

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

5 FEBRUARY 2015

CORPORATE DIRECTOR RESOURCES

6 MONTHLY REPORT ON EQUALITY IN THE WORKFORCE

1. Purpose of Report

To provide the Cabinet Equalities Committee with data on the council's workforce, together with comparative information and an update on employment related developments.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

Analysing and using workforce data helps the council meet its statutory equality duties and support the following Corporate Priorities:

- **Priority 2:** Working together to raise ambitions and drive up educational achievement;
- **Priority 4:** working together to help vulnerable people to stay independent;
- **Priority 6:** working together to make the best use of our resources.

3. Background

3.1 Reliable workforce data enables us to:

- assess our performance in relation to the statutory duties set out under the Equality Act and the council's Welsh Language Scheme;
- work within the WLGA's Equality Improvement Framework;
- provide meaningful information aiding decision making.

3.2 The council is also required to include employee monitoring data by protected characteristic in its SEP annual report.

4. Current situation / proposal

4.1 Workforce data

4.1.1 Appendix 1 provides half yearly profiles and a data analysis of the contracted workforce from 31 March 2013 until 30 September 2014. Profiles now include data relating to the number of employees disclosing as lesbian, gay, bisexual and transgender captured following the recent data collection exercise and also a more detailed breakdown of employees' Welsh speaking, reading and writing skills.

At members' request, the age profile of the council's employees will, in future, be reported in 5 yearly profiles.

4.2 Developments

4.2.1 The revised data capture project is underway focusing on the benefits to employees of completing the questionnaire and disclosing sensitive information. The project's end date is 31 March 2015 and good progress is being made with an additional 80 Resources employees having completed the exercise. In total 1,237 employees in Resources and Communities Directorates have completed the sensitive and equality related data survey. The benefits to the council and its employees include:

- an opportunity to better understand our employees and help create better workplaces;
- support for BCBC objectives to address inequality in the workplace and treat people with dignity and respect;
- help in setting up staff networks and improve employee training on diversity;
- publicise "zero tolerance" approach to bullying and harassment in the workplace;
- BCBC credibility enhanced by openly recognising diversity;
- Positive messages sent to employees.

4.2.2 Good progress has been made in meeting the four actions in the "Council's Role as an Employer" objective which are due for completion in 2015. These relate to:

- staff networks – an LGBT Staff Network is established and met for the first time on 9 December 2014;
- equality and diversity learning and development for staff – approximately 70 employees from the Resources Directorate form a pilot training programme. Training took place in November 2014 with further training planned throughout January 2015. The training programme will then be implemented in other service areas.
- equality and diversity learning and development for managers – this will commence following completion of the pilot training programme;
- employee policy updates.

4.2.3 Further developments include:

- the development of employee guidance on Race, Religion and Belief;
- the flexible working policy has been further promoted to employees targeting men in particular;

- Progress is being made on developing a staff network for BCBC employees who are carers.

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: 12 December 2014

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Background papers: None.