

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

6 January 2016

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. This is the first report to be based on a new reporting date of 1 October (previously 1 April each year). The reporting date has been changed to move it closer to the statutory publishing date.

Background

2. In January 2015 Wiltshire Council published its [equality and diversity employment monitoring report 2013/14](#) on the Wiltshire Council website.
3. The council is required to publish the updated equality and diversity employment monitoring report 2014/2015 by the 31 January 2016.
4. Historically the head count figures in this report have been based on workforce data on the 1 April each year and this year work has been undertaken to move the reporting date to 1 October each year, to bring the date nearer to the January publishing date. Moving the date to October will ensure that the figures are as up to date as possible
5. In order to make the change to the new reporting date and cover the gap created by the change, an interim report was produced and was sent to this committee in September this year.
6. This report also contains headcount information from an equalities monitoring exercise which was carried out this year (detailed below). However, as this information is new it is not yet reflected in sections of the report which contain information collected over the previous year as it was not available at this time (recruitment, leavers etc).
7. 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 Equality and Inclusion Lead.

Data Monitoring

8. 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.
9. This year, work has taken place to extend the data collected on the protected characteristics on SAP to include: 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 should make our data more accurate and robust in terms of meeting the requirements of the PSED and 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.

10. The staff survey in 2014 also asked staff for anonymous data on the extended range of protected characteristics. The results are included in this report in Appendix A and provide a useful additional source of statistical information on the council's workforce.
11. This year the report includes an executive summary at the beginning of the report 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. There were also a few areas where decreases were indicated, which the council will continue to keep under review. This includes a slight decrease in the percentages of under 25's compared to the previous year, a slight dip in the percentages for BME recruitment and percentages for females in the top salary band. As outlined in the report a number of initiatives have been put in place in relation to the under 25's and recruitment figures that a higher level of appointments are been made within this group.
12. The report also contains gender pay gap information for the first time. The government is currently considering whether to make it a statutory requirement for organisations with over 250 employees to publish gender pay gap information.
13. The council continues to focus on continuing the development of the positive action listed in the monitoring report including the continued development of the three staff forums.

Publishing equality objectives

14. In 2013 a number of further measures were identified for consideration/action from the workforce data analysis and these subsequently became part of the council's published equality objectives and include:
 - Improve the rate of unknown's for all categories – including consideration of further data cleanse exercises or targeting particular areas where information is low i.e. paper based checks for those who do not have a pc etc.
 - Measures to increase the percentages of under 25 year olds in the council workforce.
 - Reduce the percentage of disabled staff who respond to the staff survey that they have experienced bullying and harassment
 - Increase the range of protected characteristics captured about the workforce via SAP.
15. An additional HR equality objective was later added relating to implementing improvements identified as part of the Stonewall workplace equality index results.
16. This year further public consultations were held on the equality objectives which has provided feedback on areas for development in this area. The HR equality objectives remain broadly similar.

17. This report provides some updated information on the HR related equality objective's which are due to be considered by the council's equality and diversity steering group shortly.
18. 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

19. None.

Equalities Impact of the Proposal

20. As set out in the report.

Risk Assessment

21. Statutory requirement to comply with the PSED.

Options Considered

22. None.

Recommendation

23. 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