

REPORT FOR DECISION

Agenda Item	
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DECISION OF:	Cabinet
DATE:	2 September 2015
SUBJECT:	Employment Equality Report 2015
REPORT FROM:	Cabinet Member for Resources and Regulation
CONTACT OFFICER:	Catherine King, Principal Workforce Strategy Adviser Rosemary Barker, Head of People Strategy Tracy Murphy Assistant Director Resources and Regulation (HR and OD)
TYPE OF DECISION:	Cabinet (Key Decision)
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain
SUMMARY:	<p>The Public Sector Equality Duty (Equality Act 2010) requires the Council to annually publish equality information upon its workforce.</p> <p>The information must include data from various points in the employment lifecycle, disaggregated by the different protected equality characteristics.</p> <p>As well as being a legal requirement analysis of this data also helps inform our Equality and Diversity priorities for the coming year.</p>
OPTIONS & RECOMMENDED OPTION	<p>To approve publication of the information in the suggested format. The only other option would be to publish the information in a different format as to publish is a requirement on the Council.</p> <p>To support the recommended actions contained within the report</p>
IMPLICATIONS:	
Corporate Aims/Policy Framework:	Do the proposals accord with the Policy Framework? Yes
Statement by the S151 Officer: Financial Implications and Risk	There are no financial implications arising from this report.

Considerations:	
Health and Safety Implications	There is no impact in terms of Health, Safety and Welfare.
Statement by Executive Director of Resources (including Health and Safety Implications)	<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>
Equality/Diversity implications:	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.
Considered by Monitoring Officer:	<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 include 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>
Wards Affected:	All
Scrutiny Interest:	

TRACKING/PROCESS

INTERIM EXECUTIVE DIRECTOR of RESOURCES & REGULATION:

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
17.8.15	✓		
Scrutiny Committee	Cabinet/Committee	Council	
	2.9.15		

1.0 BACKGROUND

1.1 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 2015 (copy embedded) provides this information for Bury Council. This document is published, as we are required to do, on the website at <http://www.bury.gov.uk/index.aspx?articleid=7303>.



Employment Equality
Report 2015.docx

1.3 The Council is proactive in addressing under representation and working towards a diverse workforce that is representative of the borough. Examples of this approach in recent years have included:

- The establishment and support for 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 to ensure they are free from unconscious bias and exceed legislative requirements (including the Recruitment and Selection code)
- Redesigning recruitment and selection practices to remove unnecessary barriers
- Commissioning a survey of induction loop provision and acting upon the outcomes
- Design and delivery of Diversity related Training and Development from mandatory e-learning for all employees to a programme for line managers which has been recognised as best practice by Stonewall
- Design and implementation of the competency framework 'Bury Behaviours' which outlines what is expected of employees in terms of Values, Ethics and Diversity and measures this as part of employee review and informs development plans.
- Supporting diversity related community events
- 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

1.4 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 Employment Equality 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

2.2 Particular statistics and trends of note include:

Group	Workforce 2015	Workforce 2007	Borough of Bury (2011 census)	% Unknown
BME	6.11%	3.63%	14.7%	31.11%
Disabled	3.31%	1.58%	18.8%	34.86%
Male	23.04%	24.8%*	49%	0.01%
Female	76.95%	75.1%	51%	0.01%
16-24	7.03%	6.40%	10.7%	0.08%
LGB	1.01%	0.24%	6%**	43.52%
Christian	42.09%	33.67%*	63.0%	42.09%
Muslim	1.93%	1.24%*	6.1%	
Jewish	0.53%	0.22%*	5.6%	
Carers	22.98%	-	10.8%	66.96%

*Figures are for 2008 not 2007

**Stonewall estimate

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.

2.3 Clearly therefore, in the majority of cases, the workforce is becoming more diverse although it is still not representative of the Borough. As most recruitment has been internal only, this has impacted significantly on potential change 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. Whilst we cannot force employees to provide equality monitoring information, we are working with Departmental and Corporate HR teams to find more creative ways to encourage this at all possible opportunities.

3.0 RECOMMENDATION

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. One key priority will be to reduce the number of unknowns and this will be addressed over the coming year. Examples of activity to achieve this may include:

- Publicity re the reason why we ask for this information (Diversity matters for example)
- Integrating monitoring into HR practices at different stages of the employment lifecycle
- Further promotion of the self service facility on iTrent

4.0 A further report will be presented in twelve months' time which will provide comparative data for consideration.

List of Background Papers:

N/A

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