

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

17 JULY 2014

REPORT OF THE CORPORATE DIRECTOR RESOURCES
EMPLOYEE DATA COLLECTION PROJECT UPDATE

1. Purpose of report

The purpose of this report is to provide members with an update on the work being done to capture employees' and elected members' equality and sensitive information.

2. This report supports the Corporate Plan 2013 – 2017 priority:

- **Priority 6:** Working together to make the best use of our resources

Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a strategic equality plan (SEP) to identify the council's equality objectives and the publication of an annual report.

3. Background

3.1 The Equality Act 2010 introduced a new general duty for public bodies to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not share it.

3.3 The council's equality objectives set out how the most pressing issues for each of the protected characteristic groups will be addressed.

4. Current situation / proposal

4.1 *'The essential guide to the public sector equality duty: An overview for listed public authorities in Wales'* published in June 2011 provides an overview of all of the specific duties that apply to listed public authorities in Wales.

The council published its first SEP in 2012 and its second annual report in 2014. An objective in the action plan is "The council's role as an employer" which describes the actions the council will undertake to address equality issues within its workforce.

An objective within this action is that “a significant increase in the level of employee data collected will be available which will assist the identification of barriers and areas requiring action.”

Implementation of phase 1 of the data collection exercise was planned over a twelve month period concluding in November 2013. However, the response rate was low with 924 employees completing the survey. The project plan for Phase 2 of the exercise to be rolled out during July 2014 is attached as appendix 1. Work has concluded on addressing the reasons for the original low response rate and a more engaging strategy encouraging employees to respond has been developed. The revised date for conclusion of the project is 28 February 2015. Elected members will also be asked to complete the exercise.

5. Effect upon Policy Framework & Procedure Rules.

5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

6.1 The report provides the committee with information which will positively assist in the delivery of the authority’s equality duties.

7. Financial Implications.

7.1 There are no financial implications identified as this is an information/update report.

8. Recommendation.

8.1 That the Cabinet Committee notes the progress being made.

**Ness Young
Corporate Director Resources**

30 June 2014

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Background documents:
None