

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

14 JULY 2016

**REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND
PARTNERSHIP SERVICES**

ANNUAL REPORT ON EQUALITY IN THE WORKFORCE

1. Purpose of Report

To provide Cabinet Equalities Committee with data on the council's workforce as at 31 March 2016 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: Helping people to be more self-reliant
- Priority 3: Smarter use of resources

3. Background

3.1 Reliable workforce data enables us to:

- meet our statutory duties and obligations in relation to the Equality Act, the Public Sector Equality Duty and the Welsh language standards;
- provide meaningful information aiding decision making.

4. Current situation / proposal

4.1 Workforce data

4.1.1 Appendices 1 and 2 provide profiles of the council's workforce as at 31 March 2016. Data provided includes the number of employees disclosing as LGBT, those with a disability, employees who are also carers, those from a BME background and a breakdown of employees' Welsh speaking, reading and writing skills.

4.1.2 The workforce information is based on data provided by employees in relation to their protected characteristics and their ability to speak, read and/or write in Welsh. Whilst it is not mandatory for employees to provide such data, every effort is being made to improve the level and accuracy of this information. This involves the development of the Employee Self Service Module within the HR system which will enable employees who are desk top users, to access and update, when necessary, their own personal details. Further actions will be developed to reach other employees as part of this exercise.

4.2 **Developments**

4.2.2 The council's Strategic Equality Plan 2016 – 2020 was approved at Cabinet on 15 March 2016. A strategic objective within the plan is "Our role as an employer". Actions within this objective which will be supported by accurate workforce data include:

- reviewing our pay and grading structure and
- continuing to develop staff networks for those employees sharing a protected characteristic.

4.2.3 Equality and diversity training and development was provided during 2015 to frontline staff. Training continues to be provided via e: learning modules on the following areas:

- Introduction to equality and diversity;
- Equality Impact Assessments;
- Mental health awareness;
- Disability Equality;
- Race Equality;
- Hate crime;
- Carers awareness and
- Young carers.

An e: learning module on completing Equality Impact Assessments has been completed by key officers and managers across all directorates. Feedback from these managers will be used to determine whether further training is required.

Welsh language "Meet and Greet" training has been provided to 379 frontline staff to support the implementation of the Welsh language standards. Further training is in place to reach another 25 frontline staff. To further support the council's compliance with the standards, Cwrs Mynediad is being offered to those employees who have completed the meet and greet training, to enable them to develop their language skills.

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

7.1 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: 24 June 2016

9. Contact officers:

Paul Williams
Equality Officer,
Wing 3,
Ravens Court,
Brewery Lane,
Bridgend CF31 4AP

Email: Paul.williams@bridgend.gov.uk

Telephone: 643606

Background papers: None.