

10. Notices of Motion

10a Support for Tech Talent Charter

Councillor Munro will propose, and Councillor Paul Smith will second:

The Council is asked to note that just 17% of Tech/ICT workers in the UK are female, only 1 in 10 females are taking A level computer studies and yet there is a looming digital skills gap where the UK needs one million more Tech workers by 2020.

The Tech Talent charter (<https://www.techtalentcharter.co.uk>) was founded by a number of organisations across the recruitment, tech and social enterprise fields and was supported in the Government's policy paper on the UK Digital Strategy in March 2017

(<https://www.gov.uk/government/publications/uk-digital-strategy>). The Tech Talent Charter is a non-profit organisation leading a movement to address inequality in the UK Tech sector and drive inclusion and diversity in a practical and measurable way. There is no charge to join the Tech Talent charter and over 300 organisations have signed up as signatories.

The Tech talent charter encourages and supports signatories to tackle this lack of diversity and inclusion by undertaking to:

Support attraction, recruitment and retention practices that are designed to increase the diversity of their workforce.

- Define their own timetable of change and implement the strategy that is right for their organisation.

Measure the diversity profile of their UK employees and to share this data for (anonymous) collective publication.

Signatories of the tech talent charter pledge to:

1. Have a senior-level, named representative with responsibility for charter commitments.
2. Adopt inclusive recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews and diverse talent is actively encouraged to apply for roles.
3. Ensure that they have employment policies and practices that support the development and retention of an inclusive and diverse workforce.
4. Work collectively with other signatories to develop, share and implement protocols and best practice for the practical implementation of the aims of the charter.
5. Contribute their employment diversity data into a common central anonymised database, for sharing amongst signatories bi-annually and for publishing publicly in an annual report.

In light of the Council's investment in and commitment to the Cyber Park, the Council is asked to lead by example and strive to ensure that both its own IT services and industries

Appendix 1

within the Borough are diverse and all under-represented groups are fairly included. Cheltenham Borough Council, our cyber park partner, has already signed up to this charter. Accordingly, the Council is asked to:

- 1) Ask the Council's Human Resources Section to look at the Tech talent charter, identify what the Council could do better, the benefits to the Council in signing up to the Charter and how the Council can influence other shared service providers that the Council works with (including, but not limited to, UBICO, One Legal, Publica, South West Audit Partnership).
- 2) Receive a report back to a future meeting of the Council in 2020/21 with the findings and recommendations from the Human Resources Section.