

Appendix 1

# **Equalities in Employment**

## **Annual Monitoring Report**



**2022/23**

## 1. Introduction

This report provides the breakdown of staff in the council in terms of ethnicity, gender, age and disability and identifies other diversity trends. The report is produced using data from 1 April 2022 – 31 March 2023. Comparisons provided are based on data from 31 March 2023. The publication of this report complies with the Public Sector Equality Duty (PSED) of the Equality Act 2010 which 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 the employer 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

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

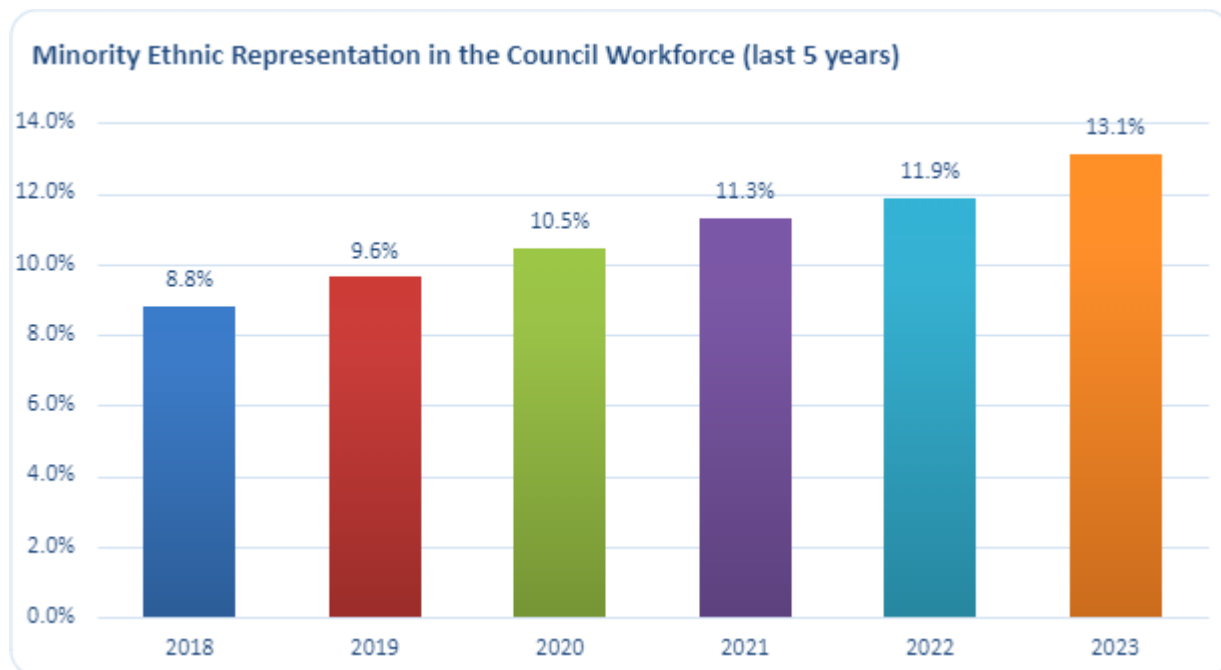
## 2. Current workforce profile

The council employed 1281 people on 31 March 2023, an increase of 1 (0.1%) over the previous year. There was a 1.3% increase in permanent staff from March 2022 to March 2023. The number of part-time staff remained exactly the same. This excludes City College staff, but we plan to include these staff in a future report. There was a 10.3% decrease in temporary staff and a 3.4% decrease in casual staff over the previous year; these reductions are likely to be due to the return to more normal working following the Covid-19 pandemic.

The workforce profile differs within each part of the organisation depending on the roles undertaken and the purpose of the services. This report provides a summary across the whole council rather than at a department level. Various information follows providing annual data and comparisons by protected characteristics.

## 2.1 Representation of the workforce by Ethnicity

Although race has several components, monitoring by most employers uses the national census categories for ethnicity as a basis for comparison with population data and other organisations as applicable.



**Graph: Minority Ethnic Representation in the workforce 2018-2023**

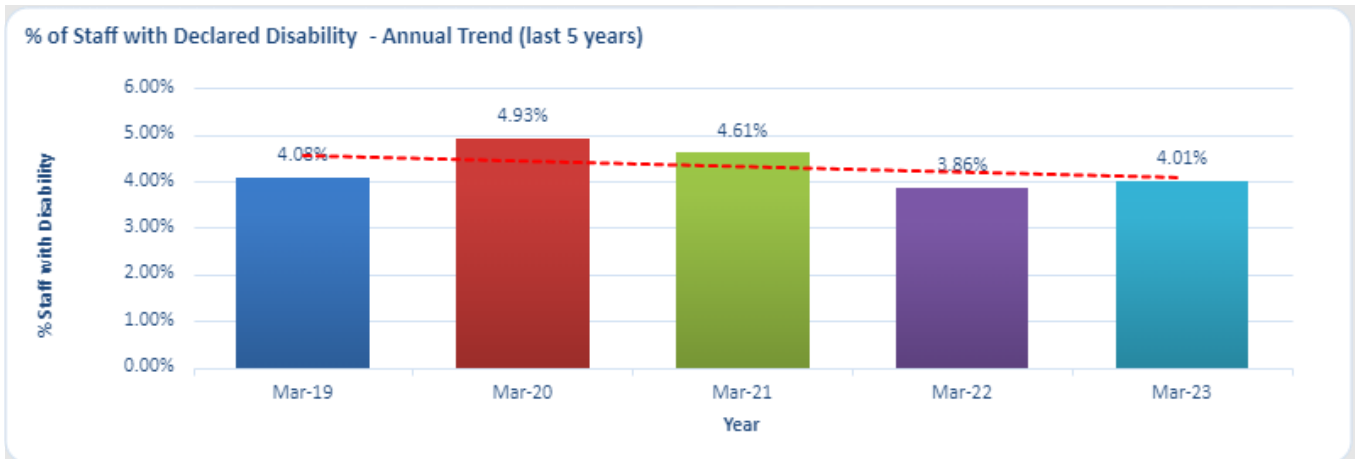
Employees from a mixed and minority ethnic group in the council have increased significantly each year as shown in this table from 2018-2023. The overall percentage is up from 11.9% on 31 March 2022 to 13.1% on 31 March 2023. The actual number of people this represents was 152 in March 2022 up to 168 in March 2023. In 2018 the figure was 113. The current trend moves towards the local population census 2021 breakdown.

The percentage of staff that have not provided their data has decreased from 16.4% to 14.1% of the workforce but this still represents 181 people. This lack of information makes accurate reporting difficult with no data being available for those 181 staff on 31 March 2023.

Over this six-year period the structure of the organisation has changed; this has a significant effect on the make-up of the workforce, and is in addition to the changes which occur because of staff turnover, and restructuring etc.

## 2.2 Representation of the workforce by Disability

Disability, unlike many protected characteristics, changes over time. Staff that have developed a disability may have chosen not to report it. The council supports employees with short and long-term disabilities to remain at work. The line manager works closely with the HR Business Partner and the Occupational Health Advisor aiming to make all reasonable adjustments required to ensure the employee can stay at work, obtaining medical advice from internal and/or external Occupational Health services as necessary. Unfortunately, the employee does not always want to continue in employment; sometimes it may not actually be possible to accommodate their medical needs or adjust their employment for worsening conditions.



