

# TEWKESBURY BOROUGH COUNCIL

<b>Report to:</b>	Overview and Scrutiny Committee
<b>Date of Meeting:</b>	13 October 2020
<b>Subject:</b>	Council Motion – Support for Tech Talent Charter
<b>Report of:</b>	Head of Corporate Services
<b>Corporate Lead:</b>	Chief Executive
<b>Lead Member:</b>	Lead Member for Organisational Development
<b>Number of Appendices:</b>	Two

## **Executive Summary:**

At the Council meeting on 28 July 2020 a motion was presented seeking support for the Tech Talent Charter. A full copy of the motion is attached at Appendix 1 but, in essence, the Council was requested to adopt the following:

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.

In considering the motion, it was determined that it be referred to the Council's Overview and Scrutiny Committee for consideration. When referring motions to other Committees, the Council has the option to ask that Committee to determine the matter or send it back to the Council for determination. In this case, as it did not indicate that the matter be determined by another Committee, it must be referred back to the Council for a final decision.

## **Recommendation:**

**To consider the information set out in this report and determine the Committee's response to the Council in respect of the Tech Talent Charter Motion.**

## **Reasons for Recommendation:**

The matter has been referred by the Council for consideration by the Overview and Scrutiny Committee.

## **Resource Implications:**

None directly arising from this report.

## **Legal Implications:**

None directly arising from this report.

**Risk Management Implications:**

None directly arising from this report.

**Performance Management Follow-up:**

None directly arising from this report.

**Environmental Implications:**

None.

## 1.0 INTRODUCTION

1.1 At the Council meeting on 28 July 2020 a motion was presented seeking support for the Tech Talent Charter. A full copy of the motion is attached at Appendix 1 but, in essence, the Council was requested to adopt the following:

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## 2.0 WHAT IS THE TECH TALENT CHARTER? (<https://www.techtalentcharter.co.uk/about-the-tech-talent-charter>)

2.1 The Tech Talent Charter (TTC) was founded by a number of organisations across the recruitment, tech and social enterprise fields. It has been supported by the UK Digital Strategy since 2017. The TTC is run as an industry collective, to recognise that only through working together and joining forces, can any real meaningful change happen. The TTC is for organisations of all sizes, from start-ups to large multinationals, spanning all industry sectors from entertainment to banking.

2.2 The Tech Talent Charter (TTC) was created to solve a diversity problem in tech. This requires a collective effort across companies and sectors. The mission of the charter is to connect the dots not to reinvent the wheel by:

- facilitating collaboration across organisations and across sectors.
- curating insights in our Open Playbook to support companies to improve their D&I strategies across the entire talent pipeline.
- managing a unique I&D Directory to help members connect in the space.
- producing annual benchmarking data, helping Signatories to measure the diversity profile of their workforce and track progress.
- spotlighting the work of Signatories to improve their employer brand.

**2.3** Currently, just 16% of UK IT professionals are female\* and only one in ten females are currently taking A-Level computer studies.

14% of the UK working population is from a Black, Asian or Minority Ethnic (BAME) background yet only 8.5% of senior leaders in the tech sector are BAME\*\*.

19% of the UK working population has a disability yet only 9% of IT specialists in the UK have a disability.

The Tech Talent Charter statement, attached at Appendix 2, provides an overview of what organisations commit to as a signatory of the Charter.

### **3.0 SIGNATORIES SUPPORTING THE CHARTER**

**3.1** As at 16 September 2020, 544 organisations have signed up to the Charter. A review of this list indicates that signatories are predominantly from the private sector. In relation to local authorities only a small number have currently signed. These do include the following neighbouring Councils: Cheltenham Borough Council, Cotswold District Council, Forest of Dean District Council, West Oxfordshire District Council and Publica.

**3.2** A Board of Directors is also in place to oversee and support delivery of the Charter's mission statement. From the related website, this confirms the board comprises seven directors and these are all representative of the private sector. For example, Nationwide Building Society, KPMG, The Telegraph, Lloyds Banking Group.

### **4.0 POINTS TO CONSIDER IN RESPECT OF THE MOTION**

**4.1** The Committee is asked to consider the following points:

- the motion refers to the percentage split by gender and only 17% within the tech sector nationally are female. In relation to the Council's ICT team, 37.5% of the team are female. In relation to the Council's Business Transformation Team, which includes digital and service improvement, 57% of the team are female.
- With regards to influencing other shared service providers and the providers named, the latter two the Council has no direct influence. With regards to the South West Audit Partnership, the Council's internal audit team has no engagement with this partnership.
- With regards to One Legal, the Council is the lead for this partnership. Therefore, all officers within One Legal fall under the Council's human resources and equality policies.
- With regards to Ubico, this is a local authority owned company which the Council is a shareholder. The contract between the Council and Ubico includes adherence to equality and diversity practices and policies.
- Question 1 of the motion, also includes 'not limited' to the partnerships stated. Officers would therefore need a steer on what other partnerships should be included.
- The main element of the Motion is in regard to the Tech Charter. By giving reference to the partnerships stated, this is broadening the ask beyond the ICT sector as none of these partnerships are from this sector.
- With regards to producing an individual report to be considered at a future meeting of the Council. An alternative would be simply to build in an update of this within the Workforce Development Strategy. This is considered by the Overview and Scrutiny Committee on an annual basis.

- Initial feedback from the Human Resources team is that signing the Charter would not have a significant impact on resource. It could also be seen as a badge of the Council's commitment for the continued positive work around equality and diversity generally. This is linked to the above bullet point where the Council simply signs the Charter and updates are provided through the Workforce Development Strategy.

## **5.0 CONCLUSION**

**5.1** In essence the request contained in the motion is dealt with in this report and, after considering the information provided above, the Committee is asked to recommend to Council:

1. whether or not to sign up to the Tech Talent Charter; and
2. whether to include an update on meeting the requirements of the Charter within the Workforce Development Strategy which is presented to the Overview and Scrutiny Committee on an annual basis.

## **6.0 OTHER OPTIONS CONSIDERED**

**6.1** None.

## **7.0 CONSULTATION**

**7.1** None.

## **8.0 RELEVANT COUNCIL POLICIES/STRATEGIES**

**8.1** Workforce Development Strategy.

## **9.0 RELEVANT GOVERNMENT POLICIES**

**9.1** None.

## **10.0 RESOURCE IMPLICATIONS (Human/Property)**

**10.1** None.

## **11.0 SUSTAINABILITY IMPLICATIONS (Social/Community Safety/Cultural/ Economic/ Environment)**

**11.1** The Committee will consider these implications when undertaking reviews and in making its recommendations.

## **12.0 IMPACT UPON (Value For Money/Equalities/E-Government/Human Rights/Health And Safety)**

**12.1** The Committee will consider these implications when undertaking reviews and in making its recommendations.

**13.0 RELATED DECISIONS AND ANY OTHER RELEVANT FACTS**

**13.1** Council 28 July 2020 – Minute No. 20.2.

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**Background Papers:** None.

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**Appendices:** Appendix 1 – Motion to Council.

Appendix 2 – Tech Talent Charter Statement.