

Subject:	Workforce Equalities Report 2015/16		
Date of Meeting:	13 October 2016		
Report of:	Executive Director for Finance & Resources		
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Ward(s) affected:	All		

FOR GENERAL RELEASE.

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 As part of the Public Sector Equality Duty under the Equality Act 2010, the council is required to monitor the equality profile of its workforce and the impact of its policies and procedures on different staff groups. This information must be published on an annual basis.
- 1.2 The purpose of this report is to provide Members with an overview of the findings following an analysis of the council's workforce and other aspects of employment in relation to the following protected characteristics: ethnicity; disability; sex; sexual orientation; age and religion or belief. This report, which will be published on the external website, ensures compliance with the council's statutory obligations.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the contents of the Workforce Equalities Report for 2015/16.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The general Public Sector Equality Duty under the Equality Act 2010 requires the council to eliminate discrimination and harassment, promote equality of opportunity and foster good relations between different groups within our workforce. In addition, under the Equality Act (Specific Duties) Regulations 2011, the council has a specific duty to publish equality information to demonstrate our compliance with the general equality duty.
- 3.2 One of the ways in which the council ensures that it meets its legal obligations under the Equality Act is through collating, analysing, monitoring and publishing its workforce data on an annual basis.

- 3.3 The council carries out regular equalities monitoring in respect of the following:
- workforce composition
 - recruitment
 - employment casework
 - access to learning and development opportunities
 - employee satisfaction – both in relation to current employees (via the Staff Survey) and those who are leaving the council’s employment (via completed exit questionnaires).
- 3.4 Not only does this data contribute to ensuring that the council fulfils its obligations under the Public Sector Equality Duty within the Equality Act 2010, but enables the council is to understand the composition of its workforce and the impact of our employment policies, procedures and practices on our staff. In particular, it enables us to identify any differences in outcomes for different staff groups.
- 3.5 This insight can then be used to develop the council’s Workforce Equalities Action Plan (WEAP). Through this Action Plan, the council can work towards its strategic objectives of achieving a more diverse workforce that reflects the economically active community within Brighton and Hove and developing an inclusive workplace culture in which everyone can thrive and reach their full potential. These components are fundamental to the council becoming an efficient and effective modern organisation.
- 3.6 Equalities issues relating to the workforce are not only discussed regularly at meetings of the Equalities Steering Group and individual Directorate Equalities Groups but also through a dedicated Workforce Equalities Group (WEG) that meets on a quarterly basis. The WEG comprises representatives from the Staff Workers’ Forums, trade unions, HR&OD as well as the Communities, Equality & Third Sector and Communications teams.
- 3.7 This report sets out the findings from the recent analysis of the council’s workforce and other aspects of employment in relation to equality groups protected under the Equality Act 2010.
- 3.8 The analysis is based on the council’s contracted workforce (except where indicated) and excludes employees working in schools. It provides an overview of:
- the equality profile of the council’s workforce and how this compares with the economically active population within Brighton & Hove
 - the comparative success rates of applicants with different protected characteristics during the recruitment and selection process
 - access to promotions, acting-up and secondment opportunities
 - employees who left the council’s employment and their reasons for doing so
 - the impact of formal employment procedures on different employee groups.
- 3.9 In brief, the report’s findings are:
- the council’s workforce continues to downsize and its overall equalities profile is changing slowly – it has a high proportion of females and an

increasing number of employees over 50 years of age and is significantly under-represented in the younger age groups

- there has been a modest increase in the proportion of BME and White Other employees within the workforce but these groups remain under-represented at all levels compared with the economically active population within the City
- the proportion of disabled employees has fallen slightly but, despite this, this group remains above the percentage of disabled people within the economically active population within the City with the exception of the most senior roles within the organisation
- the proportion of LGB employees has increased so that, for the first time, this group's level of representation is higher than the council's workforce target within the middle and higher grade bands.
- BME and White Other applicants for jobs continue to find it more difficult to secure interviews and job offers despite the fact that individuals from these groups are applying for jobs in greater numbers. The position is reversed when it comes to casual roles.
- BME, White Other, disabled and LGB employees were less likely to be offered "acting up" opportunities. BME staff were also less likely to secure a promotion.
- Leaver data shows that fewer BME and White Other employees left the council than might have been expected given their levels of representation within the workforce. This is contrary to the position last year which is encouraging. However, there appear to be difficulties retaining disabled employees and individuals under the age of 30.

3.10 The more detailed and robust analysis of workforce data that the council has been able to carry out over the last two years has provided a much better insight into the issues affecting the council's workforce. This has, in turn, enabled us to identify several future areas of work which it considered are key to delivering measurable and tangible equality outcomes for the organisation. These are listed below and will provide the focus for the council's Workforce Equalities Action Plan during 2016/17:

- use workforce information and insight to develop areas for positive action activity and to monitor the effectiveness of this activity through established monitoring mechanisms
- improve recruitment branding and customer experience to be more inclusive
- strengthen collaboration with communities in Brighton and Hove
- develop a pathway for positive action apprenticeships and placements
- improve feedback and communication on positive role modelling within the council
- underpin practice with effective learning, reflection and a robust policy framework.

3.12 The success of the work undertaken would then be assessed by comparing recruitment and workforce data metrics with those at the end of next year.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 There are no alternative options for Members to consider as the council has a legal duty to monitor the equality profile of its workforce and the impact of its policies and procedures on different staff groups and to publish that data annually.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 Not applicable.

6. CONCLUSION

- 6.1 Not applicable.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no direct financial implications arising from this report. Costs of any actions required to address issues arising from the workforce analysis will be met from within existing resources

Finance Officer Consulted: Peter Francis Date: 23/08/16

Legal Implications:

- 7.2 The general Public Sector Equality Duty under s149 Equality Act 2010 requires the council to have due regard to the need to eliminate discrimination and harassment, promote equality of opportunity and foster good relations between different groups within our workforce. In addition, under the Equality Act (Specific Duties) Regulations 2011, the Council has a specific duty to publish equality information to demonstrate our compliance with the general equality duty.

The Workforce Equalities Report 2015/16 assists the Council in satisfying the above requirements.

Lawyer Consulted: Elizabeth Culbert Date: 22/08/16

Equalities Implications:

- 7.3 Analysis of the council's workforce and the impact of its employment policies, procedures and practices by protected characteristics enables the organisation to identify any adverse trends or disproportionate impacts on different employee groups. By developing and taking actions to address these through the Workforce Equalities Action Plan, the council aims to not only increase the diversity of its workforce but also improve the experiences and outcomes for individuals from minority groups who have historically suffered disadvantage.

Sustainability Implications:

7.3 None.

Any Other Significant Implications:

7.4 None.

SUPPORTING DOCUMENTATION

Appendices:

1. Workforce Equalities Report 2015/16

Documents in Members' Rooms

1. Workforce Equalities Report 2015/16

Background Documents

None.