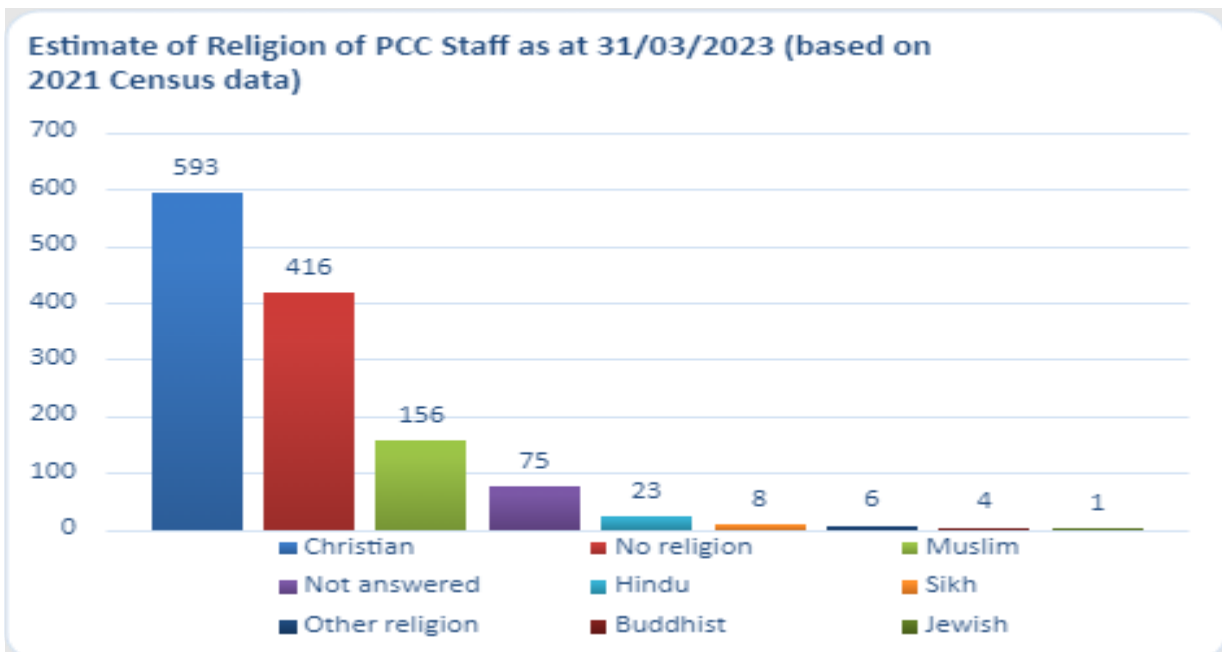
**Graph: % of staff with declared disability 2019-2023**

The number of staff with a declared disability on 31 March 2023 has increased from 30 to 32. (The data does not include employees who have not provided or elected not to state any disability information). This group made up a slightly increased percentage of 4.01% of the workforce, up from 3.86% in March 2022. According to the 2021 [census](#) 27.3% of disabled people in England are in employment and in Peterborough this figure is 29%.

This is higher than the benchmarked average for local authorities of 3.5% (2017/2018). Despite the slight increase in this percentage, the long-term trend has dropped slightly due to figures in earlier years.

There were 5 leavers with a declared disability in 2022/23, a decrease on the previous year's figure of 9 leavers with a declared disability.

### 2.3 Estimate of Religion of PCC staff



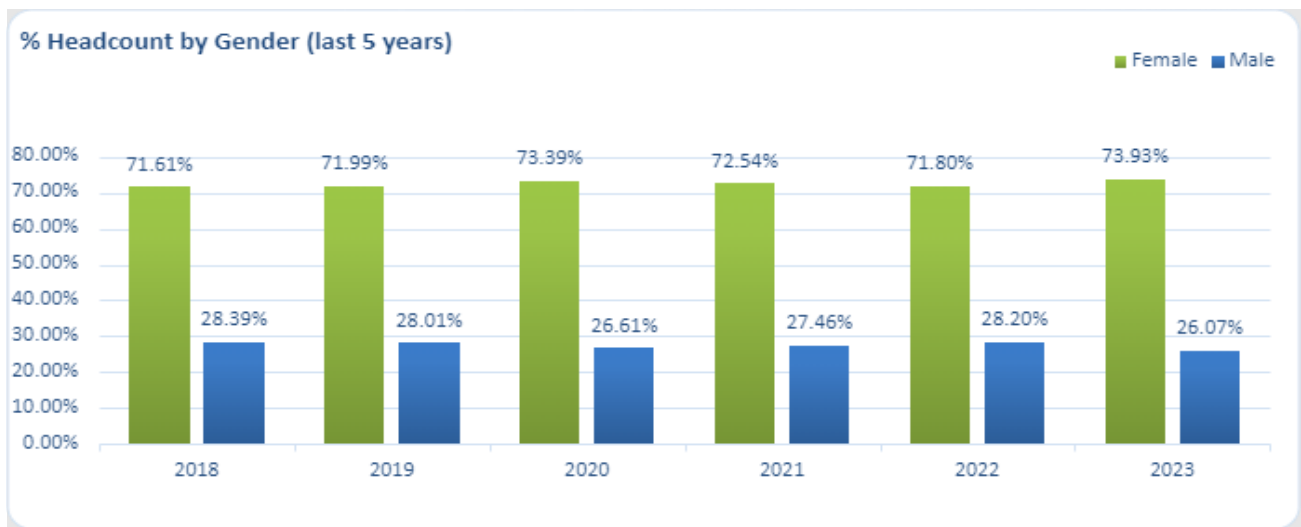
Monitoring in the census and by employers normally focuses on self-identified affiliation by faith group / religion. The graph above presents an estimate of the number of staff identifying an attachment to faith groups based on the 2021 census. The protected characteristic also covers genuinely held beliefs (i.e. someone who has a strongly held belief that their behaviour must not impact on the environment, and they must live their life in a way that protects the environment for future generations).

The council's aim is to continue to provide equal treatment in employment matters and the development of a diverse workforce reflecting the community. It will seek to accommodate as far as feasible any special requirements for those of different groups, including access to prayer or reflection areas, sympathetic treatment for leave requests for significant religious holidays, no dress code (excluding where safety clothing must be worn), adjustment to working hours during fasting periods etc.

The council introduced a flexible approach to taking bank holidays during 2021/22. This supports our corporate commitment to creating an inclusive workplace and celebrating diversity. With eight English bank holidays in a typical year, half of these will fall around the time of a recognised Christian festival. We know that having a diverse workforce and an inclusive culture benefits our employees, our organisation and the people of Peterborough. We therefore wanted to enable our staff to take days off at alternative times that suited their values, beliefs, caring responsibilities or simply personal circumstances better.

#### 2.4 Representation of the workforce by Gender

The council's workforce is predominantly female and always has been. This is consistent with the national position in local government.

