

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES</b>
<b>Date of Meeting:</b>	<b>12 JULY 2023</b>
<b>Report Title:</b>	<b>ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2022/23)</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF EXECUTIVE</b>
<b>Responsible Officer:</b>	<b>PAUL MILES, GROUP MANAGER – HUMAN RESOURCES &amp; ORGANISATIONAL DEVELOPMENT</b>
<b>Policy Framework and Procedure Rules:</b>	There is no impact on the policy framework or procedure rules.
<b>Executive Summary:</b>	This report details the protected characteristics of the Council's workforce as at 31 March 2023.

## **1. Purpose of Report**

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with a summary of the equality profile of the Council's workforce as at 31 March 2023.

## **2. Background**

- 2.1 The provision of relevant and accurate workforce information enables the Council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards.

## **3. Current situation / proposal**

- 3.1 **Appendix 1** provides an equality profile of the Council's workforce as at 31 March 2023, with comparative data from the previous two years, where available.
- 3.2 The profile includes protected characteristics of the workforce (gender, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers and Welsh language). There is a full data set available on gender and age.
- 3.3 Communications are issued every quarter to remind staff of the importance of keeping their sensitive information up to date.

3.4 The Council continues to work through the Strategic Equality Plan in terms of specific actions. The Equalities monitoring form is currently being revised and is planned to be rolled out during 2023/24.

#### 4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

#### 5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
Long term	This information report will, in the long term, assist in supporting the Council to improve the information gathered for protected characteristics.
Prevention	Workforce reporting aims to identify issues that are relevant in our workforce and help us to set objectives to prevent any disproportionate impact to any characteristic groups.
Integration	All employees are regularly provided the opportunity to confirm or update their protected characteristics.
Collaboration	The detail within <b>Appendix 1</b> has been gathered through collaboration with all employees within the Council.

5.2 This report assists in the achievement of the following corporate well-being objectives:

- **A County Borough with fair work, skilled, high-quality jobs and thriving towns**
- **A County Borough where people feel valued, heard and part of their community**

#### 6. Climate Change Implications

6.1 There are no climate change implications in this report.

**7. Safeguarding and Corporate Parent Implications**

7.1 There are no safeguarding and corporate parent implications in this report.

**8. Financial Implications**

8.1 There are no financial implications in this report.

**9. Recommendation**

9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report and within **Appendix 1**.

**Background documents:**

None