employers' Side: Conference Suite, First Floor 10.45am

Union Side: Room 1, First Floor 10.45am

Contact Officer: Debbie Williams

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Agenda items

1.	APOLOGIES FOR ABSENCE	
2.	ELECTION OF CHAIR AND VICE-CHAIR 2023-24 The constitution provides that the positions of Chair and Vice-Chair should alternate between the two sides on an annual basis. This year it is the turn of the Employers Side.	
3.	CONFIRMATION OF GLEF MEMBERSHIP 2023-24	Attached
4.	NOTES OF THE LAST MEETING INCLUDING ANY MATTERS ARISING To agree the notes of the meeting held on 23 February 2023.	Attached
5.	TACKLING RACIAL INEQUALITY UPDATE – Swazi Kaur, People & Inclusion Manager, London Councils	Attached
6.	UNISON's ANTI RACISM CHARTER – UNISON's Anti-Racism Charter has been developed as of part of UNISON's Year of the Black Worker – Helen Reynolds (UNISON)	Attached
7.	LOCAL GOVERNMENT PAY CLAIMS 2023 – Steve Davies, Regional Employers Side Secretary	Attached
8.	MENOPAUSE POLICIES – UPDATE – Steve Davies, Regional Employers Side Secretary	Attached

9.	ANY OTHER BUSINESS	
10.	DATE OF NEXT MEETING: Wednesday 21 February 2024 Group meetings: 10am Joint Meeting: 11.30am	

Helen Reynolds
Union Side Co-Secretary
1st Floor, Congress House, Great Russell Street,
LONDON WC1B 3LS

Steve Davies
Employers' Secretary
59½ Southwark Street
LONDON SE1 0AL

GREATER LONDON EMPLOYMENT FORUM MEMBERS 2023-24

Borough	Rep	Party	Deputy
Barking & Dagenham	Sade Bright	Lab	Irma Freeborn
Barnet	Barry Rawlings	Lab	Ross Houston
Bexley	Stephen Hall	Con	Andrew Curtois
Brent	Muhammed Butt	Lab	Mili Patel
Bromley	Pauline Tunnicliffe	Con	Stephen Wells
Camden	Richard Olszewski	Lab	
Croydon	Jeet Bains	Con	
Ealing	Steven Donnelly	Lab	
Enfield	Nesil Caliskan	Lab	Ayten Guzel
Greenwich	Denise Hyland	Lab	
Hackney	Carole Williams	Lab	Philip Glanville
Hammersmith & Fulham	Zarar Qayyum	Lab	
Haringey	Dana Carlin	Lab	Reg Rice
Harrow	David Ashton	Lab	Steven Greek
Havering	Gillian Ford	Ind	Graham Williamson
Hillingdon	Douglas Mills	Con	Martin Goddard
Hounslow	Shantanu Rajawat	Lab	
Islington	Diarmaid Ward	Lab	Santiago Bell-Bradford
Kensington & Chelsea	Josh Rendall	Con	Catherine Faulks
Kingston upon Thames	Afy Afilaka	LD	Andreas Kirsh
Lambeth	David Amos	Lab	Nanda Manley Browne
Lewisham	Amanda de Ryk	Lab	Kim Powell
Merton	Eleanor Stringer	Lab	Billy Christie
Newham	Zulfiqar Ali	Lab	John Gray
Redbridge	Helen Coomb	Lab	Vaniska Solanki
Richmond upon Thames	Kuldev Sehra	LD	
Southwark	Stephanie Cryan	Lab	
Sutton	Bobby Dean	LD	
Tower Hamlets	Abdul Wahid	Ind	Amin Rahman
Waltham Forest	Paul Douglas	Lab	Vicky Ashworth
Wandsworth	Angela Ireland	Lab	
Westminster	Adam Hug	Lab	Aicha Less
City of London	Alistair Moss	Ind	Florence Keelson Anfu

UNISON

Helen Reynolds
Sean Fox
Mary Lancaster
Clara Mason
Yvonne Green
Simon Steptoe

Gabby Lawlor
Gloria Hanson
April Ashley
Christine Lander
Maggie Griffin
Jackie Lewis
Matt Ratcliffe
Jare Oyewole
Kerie Anne
Valerie Bossman-Quarshie
Danny Judge
Sonya Howard

UNITE

Clare Keogh
Danny Hoggan
Gary Cummins
Susan Matthews
Kathy Smith
Neil Tasker
Julie Phipps

GMB

Penny Robinson
Keith Williams
George Sharkey
Gary Harris
Kehinde Akintude
Donna Spicer
Sonya Davis
Christine Golding

**Notes of the Joint Meeting of the Greater London Employment Forum held via MS
Teams on Thursday 23 February 2023**

PRESENT

Employers' Side

Cllr Sade Bright	London Borough of Barking & Dagenham
Cllr Barry Rawlings	London Borough of Barnet
Cllr Muhammed Butt	London Borough of Brent
Cllr Pauline Tunncliffe	London Borough of Bromley
Cllr Steve Donnelly	London Borough of Ealing
Cllr Ivis Williams	Royal Borough of Greenwich
Cllr Carole Williams	London Borough of Hackney
Cllr Zarar Qayyum	London Borough of Hammersmith & Fulham
Cllr Sarah Williams	London Borough of Haringey
Cllr Ray Morgan	London Borough of Havering
Cllr Josh Rendall	Royal Borough of Kensington & Chelsea
Cllr Alison Holt	Royal Borough of Kingston
Cllr David Amos	London Borough of Lambeth
Cllr Sally Kenny	London Borough of Merton
Cllr Helen Coomb	London Borough of Redbridge
Cllr Kuldev Sehra	London Borough of Richmond
Cllr Stephanie Cryan	London Borough of Southwark
Cllr Richard Clifton	London Borough of Sutton
Cllr Paul Douglas	London Borough of Waltham Forest
Cllr Kemi Akinola	London Borough of Wandsworth
Cllr Aicha Less (Sub)	City of Westminster

