

Member Body	Membership	Functions.
Equalities and Employee Relations	17 elected members, 7 of whom are Cabinet members and have voting rights.	• 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

		and other HR related performance statistics. • 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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