

Member Body	Membership	Functions.
Equalities and Employee Relations	17 elected members, 7 of whom are Cabinet members and have voting rights.	<ul style="list-style-type: none"> • To ensure that appropriate equality and Welsh language policies and procedures are in place to fulfil the Authority's statutory duties. • To consider and make recommendations to Cabinet on proposals from the Corporate Equality Management Group on the development and implementation of the Authority's Corporate Equality Scheme and Welsh language Scheme. • To monitor and review community and employee involvement in the development and implementation of the Corporate Equality Scheme. • To request and receive information and statistical monitoring reports about the authority's workforce related to those groups of people protected by anti-discrimination legislation, (including: gender, marital status, age, race, disability, Welsh language, religion, belief and sexual orientation). • To monitor and assess the Authority's performance against the Equality Improvement Framework. • To report annually to Cabinet on the Authority's progress against the objective set out in the Corporate Equality Scheme and Welsh language scheme in line with the Wales Programme for Improvement. • To make recommendations to Cabinet for improvement in performance in fulfilment of the Authority's statutory duties. • To monitor, review and amend staffing policies and practices to ensure they contribute effectively to the overall delivery of the corporate strategy. • To request and receive information and statistical monitoring reports about the authority's workforce related to absence management, recruitment, retention, appraisals

		<p>and other HR related performance statistics.</p> <ul style="list-style-type: none">• To consider and review the Health and Wellbeing resources available to employees and receive statistical information on engagement with the services.• To receive update reports on the Apprenticeship / Graduate schemes.• To receive reports on Organisational Development and staff training opportunities• To receive annual feedback from recognised Trade Unions to facilitate the development of strong industrial relations.• To receive reports on the staff survey. Review, monitor and evaluate its performance and contribute to development of further surveys to maximise involvement, engagement and participation.
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