

Employment and Appointments Committee**5 March 2019**

REPORT TITLE	ANNUAL WORKFORCE EQUALITY REPORT 2017/18
REPORT OF	DIRECTOR: CHANGE AND ORGANISATIONAL DESIGN

1.0 REPORT SUMMARY

- 1.1 This report provides Employments and Appointments Committee with the annual Workforce Equality Report for 2017/18.
- 1.2 In addition, it also provides Employments and Appointments Committee with an update in relation to data gaps in our workforce equality information.

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.
- 2.2 Employment and Appointments Committee 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.

3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 To meet our legal requirements under the Public Sector Equality Duty (PSED) 2011.

4.0 OTHER OPTIONS CONSIDERED

- 4.1 Not applicable.

5.0 BACKGROUND INFORMATION

- 3.1 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.
- 3.2 The Workforce Equality Report for 2017/18 is provided at Appendix One
- 3.2 Employment and Appointments Committee were previously with a detailed annual Workforce Equality Report in June 2017.

3.3 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 FINANCIAL IMPLICATIONS

4.1 None as a direct result of this report. However, failure to comply could potentially lead to a fine if the Council does not meet its legal requirements.

5.0 LEGAL IMPLICATIONS

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

6.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

6.1 None.

7.0 RELEVANT RISKS

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

8.0 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, a staff confidence campaign took place in March 2018 with a targeted approach in July 2018 to managers that had employees with missing data.

9.0 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.

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APPENDICES

- 1) Workforce Equality report 2017/18
- 2) This Is Who We Are - Infographics of Workforce Equality report 2017/18