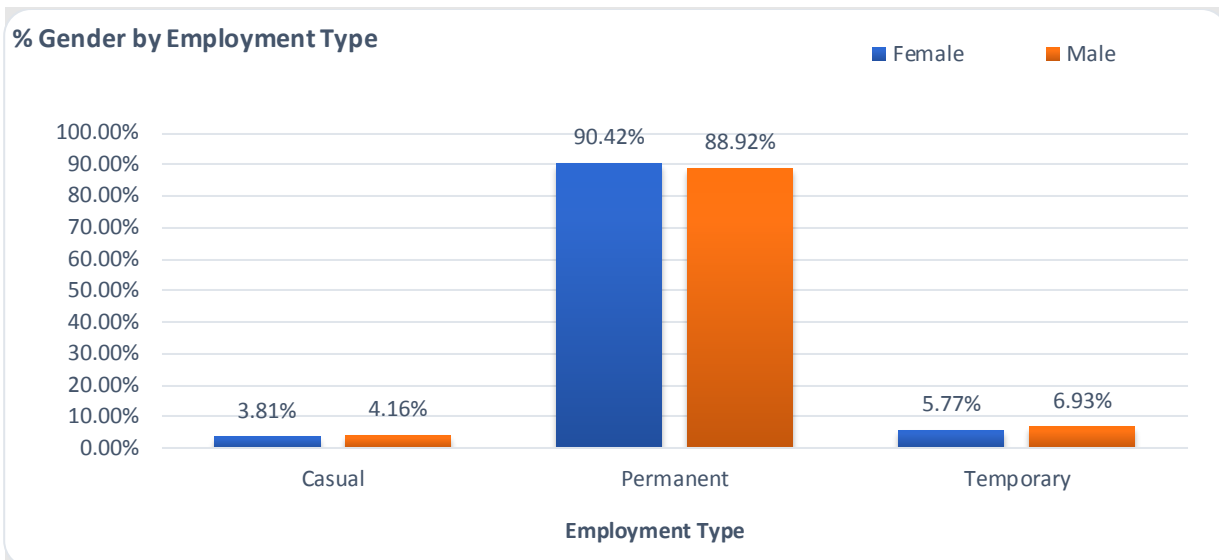


Graph: % headcount by gender 2018-2023

The graph above shows that 73.93% of the council's workforce are female, a slight increase from 71.80% in 2022, and that 26.07% are male, a slight decrease from 28.20% in 2022.

##### 2.4.1 Gender by employment type.

Employment type refers to the contract status (i.e. Permanent, Temporary or Casual). Most of our staff are working on a permanent contract basis. This is an improvement on the previous year where less male and female workers were on permanent contracts. There are a very small number of staff working on a casual or a temporary contract. These alternative type contracts are appealing to certain individuals who prefer the flexibility of these contract types.

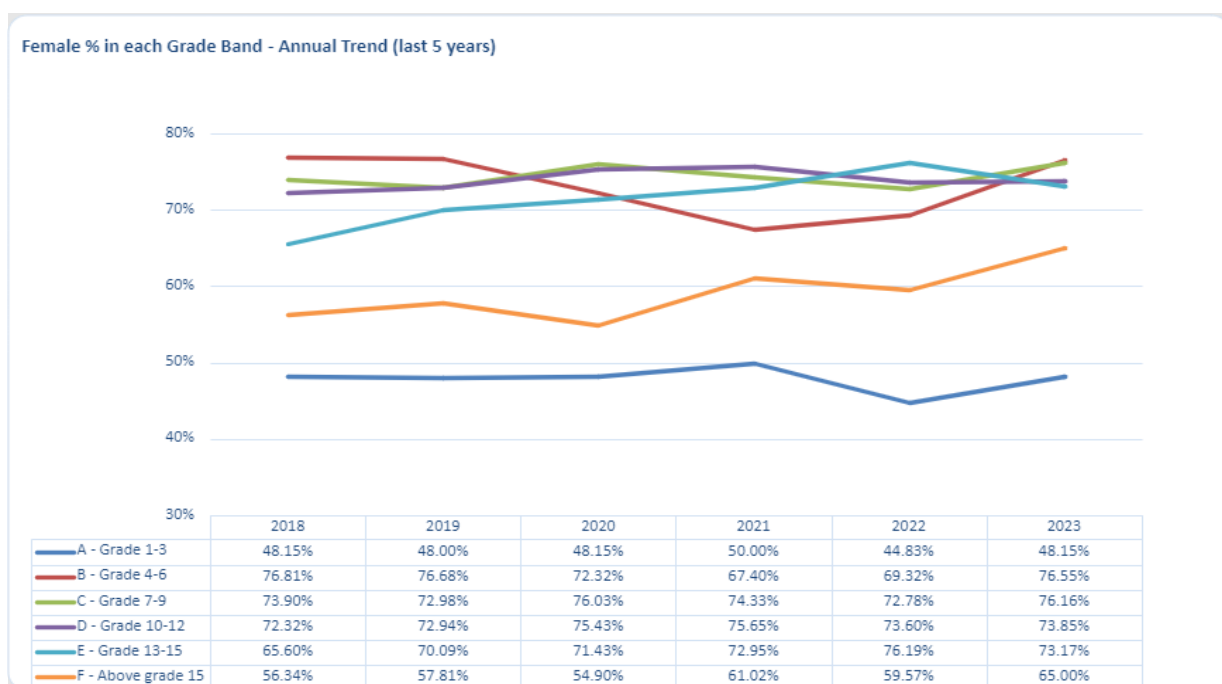


**Graph: % Gender by Employment Type 31.03.23.**

As the graph indicates 11% of females and 9.5% of males were not in permanent work. Some employees hold both a permanent and a casual or temporary contract.

#### 2.4.2 Female % in each grade band

The council is committed to encouraging all staff to develop their career within the council. This graph outlines the % of staff within each grade group over the period 2018-2023. The grade range starts at Grade 1 rising to Grade 15 and above.



**Graph: Female % in each grade band 2018-2023**

The % of female staff in the bottom pay grades remains at the same level as it was in 2018 despite fluctuation in the intervening years. Whereas representation in every other grade has risen most noticeably in the highest grades.

#### 2.5 Representation of the workforce by Age

The actual Age of each employee is taken from their payroll record and based on their age on 31 March 2023.

