

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

13 JULY 2017

**REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND
PARTNERSHIP SERVICES**

ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2016/17)

1. Purpose of report

To provide Cabinet Equalities Committee with data on the council's workforce as at 31 March 2017 and an update on employment related developments.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

Analysing and using workforce data helps the council support the following Corporate Priorities:

- Priority 2: Helping people to be more self-reliant
- Priority 3: Smarter use of resources

3. Background

3.1 Reliable workforce data also enables us to:

- meet our statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards;
- provide meaningful information to aid decision making.

4. Current situation / proposal

4.1 Workforce data

4.1.1 Appendix 1 provides a profile of the council's workforce as at 31 March 2017. Data provided includes the number of employees disclosing as LGBT, those with a disability, employees who are also carers, those from a BME background and a breakdown of employees' Welsh speaking, reading and writing skills. Also included in appendix 1 is a breakdown of schools equality data by gender and position, and an analysis of employees who left the council between 1 April 2016 and 31 March 2017.

4.1.2 Workforce information is based on data provided by employees in relation to their protected characteristics and ability to speak, read and/or write in Welsh. Whilst it is not mandatory for employees to provide such data, every effort is being made to improve the level and accuracy of this information. This includes promoting a self-service system that enables employees who are

desktop users to access and update their personal details. Further actions will be developed to reach other employees as part of this exercise.

4.2 Developments

4.2.2 The council's Strategic Equality Plan 2016 – 2020 was approved by Cabinet on 15 March 2016. A strategic objective within the plan relates to "Our role as an employer". Actions within this objective that will be supported by accurate workforce data include:

- increasing support for employees by continuing to develop information packs for employees with protected characteristics;
- reviewing the recruitment and selection processes to take account of the government's Disability Confident campaign;
- monitoring our pay and grading structure;
- continuing to develop staff networks for those employees sharing a protected characteristic.

4.2.3 Equality and diversity training and development continues to be provided via e-learning modules in the following areas:

- Introduction to equality and diversity;
- Equality Impact Assessments;
- Mental health awareness;
- Disability equality;
- Race equality;
- Hate crime;
- Carers awareness;
- Young carers.

The Equality Impact Assessments e-learning module has been completed by 152 key officers and managers across all directorates. Feedback from these managers will determine whether further training is required.

263 employees completed the Introduction to Equality and Diversity e-learning module during the financial year. This module is accessible to all employees but is not mandatory.

Welsh language "Meet and Greet" training has been provided to 234 employees (17 half day sessions during 2016/17) to support implementation of the Welsh language standards. To further support the council's compliance with the standards, 44 employees who completed this training also attended Cwrs Mynediad training (Welsh language training provided by the University

of South Wales), enabling them to develop their language skills further. Cwrs Mynediad comprises of 4 classes, 2 hours per week over 30 weeks).

21 employees attended both “Meet and Greet” and Cwrs Mynediad training.

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: 21 June 2017

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Background papers: None