

REPORT FOR: EMPLOYEES' CONSULTATIVE FORUM

Date of Meeting: 22 November 2018

Subject: **INFORMATION REPORT** – Annual Equality in Employment Monitoring Report for 1 April 2017 - 31 March 2018

Responsible Officer: John Kitching, Head of Employee and Customer Relations, HR Shared Service

Exempt: No

Wards affected: N/A

Enclosures: **Appendix 1** Annual equalities report presentation – To Follow

Appendix 2 Supporting data tables by protected characteristic – To Follow

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 equalities data summarised by protected characteristic, for the year ending 31 March 2018, 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 was changed last 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 2018 across the services workforce excluding school employees (including information available from Pertemps 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 2018 on redeployment rates and leavers by protected characteristics.

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 which are on-going were: (and actions delivered against them since the last report).

| Priority | Achievements |
|--|--|
| Achieve a more comprehensive profile of the workforce by improving the reporting and recording of protected characteristics, particularly disability and sexual orientation. | An on-going communication campaign including CEO Newsletter, staff updates and posters to encourage staff to update their social identity information. This has led to an increase in data provided. |
| An increased percentage of BAME and disabled staff at senior pay bands | Per temps advertisements now include welcome statements for BAME and disabled staff. Coaching and mentoring programmes are on-going. BAME and staff with disabilities are encouraged to enrol. |
| An increase in the recruitment and retention of young people | We have delivered on our target to support 500 people into jobs and apprenticeships |
| Maintain or improve our position in Stonewalls Workplace Index, (current Ranking is 154, the previous ranking was 153 up from 399 the year before) | A working group led by Councillor Swersky and Paul Hewitt are driving improvements to aim for the Council to join the top 100 employers. We have submitted against the WEI in August and await the results in January 2019. |

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 equalities in employment.

Section 6 – Council Priorities

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

Name: Dawn Calvert



Chief Financial Officer

Date: 14.11.2018

Ward Councillors notified:

N/A

Section 7 - Contact Details and Background Papers

Contact: John Kitching, Head of Employee and Customer Relations, HR Shared Service - john.kitching@harrow.gov.uk