

## **EMPLOYMENT MATTERS COMMITTEE**

**17 JUNE 2015**

### **EQUALITIES WORKING GROUP UPDATE**

Report from: Tricia Palmer, Assistant Director, Organisational Services

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#### **Summary**

This report informs the Committee of the outcome of a recent meeting of the Equalities Working Group .

#### **1. Budget and Policy Framework**

1.1 The Equalities Working Group was set up by the Employment Matters Committee and any recommendations will be a matter for the Employment Matters Committee to decide.

#### **2. Background**

2.1 The Committee established a Race Equality Review Working Group in July 2008 to review the actions taken in response to the Race Equality Review and comment on further actions needed. The Working Group's terms of reference was subsequently amended to enable it to meet with the Black Workers Forum, the Disabled Workers Forum and other equalities groups as appropriate on a regular basis and the name of the Working Group was changed to the Equalities Working Group.

2.2 The Equalities Working Group met on 11 March 2015. The Working Group drew from it a number of issues to bring to the Committee's attention including a summary of progress from each of the Forums present at the meeting.

2.3 The Group considered the results of the Council's submission for the 2015 Stonewall Top 100 employers Workplace Equality Index and was pleased to see that the Council had consistently improved its position on the equality index since its first submission in 2010, narrowly missing the Top 100 by three points. In advance of the 2016 submission an action plan is in place to take forward some improvements and initiatives included ensuring there is an equality champion in each directorate, using more creative communication methods, and reviewing the employee induction programme.

2.4 The Group also discussed Declaration Week which will take place in July and is aimed at encouraging employees to complete their personal details on the Council's Selfserve4you system in order to improve the current low self declaration levels.

2.5 The Working Group also discussed particular issues raised by the Disabled Workers Forum and the LGBTQ Forum including concerns about difficulties facing some employees with disabilities and visual impairments and the re-launch of the LGBTQ forum.

### **3. Risk Management**

3.1 The Council is keen to ensure that its workforce represents the community, which supports our aim to provide high quality and responsive services.

### **4. Consultation**

4.1 The Equalities Working Group acts as a consultation mechanism to enable Members to discuss issues with various bodies across the Council.

### **5. Financial and Legal Implications**

5.1 There are no financial implications arising from this report.

5.2 The meetings of the Working Group will enable the Council to comply with its equalities duties under the Equality Act 2010.

### **6. Recommendation**

6.1 That the report be noted.

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#### **Background papers**

None

#### **Appendices**

None