Trade Union Side

Helen Reynolds	UNISON
Sean Fox	UNISON
Jackie Lewis	UNISON
April Ashley	UNISON
Clare Keogh	Unite
Danny Hoggan	Unite
Keith Williams	GMB
Donna Spicer	GMB

IN ATTENDANCE

Jade Appleton	Political Advisor to the Conservative Group, London Councils
Daniel Houghton	Political Advisor to the Liberal Democrat Group, London Councils
Steve Davies	London Councils
Eliana Neyhus	London Councils
Julie Woods	UNISON

APOLOGIES FOR ABSENCE

Apologies were received from Cllr Richard Olszewski (Camden), Cllr Nesil Caliskan (Enfield), Cllr David Ashton (Harrow), Cllr Shantanu Rajawat (Hounslow), Cllr Adam Hug (Westminster), Cllr Alastair Moss (City of London), Penny Robinson (GMB), Gary Harris (GMB), Mary Lancaster (UNISON), Clara Mason (UNISON), Andrea Holden (UNISON) and Adejare Oyewole (UNISON).

1. TO RECEIVE THE MINUTES OF THE MEETING HELD ON 19 JULY 2022 AND TAKE ANY MATTERS ARISING

The minutes of the meeting held on 19 July 2022 were agreed.

Matters Arising

Occupational Health & Safety – Item 4 – Minutes of 22 February 2022

Helen Reynolds, Joint Side Secretary enquired whether there was a commitment to reinstate the Health and Safety Network and asked if it was still going ahead?

Steve Davies, Employers Side Secretary responded that he would pick this issue up with the Health and Safety Network Chair.

London Pensions Collective Investment Vehicle (CIV) Update- Item 5

Jackie Lewis (UNISON) raised the issue of accessible documents for these meetings.

Steve Davies, Employers Side Secretary responded that when agenda packs are distributed there is a request that if any individual has accessibility issues to contact either myself or Debbie Williams and we can arrange for documentation to be provided in a suitable format.

Jackie Lewis (UNISON) responded whether documents could not be provided in the same format. She does not personally need accessible documents but can read the accessible version. There is also the wider issue of ensuring we operate in a way that does not discriminate against disabled people, e.g., usage of PowerPoints can be very difficult for those who use screen reading technology. Think we could adopt a standard protocol for documents which could be sent to those who give presentations, i.e., guest speakers.

Steve Davies, Employers Side Secretary thanked Jackie Lewis for raising this and stated that we could look at amending these issues. These concerns have not been raised in the past for these meeting papers but we have done similar things for other Networks so we can use some of that guidance here.

Menopause Policies – Item 8

Donna Spicer (GMB) stated that the union side had requested at the last meeting a list of boroughs who had menopause policies and that we be provided with copies of best practice policies. Cllr Holt (Kingston) stated that Kingston were becoming a 'Bloody Good' accredited employer so it would be good to know what that is so other boroughs can sign-up to it. Could we have these documents provided for the next meeting and keep this item on the agenda until we have every Council signed up?

Steve Davies, Employers Side Secretary responded that this will be picked-up.

Cllr Alison Holt (Kingston) clarified that the Bloody Good Period Employer is a separate accreditation to the Menopause Friendly Employer, there are a number of initiatives that Kingston are doing, and this is something we should not lose sight of.

There were no further matters arising.

2. APPRENTICESHIPS UPDATE – PAY SURVEY 2022 – Amin Aboushagor, Principal Policy Officer for Skills and Culture, London Councils

Jackie Lewis (UNISON) stated that there was a lot of work happening in this area and some good news, but the report is very data heavy, some of which was somewhat unnecessary. It might be useful to have a look at a few key issues if Amin is able to provide the union side with the data. What the unions would like is to see is a breakdown by gender, disability and race of those who are on qualification routes, specifically in higher level apprenticeships which make up of most of the union members. We would also like to see what access their members have to qualification whilst they are in employment. We would also like to request an update on the apprenticeship levy lobbying.

Amin Aboushagor (London Councils) emphasised that the team have been lobbying the government to allow levy funding to be spent more flexibly. At present the levy can only be spent on apprenticeship specific training. We have also lobbied for an extension to the time period that the levy funding can be spent to over to three years. Those are a couple of the asks in the team's budget submission.

Cllr Carole Williams (Hackney) requested that invites to these events can go to the other Leaders, the invite for this event to Hackney and all related information would have gone to Mayor Glanville but would be good if other Leads could receive this invite and information.

Amin Aboushagor (London Councils) responded that he will assure that the team will do this for future events and distribution.

3. PAY CLAIM 2023

The report was noted.

4. TACKLING RACIAL INEQUALITY PROGRAMME UPDATE – Kim Wright, Chief Executive, Lewisham, and joint chair of the Tackling Racial Inequality Programme

Kim Wright informed colleagues that she is the Chief Executive of Lewisham Council and Co-Chair of the Tackling Racial Inequality Programme alongside Stuart Love, Chief Executive at Westminster and introduced Nancy Hunt, Policy Officer, London Councils who is fundamental

to the overall management of this programme of work and are both in attendance today to answer any questions colleagues may have.

