

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE - EQUALITIES**

**17 SEPTEMBER 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;
- 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 30 September 2013 until 31 March 2015. Profiles include data relating to the number of employees disclosing as lesbian, gay, bisexual and transgender and a detailed breakdown of employees' Welsh speaking, reading and writing skills. At members' request, the age profile of the council's employees is now reported in 5 yearly profiles.

## 4.2 Developments

4.2.1 The data capture project focuses on the benefits to employees of completing the questionnaire and disclosing sensitive information. Good progress has been made to date with a total of 1,707 employees across all Directorates having completed the exercise. 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 actions outlined in the Strategic Equality Plan objective “The Council’s Role as an Employer” which is due for completion in 2015. These relate to:

- staff networks – an LGBT Staff Network has been established and meets bimonthly;
- equality and diversity learning and development for staff – following a successful pilot training programme comprising approximately 70 employees from the Resources Directorate, Equality and Diversity training is being implemented in other council service areas. Training sessions have been arranged up to November 2015 and will continue through 2016. These sessions include managers.
- Equality Impact Assessment Training – a successful pilot session was held in June 2015. EIA training will be delivered to service managers and employees with responsibility for policy and strategy development.
- A successful pilot Welsh language “Meet and Greet” (Cwrs Cyfarch) training course was held in May 2015 to support the implementation of the new Welsh Language Standards in the autumn of 2015. The pilot session comprised of 15 employees from various service areas, whose roles have a public interface. Consideration is being given to delivering Cwrs Cyfarch training to other employees in similar roles across the council.

#### 4.2.3 Further developments include:

- the development of employee guidance on meeting the needs of Transgender customers;
- 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.

**Sarah Kingsbury**

**Head of Human Resources and Organisational Development**

**Date: 25 August 2015**

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**Background papers:** None.