

POLICY AND RESOURCES COMMITTEE**Wednesday 6 November 2024**

REPORT TITLE	ANNUAL WORKFORCE EQUALITY REPORT 2023/24
REPORT OF	DIRECTOR OF LAW AND CORPORATE SERVICES

REPORT SUMMARY

This report provides Policy and Resources Committee with the annual Workforce Equality Report for 2023/24.

In addition, it also provides Policy and Resources 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.

The report is not a key decision.

RECOMMENDATION/S

Policy and Resources 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.

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 2023/24 is provided at Appendix 1.

3.3 Senior Officer and Appointments Staffing Sub-Committee were previously presented with a detailed annual Workforce Equality Report in December 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 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 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 / L&I 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

Appendix 1 - Workforce Equality report 2023/24

TERMS OF REFERENCE

This report is being considered by Policy and Resources Committee in accordance with section 1.2(a) of its Terms of Reference, to formulate, co-ordinate and implement corporate policies and strategies.

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 2023/24 and provides updated information and trend analysis across all areas.

SUBJECT HISTORY (last three years)

Council meeting	Date
Senior Officer and Appointments Staffing Sub-Committee	5 December 2024
Policy and Resources Committee	15 March 2023
Senior Officer and Appointments Staffing Sub-Committee	25 April 2022

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