

SENIOR OFFICER APPOINTMENTS AND STAFFING SUB-COMMITTEE**Wednesday 15 March 2023**

REPORT TITLE	ANNUAL WORKFORCE EQUALITY REPORT 2021/22
REPORT OF	DIRECTOR OF RESOURCES

REPORT SUMMARY

This report provides Senior Officer Appointments and Staffing Sub-Committee with the annual Workforce Equality Report for 2020/21.

In addition, it also provides the Sub-Committee with an update in relation to actions outlined in the action plan in terms of progress made since last year for information.

This report affects all Wirral wards and is not a key decision.

Furthermore, it contributes directly to the Wirral Plan's priority area of Inclusive Economy by ensuring our recruitment processes are fair, open to all and free from bias.

RECOMMENDATION/S

Senior Officer Appointment and Staffing Sub-Committee is recommended to:

- 1) approve publication of the annual Workforce Equality report to meet the legal requirements under the Public Sector Equality Duty (PSED) 2011.
- 2) 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 meet 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 2021/22 is provided at Appendix 1.

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

4.0 FINANCIAL IMPLICATIONS

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

5.0 LEGAL IMPLICATIONS

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

6.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

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

7.0 RELEVANT RISKS

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

8.0 ENGAGEMENT/CONSULTATION

- 8.1 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.

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

9.0 EQUALITY IMPLICATIONS

9.1 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.

10.0 ENVIRONMENT AND CLIMATE IMPLICATIONS

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

11.0 COMMUNITY WEALTH IMPLICATIONS

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

REPORT AUTHOR: Maxine Joynson
Learning and Inclusion Officer (Equality, Diversity and Inclusion)
telephone: 0151 691 8165
email: maxinejoynson@wirral.gov.uk

APPENDICES

- 1) Workforce Equality report 2020/21

TERMS OF REFERENCE

The matter is being considered by the Senior Officer Appointment and Staffing Sub-Committee in accordance with section 1.5(a) of the Terms of Reference 'A Sub-Committee of members of the Policy and Resources, with delegated authority to recommend or make appointments and related matters in respect of chief officers, as set out at Part 4(7) of the Constitution, together with oversight of employment policies, terms and conditions.'

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 2020/21 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