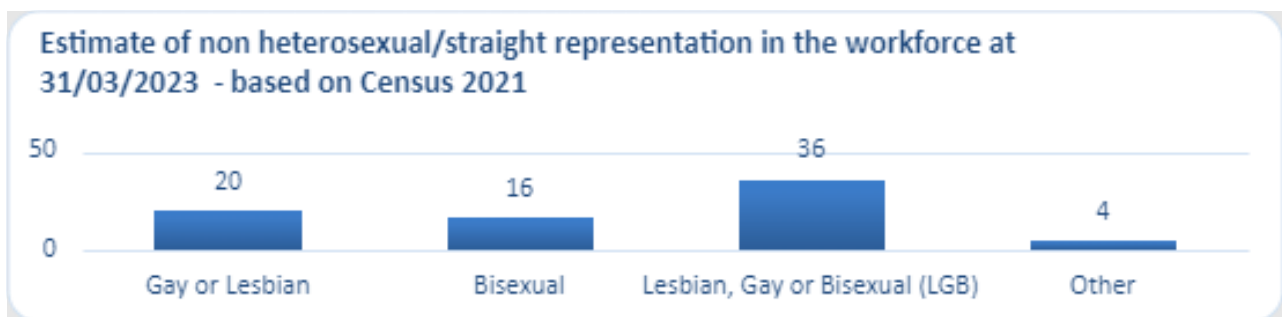
AgeGroup	Mar-18	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	2021 census National	2021 census Peterborough
A 16-24	1.87%	2.41%	2.81%	3.15%	3.28%	3.04%	13.01%	12.84%
B 25-34	12.32%	14.04%	13.50%	13.85%	14.38%	14.21%	16.58%	19.47%
C 35-44	26.91%	27.13%	26.37%	27.00%	27.66%	27.56%	15.93%	19.42%
D 45-54	31.12%	29.86%	29.50%	29.92%	29.84%	28.42%	16.29%	16.44%
E 55-64	24.18%	23.52%	24.44%	22.92%	21.95%	23.73%	15.41%	13.58%
F 65+	3.59%	3.05%	3.38%	3.15%	2.89%	3.04%	22.78%	18.26%
Total	100%	100%	100%	100%	100%	100%	100%	100%

**Graph: % of staff in each age band 2018-2023**

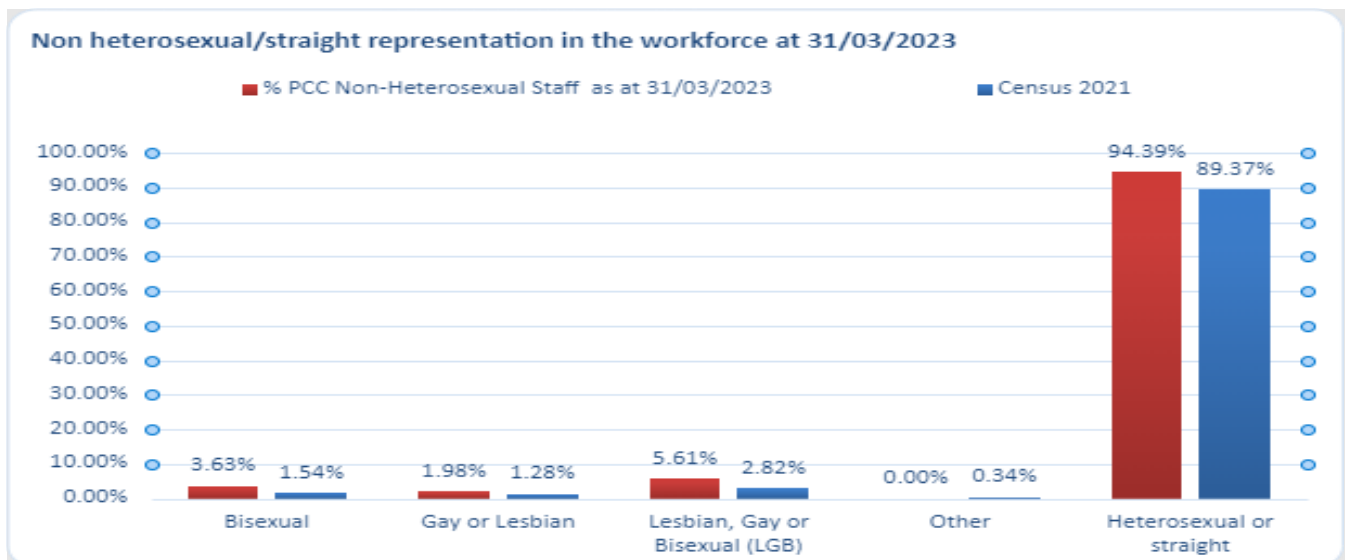
This table shows the % of staff in each age band. It also shows the % age of the National population, and the Peterborough population, taken from the 2021 census figures. The table shows that the council has significantly fewer young and fewer older people working for it than would be representative of the Peterborough population. The 16-24 age range representation has dipped slightly since March 2022. There are more staff aged between 35-64 than the representation in the local population. The age profile can be affected by the types of roles in the council which are largely professional posts requiring qualifications and experience. The number of apprenticeships particularly those at the higher levels should impact this figure as we recruit to professional roles through the apprenticeship option.

## 2.6 Representation of the workforce by Sexual orientation

The Office for National Statistics has started 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 therefore these estimates are based on actual census data.



**Graph: Estimate of non-heterosexual/straight representation based on census data**

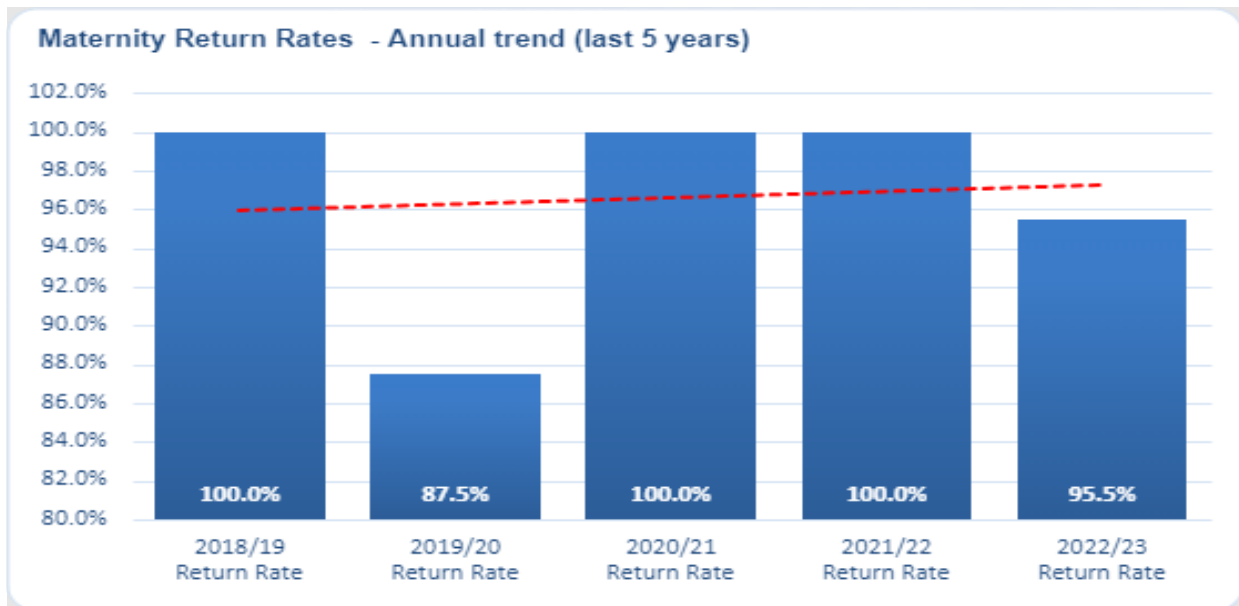


**Graph: Non-heterosexual/heterosexual representation in the workforce 2023**

The council started to collect data on sexual orientation from staff in 2021. This graph would indicate that the % of non-heterosexual straight employees in the workforce is above the census data.