A few key message: this is our second annual report to this forum and will be doing them every year to ensure colleagues are sighted on, what we see as, a long-term piece of work. All the London boroughs have come together to tackle racial inequalities, and it provides a strong network for borough officers to come together to learn, share good practice, and produce innovative pan-London products. There are over 200 volunteers drawn from across the London borough workforce, operating through the five working groups that are set out in the paper. Each of the themes under the working groups are chaired by senior Leaders in the boroughs and sponsored by Chief Executives as well, anchoring the senior level of local government to ensure that there is weight put behind this programme.

What the paper sets out is a number of products and outputs that the programme has seen this year, ranging from the anti-racist statement to the self-assessment standards that have been produced by the working groups. We have done a lot of work this year on race equality, language, and terminology, and have produced some guidance on racial trauma. We have continued our work on ethnicity and pay data, these key findings are set out in paragraph 30 of the report. To underpin the work is a platform for us to share and amplify voices through communications and engagement. Last February we held an event at Lambeth Assembly Hall, this year in March we have another conference which is entitled 'Joining Forces' which is about collective action and progressive partnerships. We also produce a quarterly newsletter, if you would like to receive this then please do email [Nancy Luck](mailto:Nancy.Luck) with your details and we will add you to the distribution list.

Helen Reynolds (UNISON) asked if the anti-racist statement was something that has been developed and councils have signed-up to or are you looking for councils to sign-up to it? How is it being developed?

Nancy Hunt (London Councils) responded that these products have been developed already and were signed-off in December. The pilot scheme was launched in January with 13 boroughs signing up, a further five have adopted the products but will not be participating in the centrally co-ordinated pilot scheme. It is a six-month pilot and when it is finished there will be some evaluation and feedback reporting and then the opportunity for boroughs who didn't sign-up to the pilot to get involved.

Helen Reynolds (UNISON) asked if the unions had been involved in any of this work.

Nancy Hunt (London Councils) responded that the unions had some input into the Standards, and there is a section on staff networks and trade unions which the London Councils union representatives provided input to, but I do not believe it was brought to any forum like this one.

George Sharkey (GMB) asked whether a study could be done regarding how local authorities provide time off for religious festivals?

Kim Wright (Lewisham) responded that she did not know if a study could be conducted per se but could certainly ask the Heads of HR Network to provide some information about this in a short survey.

April Ashley (UNISON) stated that she just wanted to echo the point made by Helen Reynolds (UNISON), that this is an important initiative and would like to know why the unions are not involved? There are clear outputs and progress on the initiatives, but the unions would like to see the data that has been collected that reflects our own boroughs as well as

boroughs across London, could we have access to this? Also, I am aware that you have the Tackling Racial Inequality Standard, have all the councils signed up?

Kim Wright (Lewisham) responded that she can see the benefits of the unions being more involved, initially this programme was set up by Chief Executives so it would be timely to review membership of the programme now we have some traction so I will discuss this with my colleagues. The data that we produce is publicly available so this can be shared with the unions. I will liaise with Steve Davies (London Councils) on the best way of getting this to you. Nancy Luck (London Councils) can go through some of the detail of the sign-up numbers, we are still in the pilot stage so not all councils have signed-up, some are waiting for the pilot to be completed before they do so in order to sign-up to the complete product.

Cllr Carole Williams (Hackney) asked if it was known how many councils provide ethnicity pay gap reporting? Is this something that we are going to be monitoring and if yes, will we receive an update at GLEF or the TRI group to encourage more councils to do so? I think it is also helpful to look at the data intersectionally so we understand how women, disabled staff, LGBTQ+ and Global Majority staff are affected, how are you going to do this? The government last year decided that it would not be a requirement to report ethnicity pay gap, the women's budget group has looked at how to calculate this and have really struggled to come up with a methodology. Is there anyone working on that methodology and how would it be shared with councils?

Kim Wright (Lewisham) responded that publishing the ethnicity pay gap is part of the Standard, whether you publish it or not it helps you achieve different levels on the Standard and asked if the information was held on how many councils publish this?

Steve Davies, Employers Side Secretary responded that the pay is a specific measure, not all councils do the ethnicity pay gap reporting, but we do have a methodology for it. In terms of intersectionality, we have not looked to tackle that across London yet, but it is something we can explore. We do a survey, the information of which I will share in April, which looks at the levels of workers across different pay bands across the boroughs and in different services. We have done this by gender and broad age groups, it is not the pay gap per se but gives you an idea about where staff are at different points in the pay scales across London.

Cllr Carole Williams (Hackney) stated that she thinks the ethnicity pay gap is not the destination, it is part of a journey, and we need to have a strategy for getting to the final destination and what that looks like in terms of ethnicity. Thus, we need to have a phased approach towards improving on how we can calculate ethnicity pay gap and what it tells us about our workforces.

Cllr Muhammed Butt (Brent) stated that in places like London where we have very diverse communities and the make-up of London is diverse, I think this is a relevant piece of work to ensure our workforce represents the communities that we represent and deliver services for. I am trying to understand the inequalities and break down some of these barriers and encourage more people from those backgrounds to come and work for my council, and I think the part of the anti-racist statement is key when it says be humble and educate yourself on what you don't know about instead of putting the onus on others to educate us. If we can take just a few minutes to understand people's history and journeys, it will make for a better process going forward.

