

# REPORT FOR DECISION

<b>DECISION OF:</b>	<b>Cabinet</b>
<b>DATE:</b>	<b>18 October 2017</b>
<b>SUBJECT:</b>	<b>Equality Update 2017</b>
<b>REPORT FROM:</b>	<b>Councillor Rishi Shori, Leader of the Council</b>
<b>CONTACT OFFICERS:</b>	<b>Steve Kenyon, Interim Executive Director for Resources &amp; Regulation</b> <b>Tracy Murphy Assistant Director, Resources and Regulation (HR and OD)</b>
<b>TYPE OF DECISION:</b>	<b>Cabinet (Key Decision)</b>
<b>FREEDOM OF INFORMATION/STATUS:</b>	This paper is within the public domain
<b>SUMMARY:</b>	<p>This update report contains:</p> <ul style="list-style-type: none"> <li>- The Employment Equality Report 2017</li> <li>- The Equality Strategy 2016-20 One Year On Progress Report</li> <li>- General statistics on our changing workforce</li> </ul> <p>The Public Sector Equality Duty (Equality Act 2010) requires the Council to:</p> <ul style="list-style-type: none"> <li>- annually publish equality information upon its workforce. The information must include data from various points in the employment lifecycle, disaggregated by the different protected equality characteristics.</li> <li>- publish a number of specific and measurable equality objectives every 4 years</li> </ul>
<b>OPTIONS &amp; RECOMMENDED OPTION</b>	<p>To approve publication of the 2 reports in the suggested format.</p> <p>To support the recommended actions contained within the report</p>
<b>IMPLICATIONS:</b>	

<b>Corporate Aims/Policy Framework:</b>	Do the proposals accord with the Policy Framework?      Yes
<b>Statement by the S151 Officer: Financial Implications and Risk Considerations:</b>	There are no financial implications arising from this report.
<b>Health and Safety Implications</b>	There is no impact in terms of Health, Safety and Welfare.
<b>Statement by Interim Executive Director of Resources &amp; Regulation (including Health and Safety Implications)</b>	<p>This report is published to comply with the Public Sector Equality Duty under the Equality Act 2010.</p> <p>The report is for information only, but its contents should be used for monitoring and review of HR policies, processes and procedures whenever relevant.</p> <p>Steps will be taken to reduce the amount of "unknown" data.</p>
<b>Equality/Diversity implications:</b>	This document is a report on the equality characteristics of the workforce. No further equality analysis is required. By creating this document we are raising awareness of equality considerations, and the results will be used to tackle discrimination and advance equality of opportunity in employment.
<b>Considered by Monitoring Officer:</b>	<p>Yes</p> <p>When undertaking its functions, policy and decision making, the Council must have regard to the provisions of the Equality Act 2010, which includes consideration of the public sector equality duty. It must be able to demonstrate that its actions are proportionate and undertaken to achieve a legitimate aim, in order to ensure it is not open to challenge. The information in the report is an important part of complying with its duties.</p>
<b>Wards Affected:</b>	All
<b>Scrutiny Interest:</b>	

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
7.8.17 Approved report			
Scrutiny Committee	Cabinet/Committee	Council	
	6.9.17		

**1.0 BACKGROUND**

**1.1 Employment Equality Report**

Under the Public Sector Equality Duty, which forms part of the Equality Act 2010, all public bodies are required to publish equality information. More specifically, this information must include workforce data at various points in the employment lifecycle that is disaggregated by the various protected equality characteristics.

1.2 The Employment Equality Report 2017 (copy embedded) provides this information for Bury Council. This document is published, as we are required to do, on the Council’s website.



Employment Equality  
Report 2017.docx

The report includes an equality breakdown of the following:

- The Council’s workforce
- Recruitment including applications, interviews and appointments
- Take up of training
- Take up of work life balance initiatives
- Disciplinarys (grievances are not currently monitored)
- Leavers
- Return to work after maternity leave
- The Borough of Bury population

**1.3 Equality Strategy 2016-20 One Year On**

Also under the Public Sector Equality Duty, Bury Council is required to publish a number of equality objectives and refresh them every 4 years. The objectives must be specific and measurable. Our most recent Equality Strategy was launched in 2016, and we intend to report on progress annually. Our first progress report is attached.



Equality Strategy -  
One Year On (2017).i

1.4 The equality objectives contained within it are:

- We will take action to tackle and reduce unwanted behaviour in both our workplace and our schools
- We will reduce the amount of unknown equality data we hold on our employees
- We will work to digitally include more of our employees

Each of these is supported by a number of performance measures.

