

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE - EQUALITIES**

**13 MARCH 2014**

**REPORT OF THE CORPORATE DIRECTOR RESOURCES**

**EMPLOYEE DATA COLLECTION PROJECT UPDATE**

**1. Purpose of report**

The purpose of this report is to provide members with an update on the work being done to capture employees' equality and other sensitive information.

**2. This report supports the Corporate Plan 2013 – 2017 priority:**

- **Priority 6:** Working together to make the best use of our resources

**Connection to Corporate Improvement Objectives/Other Corporate Priorities**

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a strategic equality plan (SEP) to identify the council's equality objectives and the publication of an annual report.

**3. Background**

3.1 The Equality Act 2010 introduced a new general duty for public bodies to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not share it. The protected characteristics are:

- Age (Act applies to over 18yrs)
- Disability
- Gender reassignment
- Marriage and civil partnership (only in relation to eliminating discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.3 The equality objectives set out how the council will address the most pressing issues for each of the protected characteristic groups.

#### **4. Current situation / proposal**

- 4.1 *'The essential guide to the public sector equality duty: An overview for listed public authorities in Wales'* published in June 2011 provides an overview of all of the specific duties that apply to listed public authorities in Wales.

The council published its first SEP in 2012 and its first annual report in 2013. An objective in the action plan is "The council's role as an employer" which describes the actions the council will undertake to address equality issues within its workforce.

An objective within this action is that "a significant increase in the level of employee data collected will be available which will assist the identification of barriers and areas requiring action."

Implementation of phase 1 of the data collection exercise was planned over a twelve month period to conclude in November 2013. Employees were asked to respond to the standard set of equality monitoring questions. An overall employee profile by each of the protected characteristics would then be provided to Cabinet Committee – Equalities for review on a bi-annual basis. Issues such as a disproportionate over or under representation of a specific equality group in the authority as a whole or in specific service areas would be addressed by Human Resources. However, the response rate was low with 924 employees completing the survey. Work is now underway to address the reasons for this low response rate and to develop a more engaging employee strategy encouraging employees to respond. The revised date for conclusion of the project is 30 September 2014.

Elected members will also be asked to complete the exercise.

The Human Resources Directors Network (WLGA group) comprises Heads of Human Resources from most councils across Wales and has also been tasked with examining the various approaches to employee data collection with a view to developing a best practice approach.

#### **5. Effect upon Policy Framework & Procedure Rules.**

- 5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

#### **6. Equality Impact Assessment**

- 6.1 The report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

**7. Financial Implications.**

7.1 There are no financial implications identified as this is an information/update report.

**8. Recommendation.**

8.1 That the Cabinet Committee notes the progress being made.

**Ness Young**  
**Corporate Director Resources**

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**Contact Officer:** Paul Williams  
Equalities and Engagement Officer

**Telephone:** (01656) 643606

**E-mail:** Paul.williams2@bridgend.gov.uk

**Postal Address:** Ravens Court, Brewery Lane, Bridgend. CF31 4AP

**Background documents:**  
None