

SENIOR OFFICER APPOINTMENT AND STAFFING SUB- COMMITTEE**5 December 2023**

REPORT TITLE	ANNUAL WORKFORCE EQUALITY REPORT 2022/23
REPORT OF	DIRECTOR OF RESOURCES

REPORT SUMMARY

This report provides Senior Officer Appointment and Staffing Sub-Committee with the annual Workforce Equality Report for 2022/23.

In addition, it also provides Senior Officer Appointment and 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. This report covers all Wirral wards and is an integral part of Wirral Plan's inequalities agenda. This matter is not a key decision.

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.

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. Therefore, no other options can be considered.

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 2023.

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 public sector equality duty came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities like ours are required, in carrying out our 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.

This report reflects this as set out in the Public Sector Equality Duty (PSED) 2011 and our commitment to meet the above objectives.

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

- a) equality objectives, at least every four years
- b) information to demonstrate their compliance with the public sector equality duty

This report provides information relating to our employees that enables us to measure progress and identify priority areas and action. It shows how we carry out our statutory duty in this respect.

6.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

6.1 There are no direct resource implications as a direct 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. 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. COMMUNITY WEALTH BUILDING

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

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APPENDICES

1) Workforce Equality report 2022/23

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 2021/22 and provides updated information and trend analysis across all areas.

SUBJECT HISTORY (last three years)

Council meeting	Date
Policy and Resources Committee	15 March 2023
Senior Officer and Appointments Staffing Sub-Committee	25 April 2022
Policy and Resources Committee	17 March 2021