### 3. Pregnancy and maternity

Return to work rates from maternity leave are not only affected by issues inside the workplace. External factors including staff moving to a new area, lack of childcare availability, cost of childcare etc may mean that employees do not return from maternity leave. However, this data is very important when reviewing our work life balance and flexible working policies to ensure that they remain competitive, attractive and relevant.



Graph: Maternity Return Rates 2018-2023

There were 22 new periods of maternity leave recorded in 2022/23. Every one of those staff returned to work after their maternity leave. The data shows as 95% return rate as one person left the council before their maternity leave commenced.

Many staff who request additional flexibility in their working pattern on their return have their requests agreed. Requests are only rejected if there is a very strong business reason to do so. This reflects the council's commitment to supporting flexible working to allow staff to achieve their desired work life balance.

There were no formal grievances or other HR cases recorded which related to a maternity reason.

While these rates follow economic conditions and the financial incentives to return, it does also reflect the way in which the council's flexible working policies enable those who have had maternity leave to carry on in employment should they wish to do so.

### 4. Monitoring of employment – Recruitment

#### 4.1 Recruitment and New Starters

Ensuring that there is no bias in the recruitment process is of utmost importance. Applicants are selected only on the basis of their skills, qualifications and experience.

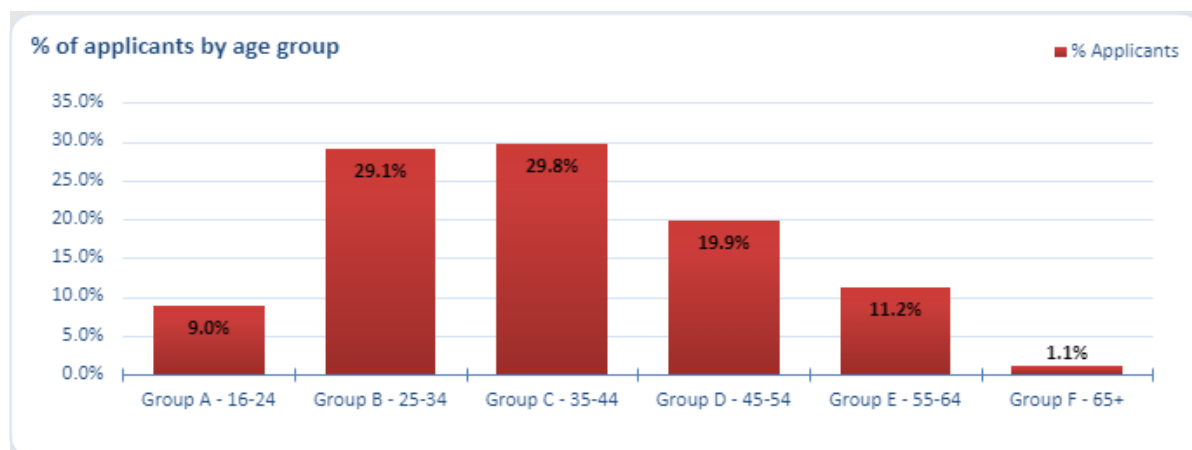
Recruitment to vacancies covers both recruitment from applicants outside of the council, and internal career progression. There is no separate internal progression process. Internal staff apply alongside external applicants for vacancies.

Managers do not have access to the personal information provided by the applicant at any point in the recruitment process. They only have access to the application form, and not the equalities information. Managers do not see the applicant's name when they are carrying out their initial shortlisting exercise. They only know the applicant's name after they have been contacted to arrange an interview or if they know who the applicant is as they already work for them.



## 4.2 Applications expressed by Age

It is well documented that there is an increasing number of older people in the workplace. According to data from the Labour Force Survey (published by the Office for National Statistics) between April and June 2022 the number of people aged 65 and over in employment increased by 173,000 to reach 1.468 million, both record levels. The employment rate of adults aged 50-64 in 2022 was 70.7%. The numbers of older workers in the health and social care workforce is of particular concern and being addressed by various initiatives to encourage younger workers into these types of roles.



**Graph: % of applicants by age group**

Our data shows that there are applicants in all age brackets only dropping significantly at ages 55-64 and again at 65 plus. The number of younger applicants is of concern and action will be taken to undertake initiatives which encourage younger workers into local government.

The council's drive to recruit apprentices to wide ranging roles will continue to have an impact on this. Apprentice opportunities continue to be developed for various professional roles (i.e. Social Workers). It is anticipated that this will be attractive to local young people who are looking to go straight into work rather than to university where they can gain higher education level qualifications without leaving home. The opportunities for hybrid working should ensure that older workers and carers are also attracted to vacancies at the council knowing that (in most roles) there are various options for hybrid and part time working.

It is worth mentioning that the type of roles available of interest to younger workers may have reduced. However, a wide range of roles is still available. Most are now mainly commercial, professional and technical roles which generally require more experience and qualifications.

Age Group	Total 2019/20	Total 2020/21	Total 2021/22	Total 2022/23
Age 16-24	23	23	20	30
Age 25-34	47	59	50	63
Age 35-44	56	63	56	71
Age 45-54	43	67	48	47
Age 55-64	31	30	31	35
Age 65+	0	2	5	3
<b>Total</b>	200	244	210	249
% Age 16-24	11.5%	9.4%	9.5%	12.0%
% Age 25-34	23.5%	24.2%	23.8%	25.3%
% Age 35-44	28.0%	25.8%	26.7%	28.5%
% Age 45-54	21.5%	27.5%	22.9%	18.9%
% Age 55-64	15.5%	12.3%	14.8%	14.1%
% Age 65+	0.0%	0.8%	2.4%	1.2%

**Table: Number & % of new starters by age group 2019-2023**

It is pleasing to report that the number of new starters has increased significantly in the youngest age groups and particularly in the 16-24 age group. This must be as a result of the successful apprenticeship programme being run across the organisation. The overall percentage of workers across the workforce in age groups 16-44 is a positive sign for succession planning and the future of the council. It is also good to see that there are a healthy number of new starters in all age groups indicating that there is no bias against older or younger workers.