Kim Wright (Lewisham) responded exactly, we are two years into the programme, and it has got a long way to go, we are doing a lot now, but we are on a journey and have a lot further to go.

5. **LONDON PLEDGE UPDATE** – Rula Tripolitaki, Programme Manager & Workforce Programme Lead

Rula provided an update on how the London Pledge is going and reported that a 100% data had been collected. The team are now starting to look at how the data is developed to support trend analysis and unpick other items within the data collection that has not necessarily been used yet. The London Innovation and Improvement Alliance (LIIA) gave a presentation to the five sub-regional governance groups and received feedback in terms of the compliance with the revised caps, of which there has been a real improvement across London. There is a real sense of transparency and communication around shared challenges which LIIA are responding to and encouraging engagement and support with the agency supply chains. They are seeing a stagnation or stability in the agency market, for some this has reflected a positive change which has allowed agencies to focus on more permanent recruitment, and that agencies are seeing more agency workers choose to move into more permanent roles, however that has meant a lack of candidate movement in the market and therefore a lack of candidates coming through.

Rula stated that the data highlights the shortage of candidates that has existed for some time, making the shortage of qualified candidates clearer. LIIA will be looking at additional issues including reasons for rejections, and will be present with national proposals put forward, and, alongside the governance meetings, run an evaluation survey so they are hearing what is happening on the ground and can respond to those issues.

Rula concluded by noting the London Directors of Children's Services, practice leaders and others have contributed to a Statement of Principles and Practice regarding in-person working with children and families. This work is not related to agency workers alone but relating to wider issues of children's social work and recognition of trends in expectations of remote working, particularly where the agency market has seen this as a negotiation point and there's an increase in up to 100% remote working. The Standard is an opportunity to support all local authorities and is not defined in days of working in the office but is a backdrop to local-level policies.

Jackie Lewis (UNISON) expressed that it was good news from the unions perspective that people were taking up permanent roles from agency roles, but that the unions should have been involved in some form of consultation around the discussion of remote working, especially in regard to health and safety which affects both in-person and remote working. Also, the DofE recently published its response to the McAllister Review recommendations about developing and issuing guidance on maximum payloads, so the unions want to ask how that links to the work being done by the London Pledge?

Rula responded that the Statement was a recent development, and is not a policy as such, but is happy to share with the unions if there are any reflections or comments to be incorporated. In regard to the price caps, can confirm that they are in relation to agency and pay rates and achieving parity with permanent workers, and the challenge within that is every local authority has different pay rates on the permanent side. There is going to be a sub-group to look at how this could be developed and that there is a recognition to maintain a national position, notwithstanding all the nuances that happen at a regional and borough level. It is the aim to have a consistent rate, but it is not yet defined as to how they are going to develop that.

Jackie Lewis (UNISON) raised the issue of a separate report detailing that a disproportionately high number of black workers were choosing to go into agency work, the reason for this indicated was that some felt that it was the best to get a promotion, therefore

there is an equality impact assessment that we should be aware of when carrying this work out.

Rula reassured that it is an issue they are aware of and are trying to determine how to assess it. Some data collection was carried out on the agency workforce but through inaccuracies or 'prefer not to say' responses made the ability to investigate the impact on those groups challenging. Within LIIA, anti-racism and disproportionality is a key theme across all projects so work so the work for the steering group addresses this issue as a part of wider initiatives, and LIIA have regular meetings with the Leadership and Colour Reference Group, of which they also have members on the Workforce Steering Group to ensure they are continually thinking about how to address these challenges. LIIA are also conducting a piece of research called the Big Listen, and some of the reflections do speak to racism and discrimination being factors in decisions to leave the profession or move into the agency market. There are 150 social workers in focus groups and have also received over 1200 responses to their survey which is closing on 24 February 2023. We aim to be able to move forward with a defined approach on how LIIA address the issue of disproportionality in the agency market, for now there is a recognition that disproportionality exists and that LIIA are weaving this into the wider programme.

Jackie Lewis (UNISON) stated that the worrying thing was the reasoning, the major concern with this issue was the reasoning and how black social workers feel they are being treated in social work roles, referring to data in a previous report, and suggested that the Committee brings this item back periodically.

The Chair, Sean Fox (UNISON), agreed that this item should be raised at the Committee periodically and requested that Jackie Lewis share this previous report with Rula in order for LIIA to inspect the issue in more detail. It is a key issue that staff of colour feel the need to leave local authorities in order to progress their careers, only to step back at a higher level.

6. ANY OTHER BUSINESS

Donna Spicer (GMB) expressed that she would welcome a discussion on these Committee meetings happening in person. There were Councillors missing from today's meeting and people having to leave early whereas, pre-pandemic, these meetings were very well attended on both sides. There are reasons where virtual meetings can be more convenient, but the meeting needs to return to some 'normality'.

The Chair, Sean Fox (UNISON), confirmed that he will have this conversation at Joint Secretaries which will be the right place to discuss this issue further.

Cllr Tunnicliffe (Bromley) stated that she would welcome face to face meetings.

The meeting concluded at 12:45

DATE OF NEXT MEETING: Tuesday 18 July 2023

Group meetings: 10am Employers meeting: 10.45 Joint Meeting: 11.30

Greater London Employment Forum

Tackling Racial Inequality Programme Update

Item: 5

Report by: Swazi Kaur **Job title:** People and Inclusion Manager, London Councils

Date: 18 July 2023

Contact Officer: Swazi Kaur

Email swazi.kaur@londoncouncils.gov.uk

Purpose: To provide an update on the Tackling Racial Inequality Programme.

