



Employment and Appointments Committee
Tuesday, 3 March 2020

REPORT TITLE:	Annual Workforce Monitoring report 2018/19
REPORT OF:	Head of Organisational Design and Development

REPORT SUMMARY

This report provides Employments and Appointments Committee with the annual Workforce Equality Report for 2018/19.

RECOMMENDATION/S

- 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 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.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

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

2.0 OTHER OPTIONS CONSIDERED

2.1 Not applicable as this is a legal requirement.

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 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 2018/19 is provided as Appendix One.

3.3 Employment and Appointments Committee were previously presented with a detailed annual Workforce Equality Report in March 2019.

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 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 The Public Sector Equality Duty requires the Council in carrying out its' functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities, named to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

6.1 None

6.0 RELEVANT RISKS

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

7.0 ENGAGEMENT/CONSULTATION

7.1 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.

8.0 EQUALITY IMPLICATIONS

8.1 Wirral Council has a legal requirement to make sure its policies, and the way it carries out its work, do not discriminate against anyone. An Equality Impact Assessment is a tool to help council services identify steps they can take to ensure equality for anyone who might be affected by a particular policy, decision or activity.

(c) No because of another reason which is: 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.

9.0 ENVIRONMENT AND CLIMATE IMPLICATIONS

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

REPORT AUTHOR: **Maxine Joynson**
HR Officer (Equality)
telephone: (0151 691 8165)
email: maxinejoynson@wirral.gov.uk

APPENDICES

Appendix 1 Annual Workforce Monitoring report 2018/19

BACKGROUND PAPERS

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

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	5 March 2019
Employment and Appointments Committee	27 June 2017