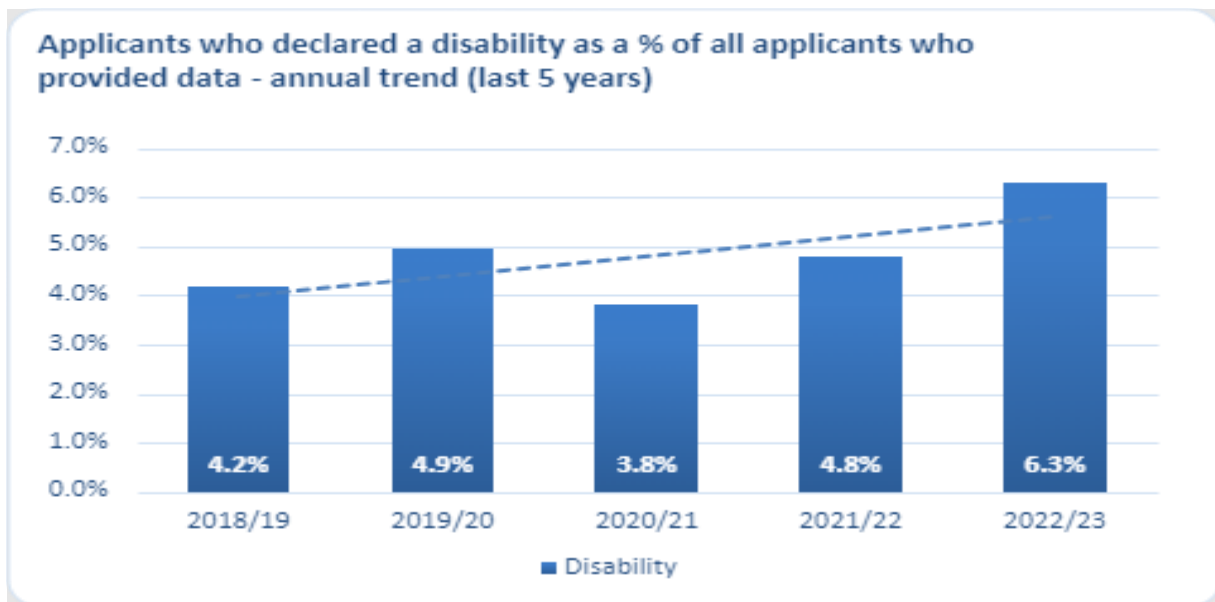
#### 4.3 Applications and new starters expressed by Disability

In the period January to March 2023 the employment rate of disabled people nationally was 53.7%, unchanged from a year previously. 5.15 million working-age disabled people were in employment in January to March 2023, an increase of 325,000 from October to December 2021. (Source ONS: Labour market status of disabled people, UK).

The council is an accredited Disability Confident Employer. Through the Disability Confident scheme, the council confirms its commitment to interview all applicants with a disability who demonstrate in their application that they meet the essential criteria specified on the person specification required for the job. The application form provides an opportunity to record if there are any special requirements needed at the interview stage to ensure the applicant is given the best possible chance to prove they are the best applicant for the job. The council is extremely keen to ensure that there are employment opportunities within the council for those with a disability. This may be with or without making reasonable adjustments as necessary.

Westcombe Engineering is an established precision engineering component specialist, located at Westcombe Square, Royce Road Peterborough; it is a business wholly owned by Peterborough City Council that continues to fulfil the vision of its founder by actively seeking out to provide employment and development opportunities for local adults with disabilities. They actively showcase their workplace to other employers and customers which should encourage others to recruit disabled people.

It is important to note that although shielding had stopped officially, many people with a disability may still have been reluctant to apply for a new role during 2022/2023 due to the ongoing concern and uncertainty following the covid pandemic.



Graph: %of applications by disabled applicants 2018-2023

The graph confirms that more disabled applicants applied to the council this year which is a positive sign that our messages regarding Peterborough being a great place to work is being heard. We must ensure that this is followed through with successful recruitment.

Disability Description	Total 2019/20	Total 2020/21	Total 2021/22	Total 2022/23
Disabled	9	7	5	9

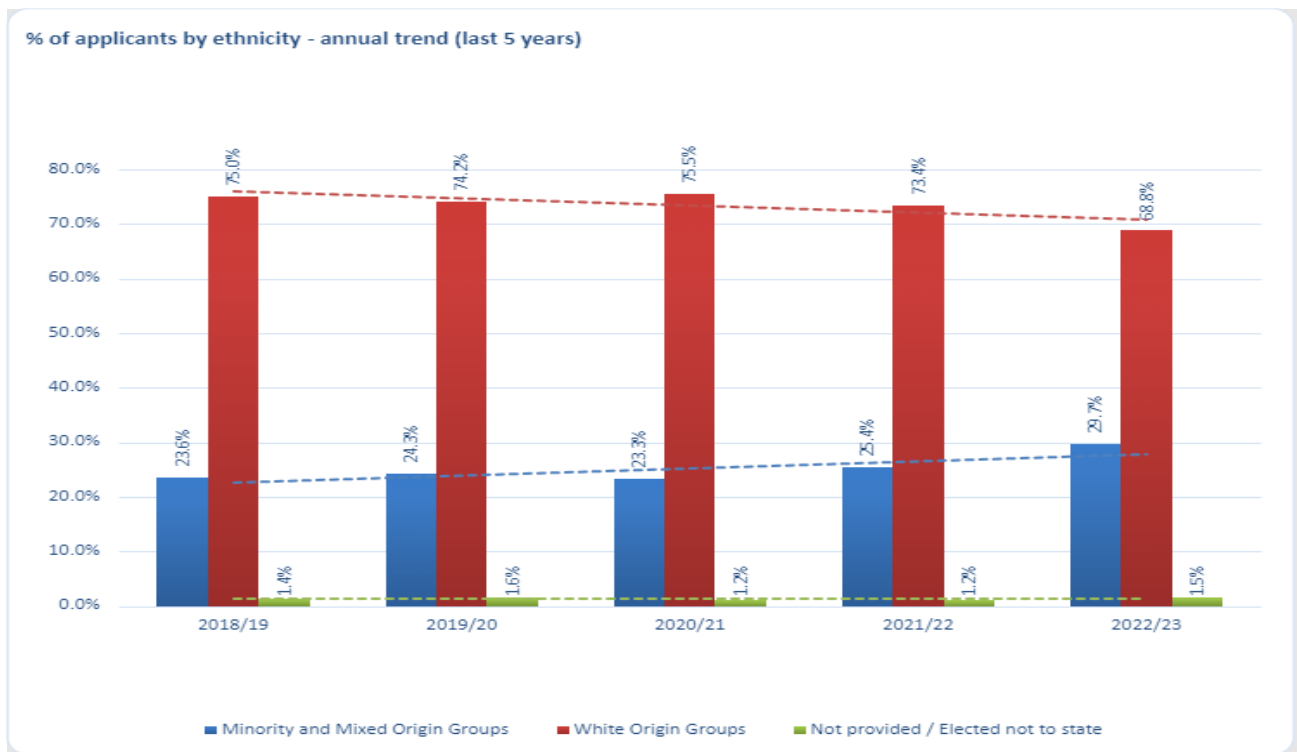
<b>Not Disabled</b>	99	120	159	168
<b>Not Declared</b>	92	117	46	72
<b>Total</b>	200	244	210	249
<b>% Disabled</b>	4.5%	2.9%	2.4%	3.6%
<b>% Not Disabled</b>	49.5%	49.2%	75.7%	67.5%
<b>% Not Declared</b>	46.0%	48.0%	21.9%	28.9%

**Table: Number & % of new starters by disability 2019-2023**

The table confirms that more new starters declared a disability this year, but also more applicants chose not to answer this question. The representation of disabled people in the workforce has increased but there is more work to do to ensure that staff are confident to share this status and to increase the representation of disabled people even further.

#### 4.4 Applications and new starters by Ethnic Origin

Managers have no access to an applicant's ethnicity information; it does not form any part of the decision-making process. Applicants are referred to by number until they are shortlisted and called for interview. It is only then that the applicant's name is disclosed to the manager, but their ethnicity is not revealed.