Introduction

1. The London Tackling Racial Inequality Programme was established in 2020 as a London local government response to persistent racial disparities.
2. The programme is set up to deliver two overarching priorities:
 - a. Support the work that individual boroughs are undertaking that responds to the needs within their communities and organisations
 - b. Work beyond our statutory duties to develop regional activity and action, where appropriate.
3. Three themes were established to deliver these priorities and help drive regional activity that adds the most value to boroughs:
 - a. Demonstrating leadership
 - b. Our role as large employers
 - c. Challenging and improving practice across services.
4. Over the last few years, the programme has built a strong foundation of 200 volunteer officers from across London local government that actively link in with broader movements of networks and partners.
5. It should be noted that the London Tackling Racial Inequality Programme established in 2020 has developed and introduced several new and innovative products which embed race equality and anti-racist culture into government agenda:

- The Anti-Racist Statement and CELC Tackling Racial Inequality Standard address many of the pledge commitments that Unison is asking Employers to commit to.
 - Race Equality, Language and Terminology Consultation
 - Racial Trauma Guidance
 - Ethnicity and Pay Data Across London Local Government
 - The Tackling Racial Inequality Programme's First Event - Harnessing our Black, Asian and Multi-Ethnic Communities Talent
 - Race Matters – The Tackling Racial Inequality Programme's Newsletter
6. The anti-racist approach is founded on the belief that it is everyone's responsibility to proactively and continuously:
 - a. Unpack and reset beliefs, assumptions, and values.
 - b. Take action when we observe racism in beliefs, assumptions and values and the decision and actions that follow, however subtle.
 - c. Be humble and educate ourselves on what we don't know about racial inequalities rather than putting the onus on others to educate us.
 7. Through adopting the Statement, local authorities are encouraged to:
 - a. Build a picture of key inequalities in their area and look at what is driving these.
 - b. Shape solutions by listening to residents, communities and frontline staff.
 - c. Set expectations for leaders to take personal responsibility for what they can do now to bring about change.
 8. The Anti-Racist Statement is underpinned by the CELC Tackling Racial Inequality Standard. The CELC Tackling Racial Inequality Standard has been designed as a self-assessment and benchmarking tool for London local authorities. It contains a descriptor of the level of practice required of local authorities to meet a minimum for exemplary standards on racial equality. It is informed by and celebrates local initiatives building a model that assesses impact and cultivates pan-London shared learning and good practice.

The Tackling Racial Inequality Standard

9. There are three levels of practice set out in the Standard.
 - **Developing practice** – Limited or no compliance with the Standard's category, however, there is evidence of some commitment (internal and/or public) to positive change and improvements. Lacking the values and behaviours of a diverse and inclusive organisation⁵ with no or little evidence of meeting the requirements of the Equality Act 2010, but recognition and some evidence of progress around the race equality journey.
 - **Established practice** - Partially compliant with the Standard's category with definitive commitments and plans within the organisation to change and improve. Demonstrating some values and behaviours of a diverse and inclusive organisation and meeting the requirements of the Equality Act 2010.

- **Leading practice** – Fully compliant with the Standard's category with clear commitments and plans that are being delivered and evaluated. Demonstrating values and behaviours of a diverse and inclusive organisation and exceeding the requirements in the Equality Act 2010.
10. London local authorities will be able to demonstrate a strategic and coordinated approach to tackling racial inequality which is reinforced by values, behaviours and activities that support individual councils. This will help ensure our individual and collective action reflects the needs of London and that, as a city, we are leading by example on the issue of tackling racial inequality, injustice and disproportionality.
 11. The Standard enables local authorities to reflect on and improve their practice across seven categories:
 - **Strategic Leadership and Management:** Executive leaders use their influence on people, organisations and external stakeholders to push forward diversity and inclusion agendas. They create systems of clear accountability and evaluation of impact.
 - **Employee Lifecycle:** Racial equality is embedded in the systems, processes and practices to eliminate all forms of discrimination in the employee lifecycle and has established an anti-racist organisation and culture. This includes recruitment, induction, supervision, training and development, retention and reward, disciplinary and grievances, policies and procedures.
 - **Data Governance:** Data is collected consistently, completely and accurately to understand race-related challenges and inform solutions. Data is widely published, interpreted and analysed to support the organisation's mission to be open and transparent and embrace continuous improvement.
 - **Policies and Processes:** Internal policies and processes are clear and robust in fostering an anti-racist culture, supporting staff and ensuring dignity at work.
 - **Strategies and Action Plans:** There are clear, co-developed and resourced strategic ambitions and actions in place to deliver change and impact.
 - **Staff Networks:** There is a prevalent and well-supported staff network(s) in place to drive, recommend and deliver change within the organisation and for service delivery.
 - **Community engagement:** Community engagement is inclusive, transparent, and meaningful. It has been developed with careful planning, collaboration and co-design with a commitment to a sustainable participatory culture.
 12. Thirteen (13) London boroughs have taken part in a 6-month pilot scheme to introduce the statement and standard to their local authority. The chairs of the Demonstrating Leadership working group led this pilot with support from London Councils.

