

## Employment and Appointments Committee

27 June 2017

<b>REPORT TITLE</b>	<b>WORKFORCE EQUALITY REPORT 2016/17</b>
<b>REPORT OF</b>	<b>ACTING ASSISTANT DIRECTOR: HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT</b>

### **1.0 REPORT SUMMARY**

1.1 This report provides Employments and Appointments Committee with the annual Workforce Equality Report for 2016/17.

### **2.0 RECOMMENDATION/S**

2.1 Employment and Appointments Committee approve publication of the annual Workforce Equality report to meet our legal requirements under the Public Sector Equality Duty (PSED) 2011.

## SUPPORTING INFORMATION

### 3.0 REASON/S FOR RECOMMENDATION/S

As part of our legal requirements under the Public Sector Equality Duty (PSED) 2011.

### 4.0 OTHER OPTIONS CONSIDERED

4.1 Not applicable.

### 5.0 BACKGROUND INFORMATION

5.1 The Equality Act 2010 came into force in October 2010. The general duty of the Equality Act 2010 has 3 goals:

- To eliminate any unlawful discrimination, harassment and victimisation
- To advance equality of opportunity
- To foster good relations between different groups of people

5.2 In April 2011, the Public Sector Equality Duty (PSED) was introduced and placed a duty on public authorities to apply the specific duty with the following 4 aims:

1) Give due regard to the impact of our policies and decisions on people who share protected characteristics;

*Race, gender, disability, sexual orientation, age, religion / belief, gender re-assignment, marriage / civil partnership, pregnancy / maternity*

2) Publish information relating to employees who share protected characteristics;

*Workforce profile, pay gaps, job application success rates, take up rates of training, promotion success rates, return to work rates after maternity leave, reasons for termination of employment, length of service, time on pay grade.*

3) Publish information relating to people who are affected by our policies and practices who share protected characteristics, i.e. customers;

*Who accesses our services? Do they need reasonable adjustments? How satisfied are they? What feedback do they give us? What is the number / type of complaints we receive? Do we have different service outcomes for different people?*

4) Set and publish measurable equality objectives, at least every 4 years;

*What are Wirral's biggest equality challenges? What evidence base do we have? Where is equality performance poor? Do we benchmark ourselves against others? How will progress be measured?*

We have previously met our obligations and published workforce equality data. However, we have reviewed our approach and best practice and this is a significantly more comprehensive report.

## **6.0 FINANCIAL IMPLICATIONS**

6.1 None as a direct result of this report.

## **7.0 LEGAL IMPLICATIONS**

7.1 Equality Act 2010 and Public Sector Equality Duty April 2011.

## **8.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS**

8.1 None.

## **9.0 RELEVANT RISKS**

Non-compliance with the Equality Act 2010 and PSED April 2011. Potentially, we could be fined if we did not meet our legal requirements.

## **10.0 ENGAGEMENT/CONSULTATION**

As this is a legal obligation there is no requirement for engagement or consultation. However, the annual Workforce Equality report will form part of the work plan of HR / OD and be the basis on which new governance arrangements for workforce equality will be developed. This will be in collaboration with colleagues across the organisation including recognised trade union representatives.

## **10.1 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.

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## **APPENDICES**

- 1) Workforce Equality report 2016/17
- 2) Executive Summary of Workforce Equality report 2016/17
- 3) This Is Who We Are - Infographics of Workforce Equality report 2016/17

## **REFERENCE MATERIAL**

**SUBJECT HISTORY (last 3 years)**

<b>Council Meeting</b>	<b>Date</b>