

Performance Management Board

Tuesday, 27 November 2018

Diversity Annual Report

1. Purpose of report

- 1.1. This is an annual report that sets out the Council's performance against the objectives set out tin the Council's Single Equality Scheme during 2017/18. These objectives are to:
 - a) Monitor the demographic make-up of our residents and our workforce
 - b) Consult customers and staff where appropriate
 - c) Carry out equality impact assessments.
- 1.2. The information in the report compares the demographic information for the borough, using the last census information, with that of the workforce. (This does not include Streetwise Environmental Ltd.)

2. Recommendation

It is RECOMMENDED that members comment on the report.

Reasons for recommendation

- 2.1. The Public Sector Equality Duty requires public sector bodies to collect and use equality data and have due regard to the aims of the general equality duty to understand how their policies and practices have an effect on people with protected characteristics. The collection and monitoring of this information is an important way of the Council increasing understanding of this impact.
- 2.2. The Council regularly updates this information and it is held centrally on the HR Information system. This year a privacy statement was issued to all staff regarding information held by the organisation under the General Data Protection Regulations and Data Protection Act (2018).

3. Supporting information – ethnicity

- 3.1. The Council obtains information regarding the demographics of the area from a number of sources including the Census. The latest Census information for the year 2011 provided the authority with a breakdown of the ethnicity of the Borough in comparison with the East Midlands and nationally (Appendix A.1).
- 3.2. Our workforce information shows that we do not currently reflect the demographic of the Borough, however the Council continues to strive through its equality training and policies to encourage applications from under-represented groups (Appendix B.1).

3.3. Specific service areas such as Strategic Housing are required to monitor the take-up of services to ensure that it reflects the demographic make-up of the residents and the satisfaction of the customer. Equalities monitoring of homelessness applications for Central Government also takes place and this reports that, although there are low numbers of people from other backgrounds, Rushcliffe reflects the national picture in terms of ethnic minorities being over represented in terms of presenting as homeless.

4. Age profile

- 4.1. The age profile of the Borough shows a peak between the ages of 40-50, there are fewer young people in the 25-29 age bracket which may reflect suitable work opportunities following university. The age profile for the Borough shows that we have an older profile than the national norm (Appendix A.2).
- 4.2. The age profile of the organisation shows that there continues to be a peak at 45-54. The authority has been working towards ensuring the profile of the employees reflects the need to ensure effective succession planning by improving the age diversity of the workforce. The number of under 25's has increased by 3. The number of employees aged over 64 has decreased from 7 to 4 from last year (Appendix B. 2.)

5. Disability

- 5.1. The older profile of population of the Borough is not demonstrated in the numbers declaring a long term illness or disability which might be expected. The information shows that as a Borough we are below the numbers declared for Nottinghamshire and nationally (Appendix A.3.)
- 5.2. The number of employees who declare they have a disability has remained the same as the previous year. As an authority we continue to support employees who are either disabled when they join the authority or become disabled during their time with us. This is through our policies and occupational and welfare services (Appendix B.3.)
- 5.3. The Council is a Disability Confident Employer and, as it met the required criteria, was reaccredited in 2017.
- 5.4. The Council has partnered with Leonard Cheshire Homes Change 100 scheme, where we have agreed a 100 day internship to a disabled graduate in order to assist with their employability skills. The first intern being successful in obtaining a role in marketing and media in Nottingham.

6. Gender

- 6.1. The gender profile for the Borough area shows there are slightly more females than males currently residing in the Borough (Appendix A.4).
- 6.2. The gender split at Rushcliffe shows fewer female employees than males which is, in some part, due to the Council's manual workforce .. The Council has worked to encourage female employees into this environment and this year we have employed our first female HGV driver. We will continue to promote fair recruitment practices and positive action to encourage a diverse

workforce. We continue to encourage women and men with young families or caring responsibilities by offering flexibility and family friendly policies (Appendix B.4.)

7. Gender pay gap reporting

- 7.1. From the 6 April 2018 all employers with 250 or more employees are required under legislation to publish their gender pay gap data.
- 7.2. The areas to report on are:
 - The difference in the mean and median hourly pay rate between men and women
 - The proportion of men and women receiving bonus payments and the difference in the mean and median bonus payments
 - The breakdown by gender for each quartile of the pay table.
- 7.3. The information is published on the RBC website and is shown in Appendix B.5.
- 7.4. The Council continues to look at its pay and recruitment practices to ensure that we encourage both genders to be represented at all levels across the Organisation and receive equal pay for the roles they perform.

8. Consultation

As an Authority we continue to ensure that we consult with our residents and employees on policies and service delivery. This allows us to take into account the views of those who will be utilising the policies and they can give their perspective on how the policies may influence them.

