

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

**16 JULY 2018**

**REPORT OF THE CHIEF EXECUTIVE – CHIEF EXECUTIVE’S DIRECTORATE**

**ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2017/18)**

**1. Purpose of report**

To provide Cabinet Equalities Committee with data on the council’s workforce as at 31 March 2018 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 3: Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council’s priorities.

**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 2018. 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. The data included, where possible includes a comparison with our workforce data last year, and how the authority workforce data compares to Bridgend County Borough data.

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

4.2.1 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:

- Provide senior managers with training and support in completing robust EIAs;
- 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;
- Take a range of actions to ensure that employees have an awareness and understanding of the variety and extent of support available through the Employee Assistance Programme, available from Care First.

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;
- Violence against women, domestic abuse and sexual violence (VAWDASV);
- Young carers.

Face to face Equality Impact Assessments training has been completed by 46 key officers and managers across all directorates. Feedback from these managers will influence the development of the EIA toolkit. Two further sessions are planned for 2018/19.

Welsh language 'Meet and Greet' training was provided to 24 attendees (two sessions during 2017/18)

37 employees have attended 'Cwrs Mynediad' training, enabling them to develop their language skills further. This comprised of two year 1 classes and one year 2 class, each based on two hours per week over 30 weeks

There were 11 Welsh language e-learning module completions during 2017/18. These were for the violence against women, domestic abuse and sexual violence (VAWDASV) e-learning module.

## **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. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 8.1 This is an update report, therefore a well-being of future generations Act (2015) assessment has not taken place in order to prepare this report.

## **9. Recommendation**

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

**Darren Mepham**

**Chief Executive – Chief Executive's Directorate.**

**Date: 16 July 2018**

## **10. Contact officers:**

Ian Vaughan

Workforce planning and Administration manager

**Email:** [ian.vaughan@bridgend.gov.uk](mailto:ian.vaughan@bridgend.gov.uk)

**Telephone:** 643212

Nicola Bunston

Consultation, Engagement and Equalities Manager

**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)

**Telephone:** 643664

**Background papers:** None