

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

8 January 2014

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 2013 Wiltshire Council published its [equality and diversity employment monitoring report 2011/12](#) on the Wiltshire Council website.
3. The council is required to publish the updated equality and diversity employment monitoring report 2012/2013 by the 31 January 2014.
4. This year the report has been developed to include further information, data and analysis to demonstrate how the council is meeting the PSED, in line with the Equality and Human Rights Commission guide for public authorities on equality information and the equality duty.
5. 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 is currently being collected by the Equality and Inclusion Lead.

Data Monitoring

6. Currently we collect, monitor and publish data on sex, disability, ethnicity and age in relation to our current workforce, leavers and applicants for employment.
7. It was recognised that, prior to extending data collection to other protected characteristics (religion and belief, sexual orientation, marriage and civil partnerships or gender reassignment), there was a need to ensure that staff felt safe to disclose this sensitive personal data. The focus since November 2011 has therefore been on continuing the development of the positive action listed in the monitoring report including the continued development of the four staff forums.
8. Work is currently underway to assess the feasibility of collecting this data on SAP.
9. In general the data contained in the report is positive, with an increase in the percentage of BME and disabled staff employed by the council on 1 April 2013, compared with the previous year.
10. The report outlines the work the council continues to take in relation to positive action and also outlines work which has been identified for consideration or action based on the data analysis which includes:
 - Measures to increase the recruitment and retention of under 25's as set out in the report.

- Improve the rate of unknown's for all categories – including consideration of further data cleanse exercises or targeting particular areas where information is low ie paper based checks for those who do not have a pc etc.
- Give consideration to increasing the number of protected characteristics monitored
- Dignity at work – further analysis of the staff survey indicated that disabled staff were twice as likely to indicate that they had been bullied. Dignity at work training will be included in the programme of Manager briefings for 2014.

Publishing equality objectives

11. In January 2012 the council, working in partnership with NHS Wiltshire, Wiltshire Police and Wiltshire Fire and Rescue Service, published a [Partnership Action Plan](#), outlining ten key equality objectives.
12. Further work will also be undertaken to use the data set out in the equality and diversity monitoring report and the service provision report to develop and consult on the council's specific equality and diversity objectives.

Environmental Impact of the Proposal

13. None.

Equalities Impact of the Proposal

14. As set out in the report.

Risk Assessment

15. Statutory requirement to comply with the PSED.

Options Considered

16. None.

Recommendation

17. 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