

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 4
5 SEPTEMBER 2024	PUBLIC REPORT

Report of:	Mandy Pullen, Service Director People, BI & Transformation	
Cabinet Member(s) responsible:	Councillor Mohammed Jamil, Deputy Leader and Cabinet Member for Finance and Corporate Governance	
Contact Officer(s):	Sarah Spendelow, Head of People & Development	Tel. 07572 463896

EQUALITIES MONITORING REPORT

RECOMMENDATIONS	
FROM: Mandy Pullen, Service Director People, Transformation & Business Intelligence	Deadline date: N/A
<p>It is recommended that the Employment Committee:</p> <ol style="list-style-type: none"> 1. Provides any considered feedback and note the results of the equalities monitoring calculations of 31 March 2024 2. Provides any considered feedback and note the results of the equalities monitoring calculations as of 31 March 2024 which will be published on the Council’s website. 	

1. ORIGIN OF REPORT

1.1 This report is submitted to the Employment Committee following a referral from Corporate Leadership Team on 20 August 2024.

2. PURPOSE AND REASON FOR REPORT

2.1 To ensure that members are aware of the results of equalities monitoring, before the results are published on the government portal and Council’s website.

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

To promote and pursue a policy of equal opportunities in employment.

3. TIMESCALES *[If this is not a Major Policy item, answer NO and delete the second line of boxes.]*

Is this a Major Policy Item/Statutory Plan?	NO	If yes, date for Cabinet meeting	
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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 2024. A brief summary follows: -

Number of staff employed

On the reporting date 1589 people were employed 1167 are female (74.5%) and 422 (25.5%) are male.

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 slightly

increased since March 2023 (from 3.04% to 3.59%) as well as age ranges 55-64 (from 23.73% to 24.50%) and 65+ (from 3.04% to 3.78%).

Employees with a declared disability

The number of staff with a declared disability has increased from 32 to 50. This group made up a slightly increased percentage of 5.14% of the workforce, up from 4.01% in March 2023. (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

Data shows us that 95.8% of females returned to work following their maternity leave.

Employees from a mixed and minority ethnic group

There are 218 employees from a mixed and minority ethnic group in the council representing 13.7% of the workforce. The current trend moves towards the local population census 2021 breakdown. 164 employees have not provided their ethnicity.

Gender breakdown

Local government has always been an area where, in contrast to the private sector, females constitute a larger proportion of the workforce. 73.44% of the council's workforce were female on 31 March 2024, a slight decrease from 73.93% in 2023.

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 Benchmarker data was collated in 2016. The council is currently looking at other more up to date sources of benchmarking information.

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 2023/2024 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 Hiring an Inclusion Lead, 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 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 2023 has been used to prepare this report.

12. APPENDICES

12.1 Appendix A – Annual Equalities Monitoring Report 2024