

# RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

INFORMATION

meeting date: 1<sup>ST</sup> SEPTEMBER 2021  
title: WORKFORCE PROFILE 2021  
submitted by: JANE PEARSON - DIRECTOR OF RESOURCES  
principal author: MICHELLE HAWORTH – PRINCIPAL POLICY AND PERFORMANCE OFFICER

## 1 PURPOSE

1.1 To update Members on workforce data to be published in compliance with the Equality Act 2010.

1.2 Relevance to the Council's ambitions and priorities:

- Community Objectives – As staff are the Council's biggest resource the
- Corporate Priorities – achievement of all the Council's ambitions is dependent
- Other Considerations - on a diverse, dedicated and committed workforce that can ably support the needs of all our residents

## 2 BACKGROUND

2.1 The Equality Act 2010 provides a cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society

2.2 The Equality Act contains a range of rights, powers and obligations to help the drive towards equality.

2.3 It is unlawful to discriminate against an individual because of *any* of the protected characteristics in the Equality Act 2010. The nine protected characteristics under the Equality Act are:

- Age
- Disability
- Gender Reassignment
- Pregnancy & Maternity
- Marriage and Civil Partnership
- Race (including ethnicity and national origin)
- Religion or Belief
- Sex
- Sexual Orientation

2.4 The Act also widens the scope of protection for individuals with these protected characteristics.

## 3 INFORMATION

3.1 The Act sets out the general duties and specific duties in relation to equalities. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.
- 3.2 In summary, a public authority covered by the specific duties (listed body) is required to publish information to demonstrate its compliance with the general equality duty across its functions on an annual basis. This information must include, information on the effect that its policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which it furthered the aims of the general equality duty for its employees and for others with an interest in the way it performs its functions. All information must be published in a way that is accessible to the public.
- 3.3 The specific duties require listed bodies to publish information to demonstrate that they have complied with the general equality duty across their functions. All such bodies must publish information to demonstrate how they are meeting the general duty for service users. Listed bodies with 150 staff or more also need to publish that information in relation to their employees.
- 3.4 The Commission would normally expect to see the following for bodies with 150 staff or more:
- the race, disability, gender, age breakdown and distribution of our workforce;
  - indication of likely representation on sexual orientation and religion or belief, provided that no individuals can be identified as a result;
  - an indication of any issues for transsexual staff, based on engagement with transsexual staff or voluntary groups;
  - gender pay gap information.
- 3.5 The latest Workforce Profile Report as at 31<sup>st</sup> March 2021 is attached at Appendix 1 and has been published on our website in accordance with requirements of the specific duty.
- 3.6 The workforce data includes some comparisons with Local Government averages and Census information where relevant. The data provides a comprehensive overview of our current workforce and is useful for workforce planning as well as meeting the requirements of the Equality Act 2010.
- 3.7 Members may wish to consider any positive action that could be taken to increase representation from under-represented groups or to identify any challenges posed by our current workforce demographic.

#### 4 RISK ASSESSMENT

- 4.1 The approval of this report may have the following implications
- Resources – None
  - Technical, Environmental and Legal – the Council has a legal duty to ensure that staff are not discriminated against in the workplace and failure to comply with the legislation could result in action being taken against the Council.
  - Political - None
  - Reputation – None
  - Equality & Diversity – as above.

#### 5 RECOMMENDED THAT COMMITTEE

- 5.1 Note the report.

MICHELLE HAWORTH  
PRINCIPAL POLICY AND  
PERFORMANCE OFFICER

JANE PEARSON  
DIRECTOR OF RESOURCES

For further information please ask for Michelle Smith, extension 4402