

**REPORT
FOR:**

**EMPLOYEES' CONSULTATIVE
FORUM**

Date of Meeting:	12 December 2017
Subject:	INFORMATION REPORT Annual Equality in Employment Monitoring Report for 1 April 2016 - 31 March 2017
Responsible Officer:	John Kitching Head of Employee and Customer Relations HR Shared Service
Exempt:	No
Enclosures:	Appendix 1 Annual equalities report presentation Appendix 2 Supporting data tables by protected characteristic

Section 1 – Summary

This report sets out employee data, presented by protected characteristic, related to a range of employment matters. This report is collated and published annually to meet our statutory equality duty:

Publication of the data is required by the Equalities Act 2010 (Specific Duties) regulations 2011.

FOR INFORMATION

Section 2 - Report

2.1. Introduction and format

This report sets out information on Harrow Council's performance on equalities and the impact of its policies and practices on its employees, to comply with the requirements of the Public Sector Equality Duty set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

This report comprises of the employee diversity data summarised by protected characteristic, for the year ending 31 March 2017, and a brief analysis of the data which highlights key issues arising from the equalities data.

Following feedback from stakeholders on the format of the report in previous years, it has been changed this year to be more engaging. It includes infographics to allow the data to be reviewed 'at a glance' and encourage readership of the report at all levels.

The summary will be considered by the Corporate Equalities Group (CEG) and any issues identified from the analysis of the data will be addressed in the Corporate Equalities Action Plan.

2.2. Content

Appendix 1 of this report contains an overview of the workforce profile as at 31 March 2017 across the services workforce excluding school employees (including information available from Per Temps on recruitment) analysed by protected characteristic. Comparisons of the workforce profile against previous years and the local community are made where available and appropriate and available in Appendix 2. This includes data for the whole council including schools for comparison.

In addition, data is supplied for the complete year ending 31 March 2017 on redeployment rates and leavers by protected characteristics.

In previous years, we have not reported on gender reassignment as the low number could easily identify individuals. This year, however, no employee has classified themselves under gender reassignment.

2.3 Corporate Equalities Action Plan

Recommendations to address the key issues highlighted by the analysis of the data will be considered by the Corporate Equalities Group for inclusion in the Corporate Action Plan. This report and the comments of the Forum will be considered at the Corporate Equalities Group, which includes representation from external partners, trade unions and employees from the Making a Difference Group.

2.4 Monitoring and Review

Equalities in employment monitoring information and delivery of the Equalities Action Plan will be monitored by the Corporate Equalities Group.

2.5 Summary

Priorities established last year by the Corporate Equalities Group were: (and actions delivered against them)

Priority	Achievements
Achieve a more comprehensive profile of the workforce by improving the reporting and recording of protected characteristics, particularly disability and sexual orientation	Undertook a communication campaign including CEO Newsletter, staff updates and posters to encourage staff to update their social identity information. This has led to a slight increase in data provided.
An increased percentage of BAME and disabled staff at senior pay bands	Target recruitment briefs have been issued to resourcing companies supporting with senior management recruitment. Coaching and mentoring programmes have been initiated and staff from the BAME and those with disabilities have been encouraged to enroll on these.
An increase in the recruitment and retention of young people	We have now delivered our target to support 500 young people into jobs and apprenticeships. Apprenticeship fair on 30 th June 2017 was very well attended, with over 200 young people and 15 exhibitors.
Maintain or improve our position in Stonewalls Workplace Index, (current ranking 153, up from 399 the previous year)	We have submitted against the WEI in August this year and await the results in Jan 2018.

Section 3 - Further Information

No further information.

Section 4 - Financial Implications

There are no financial implications relating to this report.

Section 5 - Equalities implications

None. This information report sets out information captured on equality in employment.

Section 6 - Corporate Priorities

The report relates to employment for Council employees and as such supports delivery of all corporate priorities.

Name: Dawn Calvert	<input type="checkbox"/>	Chief Financial Officer
Date: 16/11/17	<input checked="" type="checkbox"/>	

Section 7 - Contact Details and Background Papers

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