9. Equality impact assessments table update

The organisation is aware of the need to consider the impact of decisions it makes on the citizens it represents and also the workforce it employs. To this end, Equality Impact Assessments are undertaken on key policies and strategies. A list of Equality Impact Assessments that have been completed /reviewed over the last 12 months is shown below:

Policy/Strategy/Scheme	Reviewed/ Updated	Year
Corporate Warning Register	New	2017
Adoption Policy	New	2017
Dependants' leave	New	2017
Paternity Leave	New	2017
Parental Leave	New	2017

10. Continuous Improvement

10.1. We continue to develop our employees ensuring they are aware of the latest thinking around issues of Equality and Diversity and have access to relevant courses. All new employees are required to complete E&D e-learning within the first two weeks of starting with the Council. 10.2. This year employees in various service areas have attended courses on a variety of issues to increase their awareness

Learning and Development
Ageing Well
Cultural Awareness including Faith and Belief
Dignity at work
Disability Awareness
Mental Health Awareness
Modern Slavery Awareness
Understanding Unconscious Bias

11. Implications

11.1 Legal implications

Council's compliance under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Equalities implications

11.2 This report contains information regarding the Councils monitoring of Equality objectives under the Public Sector Duty, as well as complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

11.3 Section 17 of the Crime and Disorder Act 1998 implications

Section 17 requires local authorities to consider the community safety implications of all their activities. The Council's Equality scheme shows a commitment to monitor the demographic information of the Borough, encouraging knowledge of the people we serve of Councillors and employees and encouraging cohesiveness.

12. Link to Corporate Priorities

This report links to the following themes in the Corporate Strategy:

- Delivering economic growth to ensure a sustainable, prosperous and thriving local economy – by encouraging diversity within the borough making it a great place to live and work.
- Maintaining and enhancing our residents' quality of life by being aware of the issues affecting our residents throughout their lives.
- Transforming the Council to enable the delivery of efficient high quality services – by educating our employees in E&D issues we treat our residents with dignity and respect, providing excellent customer services to all.

13. Recommendations

It is RECOMMENDED that members consider and endorse the report.

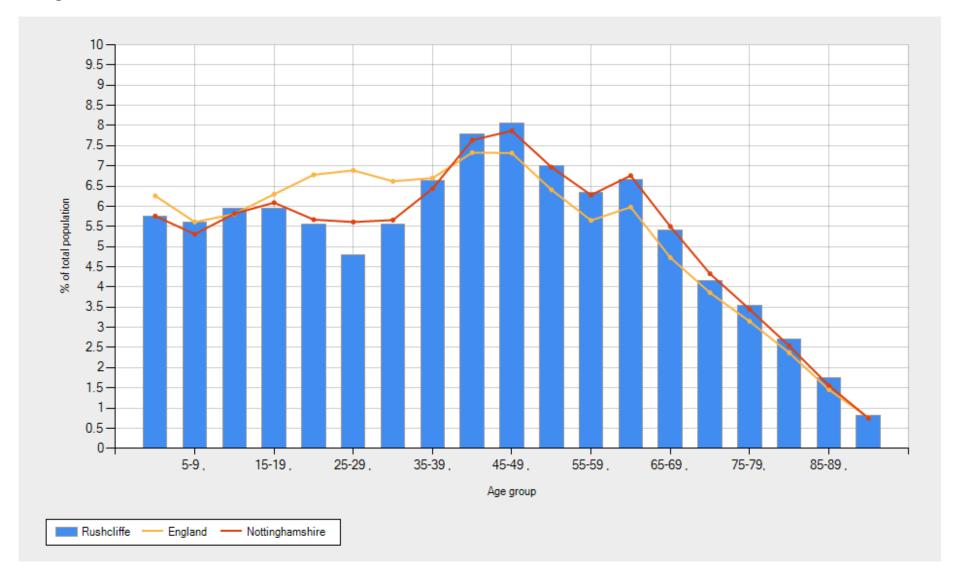
For more information contact:	Kath Marriott Executive Manager - Transformation and Operations 0115 9148291 kmarriott@rushcliffe.gov.uk
Background papers available for Inspection:	Rushcliffe Borough Council Equality Scheme 2016 -2020
List of appendices:	Appendix A – Demographic Information Appendix B – RBC Workforce Equality Information

DEMOGRAPHIC INFORMATION RUSHCLIFFE BOROUGH

1. Ethnicity

Census 2011	Rushcliffe	%	East Midlands	%	England	%
All Usual Residents	111,129	100.0	4,533,222	100.0	53,012,456	100.0
White; English/Welsh/Scottish/Northern Irish/British	100,363	90.3	3,871,146	85.4	42,279,236	79.8
White; Irish	810	0.7	28,676	0.6	517,001	1.0
White; Gypsy or Irish Traveller	23	0.0	3,418	0.1	54,895	0.1
White; Other White	2,308	2.1	143,116	3.2	2,430,010	4.6
Mixed/Multiple Ethnic Groups; White and Black Caribbean	736	0.7	40,404	0.9	415,616	0.8
Mixed/Multiple Ethnic Groups; White and Black African	159	0.1	8,814	0.2	161,550	0.3
Mixed/Multiple Ethnic Groups; White and Asian	723	0.7	21,688	0.5	332,708	0.6
Mixed/Multiple Ethnic Groups; Other Mixed	331	0.3	15,318	0.3	283,005	0.5
Asian/Asian British; Indian	2,361	2.1	168,928	3.7	1,395,702	2.6
Asian/Asian British; Pakistani	1,072	1.0	48,940	1.1	1,112,282	2.1
Asian/Asian British; Bangladeshi	40	0.0	13,258	0.3	436,514	0.8
Asian/Asian British; Chinese	558	0.5	24,404	0.5	379,503	0.7
Asian/Asian British; Other Asian	583	0.5	37,893	0.8	819,402	1.5
Black/African/Caribbean/Black British; African	202	0.2	41,768	0.9	977,741	1.8
Black/African/Caribbean/Black British; Caribbean	349	0.3	28,913	0.6	591,016	1.1
Black/African/Caribbean/Black British; Other Black	76	0.1	10,803	0.2	277,857	0.5
Other Ethnic Group; Arab	153	0.1	9,746	0.2	220,985	0.4
Other Ethnic Group; Any Other Ethnic Group	282	0.3	15,989	0.4	327,433	0.6

