

<b>Subject:</b>	Equalities Report 2010/11	<b>Status:</b>	For Publication
<b>Report to:</b>	Overview and Scrutiny Performance	<b>Date:</b>	20 July 2011
<b>Report of:</b>	Head of People and Policy	<b>Portfolio Holder:</b>	Finance and Resources
<b>Key Decision:</b>	<input type="checkbox"/> Forward Plan <input type="checkbox"/>	General Exception <input type="checkbox"/>	Special Urgency <input type="checkbox"/>
<b>Community Impact Assessment:</b>	Required:	No	Attached: No
<b>Biodiversity Impact Assessment</b>	Required:	No	Attached: No
<b>Contact Officer:</b>	Liz Sandiford Emma Hussain Lee Birkett	<b>Telephone:</b>	01706 252452 01706 252451 01706 252454
<b>Email:</b>	<a href="mailto:lizsandiford@rossendalebc.gov.uk">lizsandiford@rossendalebc.gov.uk</a> <a href="mailto:emmahussain@rossendalebc.gov.uk">emmahussain@rossendalebc.gov.uk</a> <a href="mailto:leebirkett@rossendalebc.gov.uk">leebirkett@rossendalebc.gov.uk</a>		

1.	<b>RECOMMENDATION(S)</b>
1.1	That the Overview & Scrutiny Performance Committee considers the equalities monitoring data detailed in the report.
1.2	That the Overview & Scrutiny Performance Committee continues to monitor the equalities data to ensure that the Council is operating fairly and equitably.

## 2. PURPOSE OF REPORT

2.1 The purpose of this report is to inform the Overview & Scrutiny Committee of:

- The Equality Monitoring information gathered for the year 2010/11 including employment related equalities data, Corporate Equality Action Plan report, Community Impact Assessments carried out and complaints equality data.

## 3. CORPORATE PRIORITIES

3.1 The matters discussed in this report impact directly on the following corporate priorities:

- **A clean and green Rossendale** – creating a better environment for all.
- **A healthy and successful Rossendale** – supporting vibrant communities and a strong economy.
- **Responsive and value for money local services** – responding to and meeting the different needs of customers and improving the cost effectiveness of services.

## 4. RISK ASSESSMENT IMPLICATIONS

4.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

- There are no specific risk issues for members to consider arising from this report.

## 5. BACKGROUND AND OPTIONS

Rossendale Borough Council is committed to ensuring that it is operating fairly and equitably in both its employment practices and service delivery, in line with its equality policy, current legislation and codes of practice. Monitoring employment, service usage and satisfaction by equality groups (called “protected characteristic” in the Equality Act 2010) is central to the council’s principle of ensuring continuous improvement and is included in its Equality Policy and Equality Plan. The council needs to know that the services it delivers are meeting the needs of all service users and potential service users.

The Equality Act 2010 has new data requirements for age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, ethnicity, gender identity, religion or belief, gender, sexual orientation.

Without equality monitoring, an organisation will never know whether its equality policy is working. In employment, equality monitoring can help to spot barriers that are preventing an organisation from making use of available talent. In terms of service delivery, it can help managers identify any gaps in service usage by specific groups in the community.

### 5.1 Recruitment

The Council has a comprehensive Equality and Recruitment and Selection Policies which promote equality of opportunity through the recruitment process. In light of the medium term financial strategy, very little recruitment has taken place through the year as teams and work has been reviewed following the resignation or promotion of employees. To meet its duty under the Equality Act 2010 the Council monitors a number of activities in relation to employment, these are attached at Appendix 1. This data demonstrates that vacancies which were advertised received a large number of applications from men and women who were primarily of White British Origin.

### 5.2 Disciplinary Warnings and Grievances

The Council has a well established Disciplinary Procedure, this ensures representation from the Trade Union and the People and Policy and Team are involved in all formal processes. Formal action was primarily undertaken against a staff who were primarily male of White British Origin.

### 5.3 Exit Interviews

An Exit Interview form is completed in relation to any employee who leaves the employment of the Council. Those employees leaving the employment of the Council were of a diversity of gender, ethnic origin and age.

### 5.4 Short Term Sickness Related Warning Monitoring

The Council has a Procedure for Managing Sickness Absence, the application of this procedure has lead to the best ever outturn of sickness at 6.59 days. A total number of 4 warnings were issued all to men of White British ethnic origin.

### 5.5 Compliments & Complaints

All Council’s must deliver value for money services, it is therefore vital for public bodies to know who is, and who isn’t using their services. It is particularly important to be sure that services are meeting the needs of service users within the community. The Council has introduced equality monitoring in relation to its customers. Our complaints and compliments are monitored through the covalent quarterly report. In relation to Equality monitoring, for the year 2010/2011 we had a total of 85 formal complaints, many customers chose not to complete the equality monitoring information. 17 of customers did choose to provide some

equality monitoring information, the details of which are attached at Appendix 2. The results demonstrate a diversity of customers making complaints.

## 5.6 **Community Impact Assessments**

The Council is dedicated to ensuring that its policies, practices and services are free from discrimination. A key part of this work involves the undertaking of Community Impact Assessments. These assessments scrutinize a particular function, policy, procedure or service to identify whether or not it could have an adverse effect on anyone in the community or workplace. If differential or adverse impact is found, measures are put in place to remove it. There were 35 Community Impact Assessments received in 2010/11, of which 30 were agreed by the Community Impact Assessment Scrutiny Group and 5 were deferred. A full list of the CIA's can be found in Appendix 3 attached.

## 5.7 **Corporate Equality Action Plan**

The Council maintains an Equality Action Plan so it can ensure that it can demonstrate that it is meeting its legal duty to promote equality of opportunity and ensures that equality targets are delivered. Appendix 4 sets out the progress made against the corporate equality action plan during 2010-11. This shows the breadth of equality related activity that is embedded within council business. In particular, there has been much positive work and engagement within the community.

### **COMMENTS FROM STATUTORY OFFICERS:**

#### **6. SECTION 151 OFFICER**

6.1 There are no financial implications arising from this report.

#### **7. MONITORING OFFICER**

7.1 There are no legal implications arising from this report.

#### **8. HEAD OF PEOPLE AND POLICY (ON BEHALF OF THE HEAD OF PAID SERVICE)**

8.1 There are no Human Resources implications arising from the report.

#### **9. CONSULTATION CARRIED OUT**

9.1 Executive Management Team.

9.3 Overview and Scrutiny Committee Performance.

#### **10. CONCLUSION**

10.1 Since being awarded 'achieving' authority status in March 2010, the Council has continued to ensure it is working to achieve positive outcomes for its communities and has maintained strong and clear leadership on the importance of equality as a core part of Council business, reflected in progress and activity across the Council. The Details of Job applicants for 2010/11 are reflective of the population of Rossendale.

#### **Background Papers**

Document	Place of Inspection
Equalities related data	Attached appendices