**Graph: %of applications by ethnicity 2018-2023**

This graph shows that the % of applications from minority and mixed origin groups is increasing, up to 29.7% in 2023. The 2021 census states that 24.6% of the Peterborough population are from a minority and mixed origin group suggesting that the % applying to work at the council is above that figure.

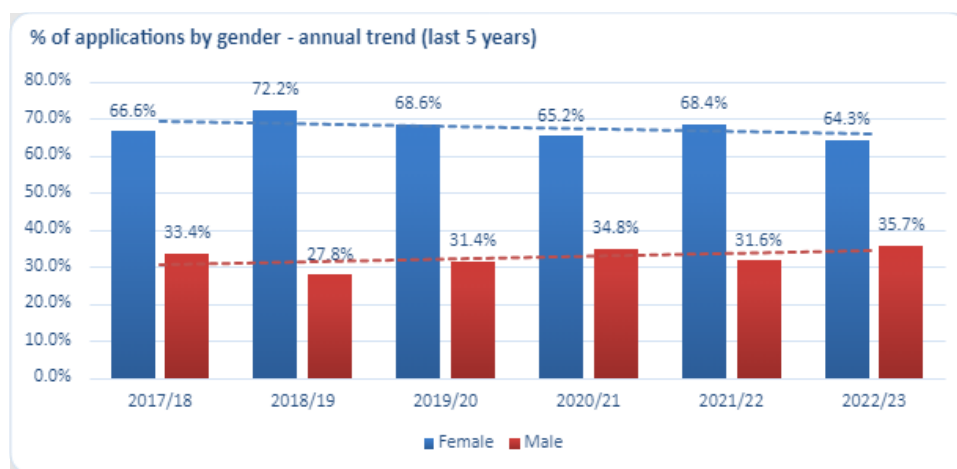
Ethnicity	Total 2019/20	Total 2020/21	Total 2021/22	Total 2022/23
Minority & Mixed Origin Groups	34	39	35	37
White Origin Groups	148	183	168	191
Not provided / Elected not to state	18	22	7	21
<b>Total</b>	<b>200</b>	<b>244</b>	<b>210</b>	<b>249</b>
% Minority & Mixed Origin Groups	17.0%	16.0%	16.7%	14.9%
% White Origin Groups	74.0%	75.0%	80.0%	76.7%
% Not provided / Elected not to state	9.0%	9.0%	3.3%	8.4%

Table: Number & % of new starters by ethnic origin 2019-2023

The table above suggests that although the number of new starters from minority and mixed origin groups has increased this year, there is more work to do to ensure that there is greater representation across the whole workforce.

#### 4.5 Applications and new starters by Gender

Local government has always been an area where, in contrast to the private sector, females constitute a larger proportion of the workforce. However, this reinforces the need to ensure equal treatment of candidates in all recruitment exercises to be sure that both male and female applicants are not disadvantaged in anyway.



Graph: %of applications by gender 2017-2023

During 2022/23 64.3% of the applications to the council were made by females. This was down from 68.4% in 2021/22.

Gender	Total 2019/20	Total 2020/21	Total 2021/22	Total 2022/23
Female	165	169	146	195
Male	35	75	64	54
<b>Total</b>	<b>200</b>	<b>244</b>	<b>210</b>	<b>249</b>
% Female	82.5%	69.3%	69.5%	78.3%
% Male	17.5%	30.7%	30.5%	21.7%

Table: New starters to the council by gender 2019-2023

The actual number of new starters to the council rose in 2022/23. A higher number of females joined than in previous years and a lower number of males. As stated above it is important to ensure that males are not disadvantaged in the recruitment process at all.

## 5. Leavers from the council

There were 221 leavers in this year, an increase from 2021/2022 of three. Five were due to redundancy, eight were due to end of contract. The biggest group of leavers (169) left due to voluntary resignations, plus 22 staff retired. There are many reasons why individuals resign from an organisation, often due to house moves and changes in family circumstances. However, undertaking exit interviews would provide the organisation with information that may result in improvements within the role reducing the likelihood of resignations in the future.

### 5.1 Leavers by Age Group

Age Groups	Death Service	in Dismissal	End Contract	of Redundancy	Resignation	Retirement	Other	Grand Total
Age 16-24			3		14			17
Age 25-34		2	2		37			41
Age 35-44		8		1	49		5	63
Age 45-54	1			1	45		1	48
Age 55-64			3	2	19	12		36
Age 65+				1	5	10		16
<b>Grand Total</b>	<b>1</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>169</b>	<b>22</b>	<b>6</b>	<b>221</b>

Table: Leaving reason by age group

The table above shows leavers by age group by the most frequent leaving reasons. Leaving reasons are wide but most leavers left because of resignation across all the age ranges. The table shows that most dismissals were in the 35-44 age group, and the other two dismissals were in the 25-34 age group. There were 14 resignations in the 16-24 age group. This is due to various reasons, but staff of that age are more likely to have a transient approach to work, moving in and out of education, training, travelling and alternative work. Sadly, there was 1 death in service in the 45-54 age group.

### 5.2 Leavers by Disability Group

Disability Groups	Death Service	in Dismissal	End Contract	of Redundancy	Resignation	Retirement	Other	Grand Total
Staff with a disability		1	1		3			5
Staff with no disability	1	6	5	5	110	14	4	145
Not declared		3	2		56	8	2	71
<b>Grand Total</b>	<b>1</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>169</b>	<b>22</b>	<b>6</b>	<b>221</b>

Table: Leaving reason by disability group

The table above shows leavers split by those who declared a Disability, those who declared no disability, and those who did not declare either, by leaving reason. The table shows that 32.12% of the council's leavers in 2022/23 have not declared their disability status for analysis purposes.

This impacts on the results of the % of disabled leavers overall. Of the five leavers who had declared a disability three had resigned. The 5 leavers represent 2.26% of the total leavers in the period.

### 5.3 Leavers by Ethnic Group

Ethnic Groups	Death Service	in Dismissal	End Contract	of Redundancy	Resignation	Retirement	Other	Grand Total
Minority & Mixed Origin groups		2	1	1	26	5	1	36
Ethnicity not provided/ Prefer not to state		2			7		1	10
White Origin groups	1	6	7	4	136	17	4	175
<b>Grand Total</b>	<b>1</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>169</b>	<b>22</b>	<b>6</b>	<b>221</b>

Table: Leavers by ethnic group

The table above shows that leavers from a mixed and minority origin made up 16.3% of all leavers. The numbers in respect of those from a white group were 79.2%. The remaining 4.5% were leavers who had not provided their ethnicity.

0.9% of leavers from a mixed and minority group and from those who had not provided their ethnicity left due to dismissal. 2.7% of white leavers had been dismissed.

