

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 6
11 March 2024	PUBLIC REPORT

Report of:	Mandy Pullen, Service Director People, Transformation and Business Intelligence	
Cabinet Member(s) responsible:	Councillor John Howard, Deputy Leader and Cabinet Member for Corporate Governance and Finance	
Contact Officer(s):	Sarah Spendelow, Head of People and Development	Tel. 07572463896

ANNUAL EQUALITY MONITORING REPORT

RECOMMENDATION	
FROM: <i>Mandy Pullen, Service Director People, Transformation and Business Intelligence</i>	Deadline date: <i>N/A</i>
It is recommended that the Employment Committee notes the results of the Annual Equality Monitoring Report.	

1. ORIGIN OF REPORT

1.1 This report is submitted to Employment Committee following completion of the annual equality monitoring report and acceptance of this report by the Corporate Leadership Team on 20 February 2024.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of this report is to ensure that members are fully aware of the results of the Annual Equality Monitoring Report before the results are published on the Council's website.

2.2 This report is for the Employment Committee to consider under its Terms of Reference No. 2.3.2.6.

3. TIMESCALES

Is this a Major Policy Item/Statutory Plan?	NO	If yes, date for Cabinet meeting	N/A
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4. BACKGROUND AND KEY ISSUES

4.1 The Public Sector Equality Duty (PSED) of the Equality Act 2010 requires public bodies to publish relevant proportionate information, which demonstrates due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.

- foster good relations between people who share a protected characteristic and those who do not.

The PSED applies to all nine areas of discrimination listed in the Equality Act 2010 (known as protected characteristics). These are:

- age
- disability
- gender
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sexual orientation
- marriage and civil partnership

In respect of marriage and civil partnership, the PSED only requires us to have due regard to the need to eliminate unlawful discrimination.

Monitoring the workforce enables us to:

- identify trends within employment practices
- investigate trends
- implement change where appropriate
- fulfil our commitment to ensuring employment practices are free from discrimination

and

- to meet our obligations under the Equality Act 2010.

The provision of personal diversity information within the council is voluntary, and employees have the option of choosing not to declare this information. The HR system can be accessed on a self-serve basis which allows employees to easily manage and amend their personal information.

Where an employee has chosen not to declare ethnicity, disability, religion or belief or sexual orientation, this is shown on the workforce profile as 'unknown'. When employees choose not to declare their personal diversity information, this can affect our ability to meaningfully report and benchmark monitoring information.

4.2 Current workforce profile

The annual Equalities report provides full and detailed information regarding the make-up of the Council's workforce on 31 March 2023. A brief summary follows: -

Number of staff employed

On the reporting date 1281 people were employed, an increase of 1 (0.1%) over the previous year. This excludes City College staff, who we plan to include in a future report.

Age

The Council has significantly fewer young and fewer older people working for it than would be representative of the Peterborough population. The 16-24 age range representation has dipped slightly since March 2022.

Employees with a declared disability

The number of staff with a declared disability has increased from 30 to 32. This group made up a slightly increased percentage of 4.01% of the workforce, up from 3.86% in March 2022. (The data does not include employees who have not provided or elected not to state any disability information). According to the 2021 census 27.3% of disabled people in England are in employment and in Peterborough this figure is 29%.

Pregnancy and Maternity

There were 22 new periods of maternity leave recorded in 2022/23. One person left the Council before their maternity leave commenced but the other 21 people returned to work after their maternity leave. (The data shows as 95% return rate due to the one person who left the Council before their maternity leave commenced).

Employees from a mixed and minority ethnic group

There are 168 employees from a mixed and minority ethnic group in the Council representing 13.1% of the workforce. The current trend moves towards the local population census 2021 breakdown. 181 employees have not provided their ethnicity.

Religion and belief

The report includes an estimate of the number of staff identifying an attachment to faith groups based on data from the 2021 census.

Gender breakdown

Local government has always been an area where, in contrast to the private sector, females constitute a larger proportion of the workforce. 73.93% of the Council's workforce were female on 31 March 2023, a slight increase from 71.80% in 2022.

Sexual orientation

The Office for National Statistics has continued to produce 'experimental' statistics on sexual identity via their Integrated Household Survey. Questions regarding sexual orientation and gender identification were included in the 2021 national census and the ONS provide estimates based on actual census data. This data is included in the report.

4.3

Performance indicators and benchmark data

This report includes some data from Local Government Inform and from the National Census 2021. The reason for presenting benchmarking data is to show the latest available comparison to other councils but the HR Bench marker data was collated in 2016. The Council is currently looking at other more up to date sources of benchmarking information.

In 2022/2023 the percentage of the workforce who are female, the percentage of females in the top 5% of earners, the percentage of staff from a mixed and minority ethnic group, and those with a disability are all above average for similar councils. We have a lower percentage of staff in temporary, fixed term and part-time positions. (Source data from DLA Piper 'HR bench marker 2016 report'. Figures taken relate to district or local authority average figures.

4.4

Conclusion

The data in the full report sets out in general terms the current diversity profile of the Peterborough City Council workforce, certain changes to the workforce in 2022/2023 and some trends over recent years. We are striving to improve the data we hold on employees by encouraging them to provide us with up-to-date personal information. This will ensure the reportable data is as complete as possible.

Actions are driven from the data and are shared for inclusion within the Equality Diversity & Inclusion (EDI) action plan. Various steps towards engaging with staff have been achieved including the setting up of an EDI staff network group, EDI staff conversation, monthly EDI newsletters on relevant topics, and a separate page on the council's intranet where staff can share ideas, articles and events.

The council aims to have a workforce that reflects the community it serves and to be an "employer of choice". The council also aims to recruit the best applicant for the role. Our processes and policies are constantly reviewed to ensure that best practice is followed, and any potentially discriminatory actions are removed.

5. CORPORATE PRIORITIES

5.1 Consider how the recommendation links to the Council's Corporate Priorities:

1. *The Economy & Inclusive Growth*
 - *Environment (including a summary of the outcome of a completed Carbon Impact Assessment, to be submitted in full to the Transport and Environment Team)*
 - *Homes and Workplaces*
 - *Jobs and Money*
2. *Our Places & Communities*
 - *Places and Safety (including any rural implications)*
 - *Lives and Work*
 - *Health and Wellbeing*
3. *Prevention, Independence & Resilience*
 - *Educations and Skills for All*
 - *Adults*
 - *Children*
4. *Sustainable Future City Council*
 - *How we Work*
 - *How we Serve*
 - *How we Enable*

Further information on the Council's Priorities can be found here - [Link to Corporate Strategy and Priorities Webpage](#)

6. CONSULTATION

6.1 *Whilst consultation is not necessary on this document, it will be shared with our wider stake holder group.*

6.3 *This recommendation has been considered by the Corporate Leadership Team (CLT)*

7. ANTICIPATED OUTCOMES OR IMPACT

7.1 Once members are briefed this information will be published and shared on the council's website.

8. REASON FOR THE RECOMMENDATION

8.1 *Annual requirement;*

9. ALTERNATIVE OPTIONS CONSIDERED

9.1 *There have not been any alternative options considered as this report is an annual requirement*

10. IMPLICATIONS

Financial Implications

10.1 *None*

Legal Implications

10.2 *None*

Equalities Implications

10.3 *None*

11. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

11.1 The Equality Monitoring Report 2022 has been used to prepare this report

12. APPENDICES

12.1 Appendix 1 – Annual Monitoring Report

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