

Senior Officer and Appointments Staffing Sub-Committee**Friday 25th March 2022**

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| REPORT TITLE | ANNUAL WORKFORCE EQUALITY REPORT 2020/21 |
| REPORT OF | DIRECTOR OF RESOURCES |

1.0 REPORT SUMMARY

- 1.1 This report provides Senior Officer and Appointments Staffing Sub-Committee with the annual Workforce Equality Report for 2020/21.
- 1.2 In addition, it also provides Senior Officer and Appointments Staffing Sub-Committee with an update in relation to actions outlined in the action plan in terms of progress made since last year for information.

2.0 RECOMMENDATION/S

- 2.1 Senior Officer and Appointments Staffing Sub-Committee are recommended to:
- a) approve publication of the annual Workforce Equality report to meet the 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.

3.0 REASON/S FOR RECOMMENDATION/S

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

4.0 OTHER OPTIONS CONSIDERED

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

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 three 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 The Workforce Equality Report for 2020/21 is provided at Appendix 1.

5.3 Policy and Resources Committee were previously presented with a detailed annual Workforce Equality Report in March 2021.

6.0 FINANCIAL IMPLICATIONS

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

7.0 LEGAL IMPLICATIONS

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

8.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

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

9.0 RELEVANT RISKS

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

10.0 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.

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

11.0 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.

12. ENVIRONMENT AND CLIMATE IMPLICATIONS

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

13. COMMUNITY WEALTH BUILDING

There are no direct community wealth building implications arising from this report.

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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 2019/20 and provides updated information and trend analysis across all areas.

SUBJECT HISTORY (last three years)

| Council meeting | Date |
|---------------------------------------|---------------|
| Policy and Resources Committee | 17 March 2021 |
| Employment and Appointments Committee | 3 March 2020 |
| Employment and Appointments Committee | 5 March 2019 |