

MINUTES OF A MEETING OF THE EQUALITIES COMMITTEE HELD IN COMMITTEE ROOMS 2/3, CIVIC OFFICES, ANGEL STREET, BRIDGEND, ON MONDAY, 10 SEPTEMBER 2007 AT 10:00AM

Present: -

Councillor C A Green BA - Chairperson

Councillors

D A D Brett  
R D L Burns  
L Davies  
R G Hughes

Councillors

R D Jenkins  
K T Rowlands  
M Thomas

Officers

T Garthwaite - Executive Director - Strategic Change  
S Kelly - Policy and Performance Management Officer  
G P Jones - Principal Cabinet and Committee Officer

50 APOLOGIES FOR ABSENCE

Councillor MM Bertorelli - Holiday  
Councillor J Radford - Holiday  
Councillor D Sage - Holiday  
Councillor K Watkins - Illness  
L Smith - Illness

51 DECLARATIONS OF INTEREST

None

52 MINUTES OF THE MEETING HELD ON 18 JULY 2007

RESOLVED: That the minutes of the meeting held on the 18 July 2007 be approved as a true and accurate record.

53 MINUTES OF THE CORPORATE EQUALITIES MANAGEMENT GROUP

The Executive Director Strategic Change informed Members of the significant activity that was being undertaken to address equalities issues within the Authority. However, he explained that progress on all issues had not reached a level of completeness to make them suitable to present it to this Committee. The absence of the Corporate Equalities Co-ordinator through illness had also highlighted the need for a greater depth of expertise within the Authority.

In response to a Member question, he explained that the Authority had introduced the post of the Pay and Rewards Officer in order to develop a diversity of incentives and benefits which would be available to staff and improve recruitment, enhance performance and optimise retention.

Members indicated the importance of targeting appropriate equalities training to make best use of limited resources. They suggested that all staff were made aware that the Authority was here to provide a service to all its customers. The Executive Director Strategic Change indicated that the formation of a corporate training department would facilitate appropriate training using a mixture of external and internal budgets. He indicated that working in partnership with other Authorities to provide suitable training may increase training opportunities and reduce the cost of providing that training. The Executive Director Strategic Change also informed Members that changes to the top level posts would provide opportunities for other employees to develop within the organisation.

Members requested that the minutes of the CEMG were drafted with the knowledge that they would be made public at the Equalities Committee and some care was needed with the use of names and initials.

- RESOLVED: (1) That the minutes of the Corporate Equalities Management Group held on 29 August 2007 be noted.
- (2) That an audit be carried out of the Authority to determine:
- a. What appropriate Equalities training was required by employees;
  - b. The cost of the providing that training and;
  - c. Recommendations to target training in order to have the most effective impact on the Equalities agenda.

54 EQUALITIES IN THE BRIDGEND COUNTY BOROUGH WORKFORCE

The Executive Director Strategic Change introduced a report which informed Members of the progress that had been made in achieving progress on this issue. He explained that the recommendation stated that a report would be submitted to the next meeting would provide qualitative and quantitative data and provide the detailed information that the Committee required.

Members indicated that greater detail would be needed when providing information of Full time and Part time employees.

The Leader indicated that the advent of the new Commission for Equalities and Human Rights would necessitate clarification between regulatory bodies in respect of which one held primary responsibility. She cited the issues of the Welsh language as an example.

- RESOLVED: That the report be noted and agreed that a further report regarding workforce data be received at its meeting on 7 November 2007

The meeting closed at 11.05am