

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

18 December 2013

CORPORATE DIRECTOR RESOURCES

6 MONTHLY REPORT ON EQUALITY IN THE WORKFORCE

1. Purpose of Report

To provide the Cabinet Equalities Committee with data on the council's workforce, together with comparative information and an update on employment related developments.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

Analysing and using workforce data helps the council meet its statutory equality duties and support the following Corporate Priorities:

- **Priority 2:** Working together to raise ambitions and drive up educational achievement;
- **Priority 4:** working together to help vulnerable people to stay independent;
- **Priority 6:** working together to make the best use of our resources.

3. Background

3.1 Reliable workforce data enables us to:

- assess our performance in relation to the statutory duties set out under the Equality Act and the council's Welsh Language Scheme;
- work within the WLGA's Equality Improvement Framework;
- provide meaningful information aiding decision making.

3.2 The council is also required to include employee monitoring data by protected characteristic in its SEP annual report.

4. Current situation / proposal

4.1 Workforce data

4.1.1 Appendix 1 provides half yearly profiles and a data analysis of the contracted workforce from 31 March 2012 until 30 September 2013.

4.2 Developments

4.2.1 An internal communications plan is being developed to improve the low response rate to the equalities data capture exercise when phase two of the project is launched in 2014. 975 employees completed the survey in phase one representing 19.5% of applicable employees.

4.2.2 The Domestic Abuse Protocol and Manager and Employee Guidelines have been updated as part of the council's commitment to work with Welsh Government to deliver workplace policies for violence against women, domestic abuse and sexual violence. The refreshed guidance from the Equalities and Human Rights Commission has also been taken into account.

The protocol and guidelines set out the actions the council will take to support employees experiencing physical, emotional, sexual, psychological or financial abuse from intimate partners or family members. They are designed to:

- raise employee awareness of domestic abuse issues;
- ensure employees understand their roles in tackling domestic abuse;
- encourage victims of domestic abuse to access support without the fear of being judged by colleagues.

Work is on-going to ensure that the protocol is widely communicated and for appropriate training to be in place.

4.2.3 The 'council's role as an employer' objective within the SEP contains 10 actions, five of which were achieved by the target date. These were:

- Update our induction process to ensure an all-inclusive approach
- Job advertisement pages.
- Autistic Spectrum Disorder awareness
- Update our staff appraisal process to include an equalities element
- Promote more widely our apprenticeship scheme

Four objectives are not due to be completed until 2015 and relate to:

- staff networks,
- equality and diversity learning and development for staff
- equality and diversity learning and development for managers and
- employee policy updates

The remaining objective, which will be concluded by the end of 2013, relates to the development of employee information packs on:

- Pregnancy and maternity including partners and adoptive parents;
- Support for employees who are carers;
- Retirement, and;
- Domestic Abuse

4.2.4 An equality and diversity training and development plan was approved by this Committee in October 2013 and work has now begun to implement this plan.

4.2.5 The council was awarded the Louder than Words Charter by Action on Hearing Loss in January 2013 and has been successfully reassessed to retain the award.

4.2.6 In 2012, Welsh Government introduced “More Than Just Words” (a three year strategy promoting the use of Welsh language in health and social care settings). The council updated Welsh Government on year one developments and progress in Adult Social Care and Childrens’ Services in November 2013 and is awaiting feedback.

5. Effect upon Policy Framework & Procedure Rules

5.1 The report has no direct effect upon the policy framework or procedure rules but is required to effectively implement the council’s statutory duties in relation to equalities and human rights.

6. Equality Impact Assessment

Whilst no Equality Impact Assessment has been carried out, this report provides the committee with information which will positively assist in the delivery of the authority’s equality duties.

7. Financial Implications

None

8. Recommendation

8.1 That the Cabinet Equalities Committee receives and considers this workforce report.

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Date: 27 November 2013

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Background papers: None.