

## **Equality and Diversity update**

### **Purpose of Report**

1. To present the updated annual equality and diversity employment monitoring report. The council is required to produce this information annually as part of the Public Sector Equality Duty (PSED) in line with the Equality Act 2010.

### **Background**

2. In January 2016 Wiltshire Council published its [equality and diversity employment monitoring report 2014/15](#) on the Wiltshire Council website.
3. The council is required to publish the updated equality and diversity employment monitoring report 2015/2016 by the 31 January 2017.
4. The headcount figures in this report have been based on workforce data on the 1 October 2016, or where monitoring information is reviewed over a year, the reference period used is the year 2015/2016 (for recruitment, leavers etc).
5. This report also contains headcount information from an equalities monitoring exercise which was carried out last year and was repeated this year (detailed below). However, as some of the data collected is new and the unstated rates are still high, it is not yet reflected in all sections of the report. This will continue to be reviewed and where figures are low care has also been taken to ensure that individual employees cannot be identified. In terms of recruitment, the new data (requested as part of our revised equality and diversity monitoring recruitment form), has not yet been collected for the full year covered by the report.
6. As part of the PSED the council is also required to publish data on people affected by its policies and practices (for example, service users) and this information will continue to be collected by the corporate support team.

### **Data Monitoring**

7. Historically the council has collected, monitored and published data on sex, disability, ethnicity and age in relation to our current workforce, leavers and applicants for employment.
8. Last year, work took place to extend the data collected on the protected characteristics on SAP and this year the exercise was repeated to try and reduce our data gaps. The new data collected includes: religion and belief, sexual orientation, marriage and civil partnerships, gender reassignment and caring responsibilities. Members of staff were asked to complete an equalities monitoring questionnaire to provide this additional information and update the information currently held. Collecting this additional information has made our data more accurate and robust in terms of meeting the requirements of the PSED and will help to inform the work on the council's people strategy. Improved data will also assist the council in assessing the impact of its policies and practices on different groups within the workforce and

enable the council to identify and take positive steps to address gaps. The improvement of this data forms part of the council's equality objectives.

9. The staff survey in 2014 also asked staff for anonymous data on the extended range of protected characteristics. The staff survey 2016 has recently taken place and includes similar questions about the protected characteristics. Results from the staff survey 2016 were not available at the time of this report. However, the results of the staff survey 2014 are set out in Appendix A of the report and provide a useful additional source of statistical information on the council's workforce.
10. The report includes an executive summary at the start which sets out the main data findings for ease. In general the data contained in the report shows some fluctuations which reflect the new additional data collected from the equalities monitoring questionnaire, including an increase in the percentage of disabled staff and a slight increase in the figures for BME staff for a second year. There was a slight decrease in the percentages of under 25's compared to the previous year, and there was also a slight decrease in the percentage of under 25's in the working population of Wiltshire. The under 25's represented 19.24% of all appointments and as outlined in the report a number of initiatives have been put in place in relation to the under 25's. Two other areas highlighted last year were BME recruitment and the percentage of females in the top salary band. These figures have increased slightly this year but this still remain an area which will be kept under review.
11. The report also contains gender pay gap information for the second year. This shows a slight increase in our overall gender pay gap to 14.65%. This is likely to be due to the impact of schools converting to academies. The overall gender pay gap still remains below the national average of 18.1%. The government have recently confirmed that public sector organisations will be included in the new statutory requirements to publish gender pay gap information. The regulations relating to this are still pending. This will involve using a revised formula and we understand that organisations will be expected to publish their data in April 2018 based on information collected in April 2017.
12. The council continues to focus on developing the positive action listed in the monitoring report including the continued development of the three staff forums.

### **Publishing equality objectives**

13. As part of our PSED, the council is also required to publish equality objectives. The council has identified a number of service and workforce (HR) related equality objectives. The HR equality objectives were initially identified from the workforce data analysis in 2013 and from the outcomes of the staff survey. An additional equality objective was later added relating to implementing improvements identified as part of the Stonewall workplace equality index results.
14. Last year further public consultations were held on the equality objectives, which provided feedback on areas for development. The HR equality objectives remain broadly similar and are currently as follows:
  - Improve workforce profile statistics by improving existing rates of reporting (disability and ethnicity) and increasing the range of protected characteristics captured about the workforce via SAP, particularly for Sexual Orientation, Gender Reassignment, Carers, and Religion and Belief (\*subject to level of financial resources needed to make the changes within SAP).
  - Increase the number of under 25 year olds within the Council's workforce.

- Reduce the percentage of staff who report that they have experienced bullying and harassment, with a focus on disabled staff and other groups of staff with protected characteristics who may be affected by this.
  - Embedding an inclusive workplace focussing this year on lesbian, gay, bisexual and trans\* (LGBT) employees.
15. This report provides some updated information on the workforce HR equality objectives. Updates are also regularly provided to the council's corporate equality and diversity steering group.
16. Full details of the Council's equality objectives and how these link to the Wiltshire Council business plan are set out on the [Wiltshire Council website](#).

### **Environmental Impact of the Proposal**

17. None.

### **Equalities Impact of the Proposal**

18. As set out in the report.

### **Risk Assessment**

19. This is a statutory requirement to comply with the PSED.

### **Options Considered**

20. None.

### **Recommendation**

21. That the Committee note the contents of this report.

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**The following unpublished documents have been relied on in the preparation of this Report: None**