1.5 Furthermore, the Council continues to be proactive in its approach to equality and diversity. Examples of this in recent months have included:

- Retaining a place in the Stonewall Workplace Equality Index Top 100 (currently 51st place and 4<sup>th</sup> best local authority nationally)
- Becoming a Disability Confident Employer
- Continuing to support four successful diversity related employee groups in partnership with UNISON
- Regular publication of the council wide 'Diversity Matters' which highlights topical and key diversity related issues
- Monitoring and reviewing employment policies and procedures to ensure they are free from unconscious bias and exceed legislative requirements
- Supporting diversity related community events e.g. Pride, IDAHOBIT, Carers Week
- Producing the annual multi faith calendar
- Learning from and adopting best practice for example establishing Equality Allies and promoting 'No Bystanders'
- Driving our successful Backing Young Bury programme
- Carrying out employee surveys and acting upon the outcomes
- Exercises to reduce the level of unknown data

1.6 This list gives a flavour of the actions being taken and is by no means exhaustive. The work is overseen and directed by the Corporate Diversity Team which incorporates equality specialists, Elected Members and senior Managers, functional leads, employee group chairs and union representatives.

## 2.0 ISSUES

2.1 The two reports have enabled us to prepare some general statistics on our changing workforce:

Group	Borough of Bury (2011 census)	Workforce 2007	Workforce 2016	Workforce 2017
<b>BME</b>	14.7%	3.63%	6.54%	<b>7.01%</b>
<b>Disabled</b>	18.8%	1.58%	3.17%	<b>3.19%</b>
<b>Male</b>	49%	24.8%*	23.33%	<b>23.14%</b>
<b>Female</b>	51%	75.1%	76.67%	76.86%
<b>16-24</b>	10.7%	6.40%	7.08%	<b>6.55%</b>

<b>LGB</b>	6%**	0.24%	1.10%	<b>1.07%</b>
<b>Christian</b>	63.0%	33.67%*	42.63%	<b>42.61%</b>
<b>Muslim</b>	6.1%	1.24%*	2.12%	<b>2.48%</b>
<b>Jewish</b>	5.6%	0.22%*	0.62%	<b>0.67%</b>
<b>Carers</b>	10.8%	-	21.77%	<b>21.27%</b>

\*Figures are for 2008 not 2007

\*\*Stonewall estimate

2016 figures in green show an improvement on the previous year.  
 Figures in red show where the situation has got worse.

However, it should be noted that:

- Not all Bury residents with a disability are able to work – we therefore use 8.25% as a target figure of those that are able to work
- Age – there is no-one under 16, and not many employees older than 65 in the workforce but obviously there are in the Borough of Bury, so it is not particularly useful to make this comparison
- Carers – within the Council we include employees who provide care for children – the Borough figures don't include this.

2.2 Clearly therefore, we have seen only tiny changes in respect of the diversity of the workforce over the last year. The exceptions to this include race, where the proportion of BAME staff has seen a significant increase. Also in terms of 16-24 year olds, which has seen a marked decrease – although the work we are doing linked to the apprenticeship levy should address this.

2.3 As most recruitment has been internal only, this has impacted significantly on our potential to make changes to the make up of the workforce as whole.

2.4 Also of note is the high proportion of unknown data which we will continue to address over the coming year:

<b>Group</b>	<b>2016 % Unknown</b>	<b>2017 % Unknown</b>
<b>Race</b>	30.52%	<b>30.20%</b>
<b>Disability</b>	34.27%	<b>34.17%</b>
<b>Gender</b>	0%	<b>0%</b>
<b>Age</b>	0%	<b>0%</b>
<b>Sexual Orientation</b>	41.80%	<b>40.74%</b>
<b>Religion or Belief</b>	40.55%	<b>39.48%</b>
<b>Caring Responsibilities</b>	67.79%	<b>66.81%</b>

We did work with Exec Directors and Heads of Service in an attempt to address this in 2016, but take up and support was limited.

### **3.0 RECOMMENDATION**

- 3.1 Whilst this report is presented primarily for information it's recommended that the contents should be used for monitoring and review of HR policies, processes and procedures to continue our work towards having a more representative workforce. As with last year, one key priority will be to reduce the number of unknowns and we will work with Departments to identify additional ways of achieving this.
- 3.2 Further reports will be presented in twelve months' time which will provide comparative data for consideration.

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#### **List of Background Papers:**

N/A

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