13. The pilot has just ended, and feedback is being collected on the achievements so far. This feedback will be taken to CELC with next steps identified to widen the reach of the work to other London boroughs. Participants did report that the short lead time for the pilot did not allow for socialization of the standard, so this has been identified as a priority going forward.
14. Feedback from the pilot programme. Ten boroughs responded to a survey feedback form and all participant boroughs provided verbal feedback in fortnightly drop in support sessions and two formal feedback meetings.
15. In the survey, 60% of respondents said that the statement had been adopted within their organisation, whilst 90% of respondents said that their organisation had adopted the standard. Many participants reported the standard being built into action plans that form part of their authority's strategic plans, including their Human Resources and Organisational Development strategies, and as a benchmark for equalities plans. Despite this, some respondents felt that they would like more work done to incorporate the Standard and they feel that more time is needed to share it more widely.
16. All respondents to the survey felt that they had senior buy in to the work of the pilot scheme and all felt that they had been supported within their organisation regarding their work on the Statement and Standard. 60% of respondents did, however, feel that they need further support with the self-assessment process, and many fed back that they need more time to effectively implement that Standard due to capacity issues. Two respondents also reported finding the guidance difficult to follow and felt that future iterations may benefit from top tips and a step by step guide, as well as a briefing session to go through how to do the self-review.
17. The peer review meetings were a key part of the process, with 100% of respondents answering that they found them helpful. Many reported the benefits of what they found to be honest and helpful conversations that allowed them to share best practice, receive challenging questions, identify blind spots and connect with colleagues doing similar work in different authorities. Some, however, did feedback that they require more time in the peer review to effectively challenge their partner as there was so much to cover.
18. Other areas for improvement mentioned was consistent feedback that more time was needed, both to complete the self-assessment and socialise the Standard, and to hold the peer review meetings. One participant expressed a desire to have an introductory meeting with their peer review partner before the peer support meeting so that they could give background information on their Council and have a clearer picture on whether they had assessed themselves correctly.
19. Another respondent asked that examples of best practice from the pilot be provided with future Standards to give tangible examples of how this work is being embedded and guide people on how they should score themselves. Some also felt that it should be clearer that the assessment was focused on anti-racist work and not general EDI work.

20. Regarding feedback, two participants felt that the feedback template was too rigid and that they would like some fluidity in how they provide feedback so that they may capture everything that was spoken about.
21. Overall, every respondent to the questionnaire answered that they would support a wider implementation of the Statement and Standard across London boroughs. Many of the participants gave positive feedback on the experience as being helpful in implementing their race equality plans and providing a critical friend with which they could engage in mutual honesty in a safe environment. The additional fortnightly reflection meetings were also reported as invaluable in hearing the views and ideas of all the boroughs taking part in the pilot and allowed for strong learning and development.

**ITEM 6 – UNISON’s ANTI-RACISM CHARTER ATTACHED
SEPARATELY AS A PDF**

Greater London Employment Forum

Local Government Pay Claims 2023

Item: 7

Report by:	Steve Davies	Job title:	HR Director and London Regional Employers' Secretary
Date:	18 May 2023		
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Purpose: To report on the local government pay claims for 2023.

1. Summary of the pay claims

1.1 The unions submitted their pay claim for local government services staff effective from 1 April 2023 on 30 January 2023. This was as follows:

The claim is for:

- An increase of RPI (10.70 per cent, Nov 22 figure) + 2% on all pay points

In addition:

- Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years.
- A review and improvement of NJC terms for family leave and pay.
- A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN)
- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home.
- A reduction in the working week by two hours
- A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention

1.2 The Chief Officers claim is:

- RPI (10.70 per cent) + 2%
- An additional day of annual leave for all Chief Officers to be implemented from 1 April 2023
- An additional day of annual leave for personal or well-being purposes (as per NJC 2023 claim)

1.3 The Chief Executives claim is:

- a pay increase of the same percentage increase to SCP43 on the NJC pay spine (or, if NJC award is a cash figure, the equivalent percentage)
- A direct link to NJC increases so that Chief Execs receive the same percentage increase as SCP43;
- A review of Chief Execs' 30-day minimum annual leave if NJC is awarded an extra day.

1.4 Local Government Association officers together with National Joint Council Employer representatives conducted pay briefings with regional employer organisations during February. In London our briefing was conducted on Monday 6 February and the unions were able to make a presentation about their claims at the start of the meeting.

1.5 The National Employers met on 23 February to consider the claims and information from the regional employer briefings.

2. The National Employers offer and what it means for London pay

2.1 The National Employers agreed unanimously to make the following one-year (1 April 2023 to 31 March 2024), full and final offer to the unions representing the main local government NJC workforce:

- With effect from 1 April 2023, an increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive.
- With effect from 1 April 2023, an increase of 3.88 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (*in accordance with Green Book Part 2 Para 5.42*)
- With effect from 1 April 2023, an increase of 3.88 per cent on all allowances (*as listed in the 2022 NJC pay agreement circular dated 1 November 2022*)

2.2 This offer would achieve a bottom rate of pay of £11.59 with effect from 1 April 2023 (which equates to a pay increase of 9.42 per cent for employees on pay point 2) and everyone on the NJC pay spine would receive a minimum 3.88 per cent pay increase.

2.3 The National Employers' have identified that this offer, if accepted, means an employee on the bottom pay point in April 2021 (earning £18,333) will have received an increase in their pay of £4,033 (22.0 per cent) over the two years to April 2023. For an employee at the mid-point of the pay spine (pay point 22), their pay will have increased over the last two years by £3,850 (13.99 per cent).