### 5.4 Leavers by Gender

Gender	Death Service	in Dismissal	End Contract	of Redundancy	Resignation	Retirement	Other	Grand Total
Female		7	4	3	109	18	5	146
Male	1	3	4	2	60	4	1	75
<b>Grand Total</b>	<b>1</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>169</b>	<b>22</b>	<b>6</b>	<b>221</b>

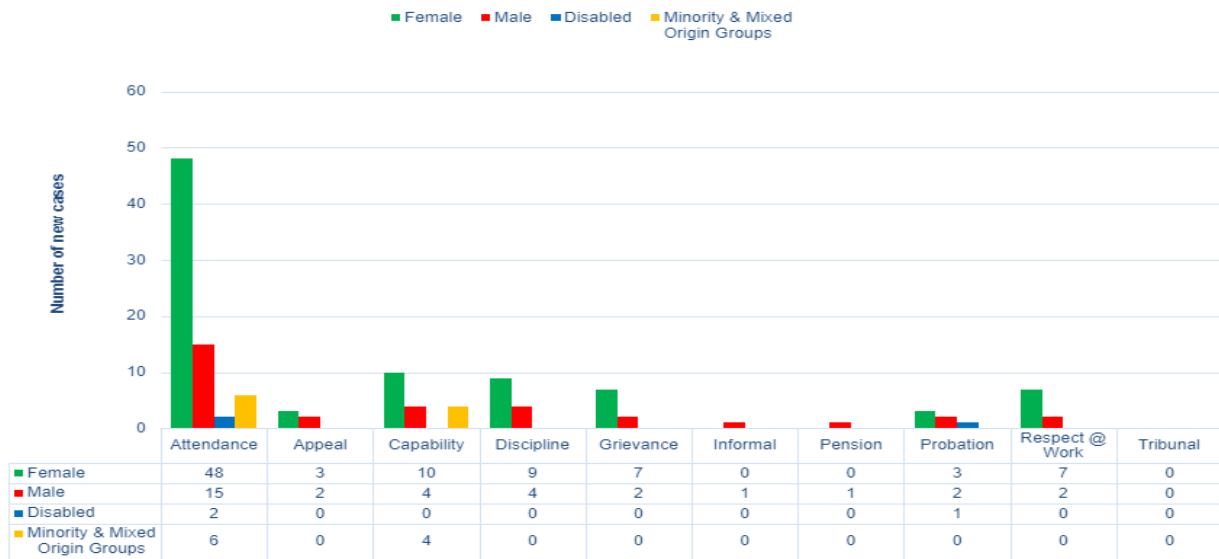
Table: Leavers by gender

The % of males who left in 2022/23 (33.9%) was higher than in 2021/22 and also higher than any other year since this report has been compiled. To ensure working practices are attractive to all workers it will be important to analyse results from exit interview questionnaires. As 26.07% of staff are male this leavers figure is above what would be expected.

## 6. Disciplinary cases and complaints

The council maintains a case database to manage disciplinary, grievance and ill health cases. It is important that this data is monitored to identify the level and type of cases by protected characteristic. This allows the data to be analysed in order that any trends indicating issues with policies and practices can be identified.

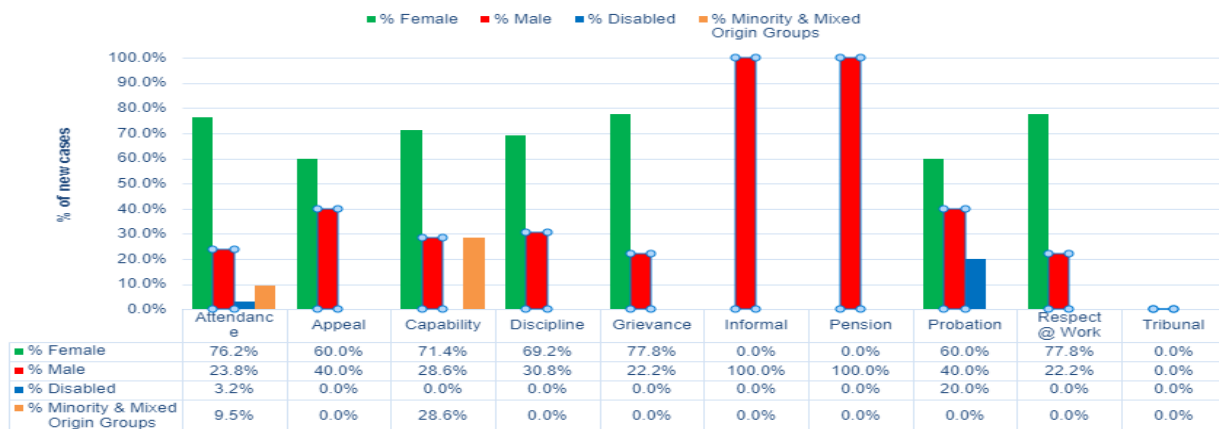
### Number of new cases by type and by gender / disability / ethnicity



Graph: Number of New Cases by gender/disability/ethnicity

The graph confirms that there were more attendance cases, more grievances raised by female staff and more disciplinary action taken against female staff, but this broadly reflects the larger population of the council staff who are female.

### % of new cases by type and by gender / disability / ethnicity



Graph: % of New Cases by gender/disability/ethnicity

Formal complaints received via the council's complaints system are logged and reviewed for Human Resources issues. A log is also kept of compliments received.

### 7. Performance indicators and benchmark data

Peterborough City Council took part in Human Resources data benchmarking with other local authorities and result data used to be sourced via HR Benchmarker. The measures used by HR Benchmarker may vary from other figures in this report, because they have specific definitions which normally exclude casual and short-term temporary staff. This report also includes some data from LG 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 Benchmarker data was collated in 2016. The council is currently looking at other more up to date sources of benchmarking information.

MEASURE	PCC 19/20	PCC 20/21	PCC 21/22	PCC 22/23	District 2016 Average
% of workforce who are female	73.4%	72.5%	71.8%	73.9%	57.8%
% of workforce on a temporary \ fixed term contract	3.1%	4.2%	6.1%	5.5%	7.0%
% of workforce with a disability	4.9%	4.6%	3.9%	4.0%	2.5%
% of workforce who are part time	29.6%	27.2%	25.3%	25.3%	29.1%
% of workforce from ethnic Mixed and Minority Origin Groups	10.5%	11.3%	11.9%	13.1%	4.1%
% of top 5% of earners who are female	61.3%	60.7%	66.9%	65.7%	48.7%

**Table: Diversity metrics PCC compared to District**

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.

## 8. Conclusion

The data in this report sets out in general terms certain aspects of the current diversity profile of the Peterborough City Council directly employed workforce, and trends over recent years. The council aims to have a workforce that reflects the community it serves and to be an “employer of choice”. Further initiatives such as a review of our non-contractual benefits and recruitment practices continues to be carried out to ensure that the council meets this goal.

Information provided in this report assists the council when it is necessary to undertake an Equality Impact Assessment, when policy changes are proposed or where protected groups could potentially be disproportionately affected. It also provides data for senior managers to review, to measure the performance of the council and inform its action plan.

Actions are then driven from the data and may be captured 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 group, monthly EDI newsletters on relevant topics, and a separate page on the council’s intranet staff can share ideas, articles and events.

A staff survey in late 2023 will also provide information directly from employees about their perception of the council’s commitment to ED&I issues. The data from which will be included in the 2024 reporting cycle.

We remain committed to recruiting, retaining and developing a workforce that is representative of the population of our city whilst delivering high quality services.