



POLICY AND RESOURCES COMMITTEE

Wednesday, 17 March 2021

REPORT TITLE:	ANNUAL WORKFORCE MONITORING REPORT 2019/20
REPORT OF:	DIRECTOR OF RESOURCES

REPORT SUMMARY

This report provides Policy and Resources Committee with the annual Workforce Equality Report for 2019/20.

In addition, it also provides Policy and Resources with an update in relation to data gaps in our workforce equality information.

RECOMMENDATION/S

The Policy and Resources Committee are recommended to:

- a) approve publication of the annual Workforce Equality report to meet our legal requirements under the Public Sector Equality Duty (PSED) 2011.
- b) note the position in relation to workforce equality performance and the progress made by the Council in relation to producing, analysing and publishing workforce data.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

- 1.1 The purpose of this report is to ensure the Council meets the legal requirements under the Public Sector Equality Duty (PSED) 2011.

2.0 OTHER OPTIONS CONSIDERED

- 2.1 The PSED sets out the framework for producing, analysing and publishing workforce data.

3.0 BACKGROUND INFORMATION

- 3.1 The Equality Act 2010 came into force in October 2010. The general duty of the Equality Act 2010 has three goals:
- To eliminate any unlawful discrimination, harassment and victimisation
 - To advance equality of opportunity
 - To foster good relations between different groups of people.
- 3.2 The Workforce Equality Report for 2019/20 is provided at Appendix One.
- 3.3 Employment and Appointments Committee were previously presented with a detailed annual Workforce Equality Report in March 2020.
- 3.4 As part of the summary action plan in that report, a targeted 'staff confidence' campaign was included to help narrow the gaps in data. This has now been undertaken and has seen an improvement in the level and detail of data collected which is detailed in the report. The Council respects employee's rights not to declare personal information and provide a 'prefer not to say' responses in all categories.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 The PSED sets out the framework for producing, analysing and publishing workforce data.

5.0 FINANCIAL IMPLICATIONS

- 5.1 There are no direct financial implications as a result of this report.

6.0 LEGAL IMPLICATIONS

- 6.1 The Council has a legal duty under Equality Act 2010 and Public Sector Equality Duty April 2011.

7.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

- 7.1 There are no direct resource implications as a result of this report.

8.0 RELEVANT RISKS

Non-compliance with the Equality Act 2010 and PSED April 2011.

9.0 ENGAGEMENT/CONSULTATION

The annual Workforce Equality report forms part of the work plan of HR / OD and is the basis of the governance arrangements for workforce equality. As part of the action plan to minimise data gaps, staff confidence campaigns took place throughout 2019 to raise awareness.

The insight, findings and progress on actions within the report are shared with Trade Union colleagues.

10.0 EQUALITY IMPLICATIONS

The annual Workforce Equality Report and action plan aim to reduce equality data gaps and form part of our legal requirements under the PSED April 2011.

11. ENVIRONMENT AND CLIMATE IMPLICATIONS

The content and/or recommendations contained within this report are expected to have no impact on emissions of Greenhouse Gases.

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APPENDICES

- 1) Workforce Equality report 2019/20

BACKGROUND PAPERS

The information contained within the core monitoring report has been extracted from the HR data collection system and the Employee relations data collection system. As the information relates to staff this is confidential as it may contain personal details about employees.

This report builds on the previous Workforce Monitoring report for 2018/19 and provides updated information and trend analysis across all areas.

SUBJECT HISTORY (last three years)

Council meeting	Date
Employment and Appointments Committee	3 March 2020
Employment and Appointments Committee	5 March 2019
Employment and Appointments Committee	27 June 2017