2.4 **In London** the national pay offer equates as follows:

- An offer of £2,226 on Outer London pay points up to and including spine point 48
 - An increase of £2,352 on Inner London pay points up to and including spine point 50
 - Above pay points 48 and 50 on the respective London pay spines an increase of 3.88 per cent will apply.
 - Allowances, including overtime rates, to be increased by 3.88%
- 2.5 In relation to other elements of the pay claim the National Employers' proposed that the Joint Secretaries enter into exploratory '*without prejudice*' informal discussions in order to map out the practical considerations **of how and when the pay spine might be reviewed** once the future policy direction of the National Living Wage has been confirmed. They have also offered again this year to "enter into discussions on the broader **family leave and pay issues** (raised in the previous 2 years but not engaged with by the unions).
- 2.6 The National Employers' rejected the other elements of the unions claim, including extra leave and reduction of working hours.

Chief Officers and Chief Executive's

- 2.7 The National Employers' made a pay increase offer to Chief Officers and Chief Executives of 3.5% from 1 April 2023 and rejected the CO claim for an extra days annual leave.

3. The Unions response

- 3.1 On Wednesday 8 March, the unions formally rejected the pay offer and signalled their intent to conduct ballots for industrial action.
- 3.2 All unions are balloting on a disaggregated basis, which means strike action could be taken at each individual council or school where a turn-out of over 50 per cent is secured.
- 3.3 The GMB's consultative ballot on the National Employers' full and final pay offer closed on Friday 28 April. Unite's consultative ballot closed on Monday 1 May. Both unions were recommending their members to vote to reject the offer.
- 3.4 Unite announced on Wednesday 3 May that its Local Government Services LGS 'Green Book' members have voted to reject their pay offer by 75 per cent to 25 per cent and its Craft 'Red Book' members voted to reject their pay offer by 76 per cent to 24 per cent. Unite are running formal ballots for industrial action for Craft and LGS members between 13 June and 28 July.
- 3.5 GMB announced the result of its ballot on Friday 5 May, that its members have rejected the LGS 'Green Book' pay offer by 64% to 36%. GMB are proposing to start ballots for industrial action to LGS Green Book members in September, and still considering the timescale for Craft members.
- 3.6 UNISON conducted its formal ballot for industrial action from 23 May until 4 July. UNISON balloted on a disaggregated basis, which means strike action could be taken at each individual council / school where a turn-out of over 50 per cent is secured (if

members vote in favour of strike action). UNISON is required to inform each individual employer of the number of votes for / against the offer, plus the turn-out figure.

- 3.7 At the point of report despatch we have received an indication of UNISON ballot results in about half of London boroughs. Most have not achieved a turn-out of voters over 50% which means that most are not able to undertake industrial action. However, there was a strong vote in favour of industrial action by those UNISON members that did vote.
- 3.8 Where UNISON meets the threshold for lawful industrial action to take place we await information about when potential strike action could start.

Chief Officer update

- 3.9 Agreement has been reached on the pay award for JNC Chief Officers applicable from 1 April 2023 (covering the period 1 April 2023 to 31 March 2024). The individual basic salaries of all officers within scope of the JNC for Chief Officers of local authorities should be increased by 3.50 per cent with effect from 1 April 2023.
- 3.10 There is no update on Chief Executive's since their unions have not settled and are awaiting the outcome of the LGS pay award.

4. Important Context and Background Information about the challenges relating to the national pay award

- 4.1 Regardless, of the current economic situation and cost of living crisis, local government employers have been grappling with the challenges and pressures created on the bottom of national pay scales by the National Living Wage (NLW). The National Living Wage is the minimum hourly rate of pay across the country for those aged 23 years and over and calculated by the Low Pay Commission (LPC). It is not to be confused with the Real Living Wage which is calculated by the Living Wage Foundation and based on the cost of living.
- 4.2 Since its introduction in 2014, the National Living Wage (NLW) has presented a huge challenge for the National Joint Council (NJC) to maintain headroom between the bottom pay points of the local government pay spine and the statutory NLW.
- 4.3 Ahead of the last General Election, the Conservative Party announced a policy of increasing the NLW from 60 per cent of national median earnings to 66 per cent by April 2024. This has formed the remit of the Low Pay Commission since and has resulted in some significant annual increases in the NLW.
- 4.4 The graph below shows the lowest rate of pay in local government has always been higher than the NLW:



- 4.5 Maintaining this headroom is a continuous struggle because of the volatility of forecasts of what the NLW rate will be and the lack of a fixed figure to work towards (until it is announced in each October / November). It is therefore very difficult for the National Employers to plan effectively for each round of pay negotiations.
- 4.6 The NLW increased on 1 April to £10.42. The bottom NJC rate on that date will be £10.60 (pending agreement on the 2023 pay offer, which would achieve a bottom rate of £11.59).
- 4.7 The Low Pay Commission's (LPC) forecast last November, at the time of the Autumn Statement, was for the NLW in 2024 to get as high as £11.35, an increase of 93p (8.9 per cent) from its 2023 level. This was the top end of its forecast range of £10.82 to £11.35.
- 4.8 However, the LPC issued its consultation at the end of March and published new forecasts for the 2024 rate.
- 4.9 The main point to note is that the forecasts are up (again). The upper estimate of the projected rate for April 2024 is now £11.43, which is 8p higher than November's forecast. The mid-point projection is for £11.16 which is also 8p higher than the £11.08 of its November forecast (and 21p higher than the £10.95 forecast from this time last year).
- 4.10 In terms of the NJC 2023 pay offer (which in all likelihood will cover the bottom rate operational on 1 April 2024), this new forecast will provide 16p headroom from the top-end forecast.
- 4.11 Whilst projected increases to lower earners' pay are essentially guaranteed due to the increases to the NLW, it is also important to remember that the NLW is just one element of what will need to be considered by the National Employers in pay negotiations. Other factors such as the wider economic backdrop of inflation and cost of living, all play a part in the thinking.

