



Corporate Overview Group

Tuesday, 15 December 2020

Diversity Annual Report 2020

Report of the Executive Manager – Transformation

1. Summary

1.1. This annual report updates the Corporate Overview Group about the Council's performance against the objectives set out in the Single Equality Scheme during 2020. These are to:

- Monitor the demographic make-up of our residents and our workforce
- Consult customers and staff where appropriate
- Carry out equality impact assessments as part of our four-year plan.

1.2. The information in the report compares the demographic information for the Borough, using the latest census information, with that of our workforce with this information being taken from the HR /Payroll system.

2. Recommendation

It is recommended that the Corporate Overview Group consider and endorse the report.

3. Reasons for Recommendation

3.1. The public sector equality duty is a duty on public authorities to consider and think about how their policies or decisions affect people who are protected under the Equality Act. Although there is no explicit legal duty for Public Sector bodies to collect and use equality data, authorities must understand the impact of their policies and practices on people with protected characteristics. Therefore, collecting, analysing and monitoring information is an important way to develop this understanding.

4. Supporting Evidence

4.1 A breakdown of the ethnicity of the Borough in comparison with the East Midlands and nationally is shown at Appendix A.1.

4.2 Our workforce information shown at Appendix B.1 shows that we currently broadly reflect the demographic of the Borough with 93% of RBC employees in the white British or white other ethnic group which is the same as for the residents of the Borough (white 93%). The figure for the Borough is higher than that for the East Midlands (89%) and nationally (85%). The Council is currently reviewing its recruitment policies and will ensure that these continue to operate fairly and encourage applications from under-represented groups.

Age Profile

- 4.3 The age profile of Rushcliffe indicates that the Borough has a larger proportion of residents who are over 60 years of age (25%) than the East Midlands (23.5%) and national average (22%). There are also a larger proportion of residents between the ages of 45 and 59 within Rushcliffe (21%) than nationally (19%) Appendix A.2.
- 4.4 Conversely there are fewer younger residents between 18 and 24 (7.8%) than the East Midlands (9.53%) and nationally (9.37%). In addition there is a disparity in the 25 to 29 age groups between Rushcliffe (4.7%), East Midlands (6.1%) and nationally (6.8%).
- 4.5 The age profile of the organisation shows that there is a peak at 45 - 54 (this is a minor shift from the previous year which reported the peak as aged 35 - 44.). 20.7% of the workforce is aged between 18 and 34 and 58.4% are aged between 35 and 54. The authority continues to support employees who wish to continue working, keeping knowledge within the organisation as well as working towards ensuring effective succession planning by improving the age diversity of the workforce.

Disability

- 4.6 Data from the 2011 Census shows that 7,540 people (6.7% of the population) in Rushcliffe have a long-term health problem or disability which limits their daily activities to a greater extent. A further 9,939 (8.9%) are limited to a lesser extent. These are lower than the percentages for the East Midlands which are 8.6% (greater extent), and 11.9% (a lesser extent). Appendix A3.
- 4.7 Whilst the proportion of people with long term health problems increases with age (and Rushcliffe has a greater proportion of elderly residents), the reduced number of those with long term health problems or disability is a likely reflection of the Borough's greater wealth and the benefits this has for public health directly, through access to healthcare, and indirectly through improved diet and leisure activities Appendix A.3.
- 4.8 The number of employees who declare they have a disability has remained the same as the previous year (6%). 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.
- 4.9 The Council is a Disability Confident Employer and has reached the required criteria to be reaccredited this year.

Gender

- 4.10 The gender profile for the Borough area shows there are slightly more females (51%) than males (49%) currently residing in the Borough Appendix A.3.

- 4.11 The gender split at Rushcliffe shows fewer female employees than males which is, in some part, due to the Council 's manual workforce containing roles that are traditionally male dominated. The Council has worked to encourage female employees into this environment and 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.
- 4.12 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The figures for the 2019/20 year are shown at Appendix D. This shows a narrowing of the gender pay gap since the last reporting period, reflecting an increase in the proportion of women at higher levels of the organisation.

Consultation

- 4.13 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.
- 4.14 Examples of consultations during the period 2020 are shown at Appendix C.1.

Equality Impact Assessments

- 4.15 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 at Appendix C.2.

Continuous Improvement through Training and Development

- 4.16 The Council's employees have regular opportunities for training and development in support of equality and diversity via various methods of delivery. The following have been attended or completed via our online training in the last 12 months:
- Mental Health First Aiders training
 - Unconscious Bias Training
 - Coercive Control Awareness Training
 - Equality and Diversity e-learning, including refresher sessions
 - Briefings (face-to-face and virtual) and Webinars – e.g. Mental Health in the Workplace (Eversheds Feb 2020); Breaking the Mental Health Stigma (Personnel Today, Apr 2019)
 - New Safeguarding Toolbox Training (for manual staff) – launched July 2019 – focus on children and vulnerable adults

4.17 These all help to establish an understanding of issues that affect certain disadvantaged groups that live within the Borough or are part of our workforce, and reinforce the awareness of equality issues.

5. Risks and Uncertainties

Failure to collect and use equality data means the Council runs the risk of not understanding the impact of its policies and practices on people with protected characteristics.

6. Implications

6.1. Financial Implications

No financial implications arise directly from this report. Costs associated with the training and development of employees are contained within existing budgets.

6.2. Legal Implications

This report supports the Council's compliance with the Equalities Act 2010.

6.3. Equalities Implications

This report contains information regarding the Council's 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.

6.4. 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.

7. Link to Corporate Priorities

Quality of Life	<p>The public sector equality duty is a duty on public authorities to consider and think about how their policies or decisions affect people who are protected under the Equality Act. This report sets out relevant information about the Borough, Council staff and the work done over the last year.</p> <p>By ensuring we monitor this information and act accordingly we are encouraging an improved knowledge of the people we serve of Councillors and employees and encouraging cohesiveness.</p>
Efficient Services	
Sustainable Growth	

8. Recommendations

It is recommended that the Corporate Overview Group consider and endorse the report.

For more information contact:	Sam Maher Strategic Human Resources Manager 0115 914 8241 smaher@rushcliffe.gov.uk
Background papers Available for Inspection:	<i>Rushcliffe Borough Councils Equality Scheme 2016-20</i>
List of appendices (if any):	Appendix A Demographic Information Appendix B Rushcliffe Borough Council Workforce Equality Information. Appendix C Consultations and EIA's Appendix D Gender Pay gap information