1. **Age**:-The chart below shows a breakdown by 5 year age band.



3. Disability

Long-term activity-limiting illness or disability

All those reporting a long term health problem or disability (including those related to age) that limited their day-to-day activities and that had lasted, or was expected to last, at least 12 months, were asked to assess whether their daily activities were limited a lot, a little or not at all by such a health problem. Data shown as a percentage of total population and those aged 16 to 64. (Numbers are shown in brackets).

Table: Census 2011 Long-term activity-limiting illness or disability							
	Rushcliffe	England	Nottinghamshire				
Day-to-day activities limited a lot (% of total population)	6.8 (7,540)	8.3	9.7				
Day-to-day activities limited a lot (aged 16-64)	3.8 (2,655)	5.6	6.4				
Day-to-day activities limited a little (% of total population)	8.9 (9,939)	9.3	10.6				
Day-to-day activities limited a little (aged 16-64)	6.1 (4,298)	7.2	8.2				
Day-to-day activities not limited (% of total population)	84.3 (93,650)	82.4	79.7				
Day-to-day activities not limited (aged 16-64)	90.1 (63,175)	87.3	85.3				

4. Gender

Sex	Rushcliffe	East Midlands	England
All Usual Residents	111129	4533222	53012456
Males	54703	2234493	26069148
Females	56426	2298729	26943308

Appendix B

RUSHCLIFFE BOROUGH COUNCIL WORKFORCE EQUALITY INFORMATION PERMANENT ESTABLISHMENT MARCH 2018

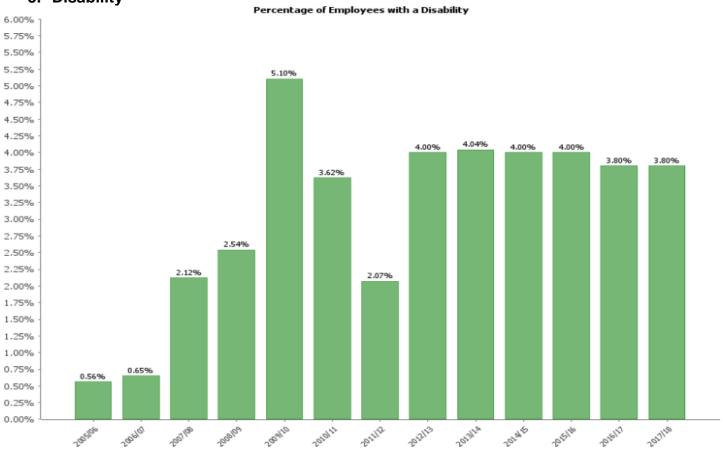
1. Ethnicity

Service Area	Total Headcount	Asian	Black	Chinese	White British	Other White	Mixed	Other Ethnic Group	Undeclared Ethnic Group
Executive Management CIO/MO	7	0	0	0	7	0	0	0	0
Communities	53	0	1	0	48	1	1	0	6
Finance and Commercial	48	1	0	1	45	0	0	0	0
Neighbourhoods	86	0	1	0	80	1	1	0	0
Transformation	60	1	0	0	58	0	0	0	0
YouNG	7	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	261	2	2	1	238	2	2	0	6

2. Age

Age under 18 (YouNG)	Age 18- 24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age Over 64
7	17	41	64	76	52	4





4. Gender

Contract			
type	Male	Female	totals
Full time	137	72	209
Part time	11	34	45
YouNG	3	4	7
Totals	148	106	261

5. Gender Pay Gap Reporting

Mean Average

	£ per hour 2018
Female	13.12
Male	14.71
Difference	1.59
Mean Gender Pay gap in hourly	
rate	10.8%

Median Average

	£ per hour 2018
Female	11.12
Male	11.11
Difference	-0.01
Median gender pay gap in	
hourly rate	-0.10%

Bonus

	2018
Mean Bonus pay gap	-96.4%
Median Bonus pay gap	-279.3%

Proportion of males/ females receiving Bonus

	2018
Female	3.8%
Male	3.3%

Proportion of males/ females in each pay quartile

	2018	
	Female	Male
1st (highest pay)	37.5%	62.5%
2nd	45.3%	54.7%
3rd	25.0%	75.0%
4th (lowest pay)	56.9%	43.1%