Greater London Employment Forum

Menopause – Support Arrangements

Item: 8

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Purpose: To provide an update report on the type of arrangements that London boroughs have put in place to support people going through menopause symptoms. This was reported to GLEF on last July 2022.

1. Introduction

- 1.1 There are approx. 13 million people in the UK experiencing the menopause (41%). The menopause is a natural part of ageing that usually occurs between 45 and 55, but younger people can also experience the onset of symptoms earlier than this. In the UK the average menopause age is 51.
- 1.2 In London boroughs women represent over 60% of the workforce, and the average age of the workforce is 46 years old. This means a significant portion of our workforce will be affected by the symptoms of the menopause in the course of their daily duties.
- 1.3 Menopause symptoms can vary for those going through it, but those that suffer extreme physical and psychological symptoms say it can have a negative impact on their performance and attendance at work, and on their relationships with colleagues.

2. Symptoms

- 2.1 The symptoms and their severity vary. Contrary to common belief the symptoms begin months or even years before periods begin to stop. This phase is known as perimenopause. Symptoms persist for an average of 4 years after a woman's last period. 1 in 10 people experience symptoms for up to 12 years.

2.2 The most common symptoms of the menopause are (but not limited to):

- Hot Flashes - short, sudden feelings of heat, usually in the face, neck, and chest, which can make the skin red and sweaty.
- Night sweats - hot flushes that occur at night.
- Difficulty sleeping – which can cause tiredness and irritability during the day.
- Problems with memory & concentration
- Headaches
- Mood changes - such as low mood or anxiety and increased feelings of stress.

3 Affecting work ability and efficiency

- 3.1 The symptoms listed above are all impactful on a person's life and their ability to perform at work. Where the menopause is a normal event (not an illness, health condition) this means that the symptoms of the menopause are often under recognised, undervalued and not taken seriously.
- 3.2 Many people do not recognise that it is the menopause (or perimenopause) causing their symptoms, and so they will not talk about it and – more importantly – they will not ask for help. In addition, if their colleagues do not know enough about the menopause then it potentially makes it very hard for them to talk about symptoms they are experiencing at work.
- 3.3 It is no surprise that around half people going through menopause have been reported as finding work difficult due to their symptoms. Poor concentration, tiredness, poor memory, depression, feeling low, reduced confidence, sleepiness and particularly hot flushes are all cited as contributing factors.
- 3.4 Evidence shows that there is a direct link between menopause symptoms and feeling less engaged at work, less satisfied with their job, greater intention to quit, lower commitment to work.
- 3.5 It is estimated that for around 10 per cent experience symptoms so bad that they feel unable to continue working.

4 How employers help

- 4.1 All employers have a responsibility for the health and safety of all their employees. Some employers have been slow to recognise that women experience symptoms may need specific considerations and many employers do not have clear processes to support women with menopausal symptoms.
- 4.2 Experience has shown that there are three main elements to managing the menopause at work:

- Workplace culture – creating conditions for staff and managers to feel comfortable talking about the menopause.
- Workplace advice and guidance – creating frameworks for staff and managers to manage the menopause.
- Workplace environment – creating workplace arrangements and conditions that can better alleviate the symptoms of the menopause.

5 Employer and Unison guidance

- 5.1 There is a wealth of guidance for employers on how to support people going through the menopause. Guidance from bodies such as the LGA (Local Government Association), ACAS, CIPD (chartered institute of personnel and development), Society of Occupational Medicine, NHS Employers, and British Menopause Society.
- 5.2 UNISON have also produced guidance - *The Menopause is a Workplace Issue* - is aimed at supporting employers to create a working environment where staff feel supported. The guide highlights how symptoms – from migraines to panic attacks – are an occupational health issue and can have a significant effect on staff.

6 London boroughs support arrangements

- 6.1 We asked London boroughs what arrangements they have put in place to provide information, guidance and support to staff and managers about the subject matter of menopause.
- 6.2 All 32 London boroughs and the City of London reported they have either guidance and/ or a policy that outline information and support for staff and managers to help with management of the menopause. When we reported this last year, the unions asked that we identify which London boroughs had a policy as opposed to guidance.
- 6.3 The following London boroughs identified having a policy:
- Barking & Dagenham, have also recently signed the Wellbeing of Women 'Workforce Menopause Pledge'
 - Croydon
 - Enfield
 - Hammersmith & Fulham
 - Haringey
 - Havering
 - Kensington & Chelsea
 - Kingston & Sutton councils have developed a policy which is in consultation with the unions
 - Lambeth
 - Lewisham
 - Merton
 - Newham

- Redbridge
- Richmond and Wandsworth
- Southwark
- Tower Hamlets
- Westminster

6.4 It should be noted that all London boroughs provided examples of the type of support they give to staff experiencing the menopause. These include:

- Employee Menopause Support Groups and staff forums
- Women's Network which also supports colleagues going through the menopause
- Menopause Advocates
- Staff sharing experiences and practical support advice.
- Informal Menopause café where staff could drop in for informal chats, or ask questions
- Health events and/ or menopause events
- Dedicated section on the staff intranet
- Development of an App to help track perimenopause or menopause symptoms.
- All staff communications on the menopause
- Menopause bitesize sessions every two months
- Webinars and other digital forum for sharing information.
- Menopause awareness sessions for staff and managers
- E-learning modules