

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

4 JULY 2019

REPORT OF THE CHIEF EXECUTIVE

ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2018/19)

1. Purpose of report

- 1.1 To provide Cabinet Equalities Committee with a summary of the equality profile of the council's workforce as at 31 March 2019 and an update on gender pay gap reporting.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 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 an equality profile of the council's workforce as at 31 March 2019. 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. The data included, where possible includes a comparison with workforce data in previous years.

- 4.1.2 It is not mandatory for employees to disclose their sensitive personal information for equality monitoring. However, employees are encouraged to provide and/or update their personal information via the 'employee self-

service' system. We continue to capture sensitive information for all new starters as part of the recruitment process.

4.2 Gender pay gap reporting

4.2.1 The gender pay gap is a measure of the difference in average pay of men and women, irrespective of their work, across the organisation. It is different from equal pay, which compares how men and women are paid for carrying out the same or comparable roles.

4.2.2 Relevant employers with 250 or more employees must publish their gender pay gap data annually. For the purpose of reporting, Schools are individual organisations and as such are not included in the council's gender pay data in Table 1 below.

4.2.3 Table 1 provides a summary of the pay gap for 2017 and 2018.

Table1: Hourly Rate Gender Pay Gap

2017	Women's hourly rate is:	16.06% Lower (mean)	15.04% Lower (median)
2018	Women's hourly rate is:	15.34% Lower (mean)	15.04% Lower (median)

4.2.4 Whilst recognising that a variety of factors contribute to the gender pay gap, the council is committed to promoting equality and diversity in all aspects of employment:

- There are robust arrangements in place, via the job evaluation scheme, to ensure that men and women are paid equally for undertaking equivalent roles across the council, whereby evaluations are based on job responsibilities alone.
- In recruitment, the best candidate for the job is recruited based on merit and ability and in compliance with current employment legislation. Training for managers promotes anti discriminatory practice and raises awareness of legal responsibilities in relation to "protected characteristics".
- Induction training is available to all new employees and there is equal access to corporate training opportunities where training is either targeted for certain groups of employees, based on role and responsibility, or open to all.

5. Effect upon Policy Framework & Procedure Rules

5.1 The report has no direct effect upon the policy framework or procedure rules.

6. Equality Impact Assessment

6.1 This is an information report. As such, no EIA is required.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 This is an information report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

8. Financial implications

8.1 There are no financial implications in this report. Any future proposals will include full cost and budgetary implications.

9. Recommendation

9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report.

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Chief Executive

4 July 2019

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Background papers: None