

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

9 September 2015

Equality and Diversity interim update

Purpose of Report

1. To present an interim updated version of the annual equality and diversity employment monitoring report to facilitate the move to a new reporting period which is closer to the statutory publishing date. The council is required to produce workforce equality and diversity information annually as part of the Public Sector Equality Duty (PSED) in line with the Equality Act 2010.

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, this report is an interim report. It is based on the headcount figure as at 1 April 2015 and a further report will be produced for 1 October 2015 to commence the new reporting cycle. It should be noted that where monitoring information is normally reviewed over a year (e.g. in relation to recruitment, leavers and training), the reference period for this interim report is based on figures for the 6 month reporting gap (April to October 2014).
6. It is recognised that the change to the new reporting period this year may create some small fluctuations to the figures. Comparisons to the previous full year report have been more difficult in some areas due to the shorter reporting period in this interim report. These comparisons will be revisited in the October report.
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. Currently we collect, monitor and publish data on sex, disability, ethnicity and age in relation to our current workforce, leavers and applicants for employment.
9. Work is ongoing 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. This year, members of staff have

been asked to complete an equalities monitoring questionnaire to provide this information and this is still in the process of being collected. Collecting this additional information should make the data more accurate and robust in terms of meeting the requirements of the PSED and helping to inform the work on the council's people strategy. Improved data would 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. This year's staff survey also asked staff for anonymous data on the extended range of protected characteristics. The results are included in this report in Appendix B and provide a useful additional source of statistical information on the council's workforce.
11. In general the data contained in the report is broadly in line with last year with some slight fluctuations, with an increase in the percentage of disabled staff and a slight decrease in the figures for BME staff and under 25's compared to the previous year. The recruitment figures for both these group's shows an increase in the numbers recruited from applicants in these groups who applied. This data will be revisited in the October report.
12. 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

13. 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.
14. An additional HR equality objective was later added relating to implementing improvements identified as part of the Stonewall workplace equality index results.
15. 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.
16. This report provides some opportunity for analysis and commentary on this interim set of data and equality objective summary update points. However the report in October will provide more complete information based on the new reporting timescales.
17. 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

18. None.

Equalities Impact of the Proposal

19. As set out in the report.

Risk Assessment

20. Statutory requirement to comply with the PSED.

Options Considered

21. None.

Recommendation

22. 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