

# EQUALITY IMPACT ASSESSMENT

Human Resources and Organisational Development



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

**What is being assessed - including a brief description of aims and objectives?**

Council People Strategy.

In order that Plymouth City Council can lead in achieving its vision of a Pioneering, Growing, Caring and Confident city, we need a motivated, skilled and engaged workforce. The People Strategy is our plan for how we will ensure we achieve that aim, by focussing on three themes: Talent, Leadership and Culture, between now and 2020.

Positive Impacts:

We expect there to be a positive impact, via our Talent theme in the people strategy, in ensuring that:-

- We will have a diverse workforce across all levels of our organisation reflecting the diversity in our communities and acting as a role model in the city and region.
- Our leaders will foster a climate of trust and respect.
- Workforce planning will ensure that we consciously review the demographics of our workforce, and, for example, encourage pathways into the organisation for protected characteristic where they are under-represented (eg younger people, through apprenticeships).
- We will focus on management development, which will ensure that development opportunities, performance management, selection processes, etc are applied fairly, objectively and consistently, reducing the risk of subjective bias.

**Author**

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**Department and service**

Human Resources and Organisational Development

**Date of assessment**

15/12/16

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics	Evidence and information	Any adverse impact	Actions	Timescale and who is
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(Equality Act)	(eg data and feedback)	See <a href="#">guidance</a> on how to make judgement		responsible
<b>Age</b>	<p>Teens = 1.07%  20s = 8.50%  30s = 18.26%  40s = 29.55%  50s = 33.64%  60-65 = 7.91%  Over 65= 1.07%</p> <p>Young people have told us that training and employment, particularly apprenticeships are a priority for them.</p>	<p>No adverse impact expected.</p> <p>Younger people are currently underrepresented in our workforce. In the context of a shrinking workforce this may be difficult to address.</p>	<p>We will have strong pipelines into the organisation and developing, keeping and maximising the talent we have.</p> <p>We will measure our progress by monitoring the number of apprenticeships as a percentage of our workforce.</p>	<p>Head of Organisational Development 2016 -20.</p>
<b>Disability</b>	<p>Disabled = 3.57%  Not disabled = 23.74%  Not declared = 1.47%</p> <p>Not recorded = 71.22%</p> <p>In our 2014 staff survey Disabled staff were more likely to agree that they had the right balance between my work and my home life and to be happy with their working environment</p>	<p>No adverse impact anticipated.</p>	<p>We will continue to monitor the proportion of disabled people in our workforce and encourage more of our staff to record whether or not they are disabled on Itrent.</p>	<p>HR Specialist Services / Social inclusion team 2016-20</p>
<b>Faith/religion or belief</b>	<p>Buddhist = 0.18%  Christian = 17.67%  Hindu = 0.11%  Jewish = 0.11%  Muslim = 0.07%  None = 2.99%  Other = 0.88%  Prefer not to say = 3.24%  Not recorded = 64.74%</p>	<p>No adverse impact anticipated.</p>	<p>We will continue to monitor the faith and belief of staff our workforce and encourage more of our staff to record their faith or belief on Itrent.</p>	<p>HR Specialist Services / Social inclusion team 2016-20</p>

<b>Gender - including marriage, pregnancy and maternity</b>	Female =63.23% Male =36.77%	No adverse impact anticipated. We are an employer of choice for women. Whilst they are over represented in our workforce this is not consistent across all occupational groups and grades.	We will analyse the distribution of women across the organisation and consider whether proactive measures are needed to attract more women into area where they are underrepresented. In 2015 we have included questions designed to explore these issues.	HR Specialist Services / Social inclusion team 2016-20
<b>Gender reassignment</b>	We do not record this information.	No adverse impact anticipated.	We should consider collecting this data from staff as we already do for service users.	HR Specialist Services / Social inclusion team 2016-20
<b>Race</b>	Asian or Asian British - Indian =0.07% Asian or Asian British – Pakistani = 0.04% Asian or Asian British - Bangladeshi = 0.00% Any other Asian background = 0.15% Black or Black British - African = 0.33% Black or Black British - Caribbean = 0.11% Any other Black background = 0.04% Chinese = 0.07% Mixed - White and Asian = 0.15%	No adverse impact anticipated. Several of our BME communities are currently under-represented in our workforce. In the context of a shrinking workforce this may be difficult to address.	We have policies and procedures in place to analyse our recruitment data and ensure there is no bias in our recruitment processes.	

	<p>Mixed - White and Black African = 0.07%</p> <p>Mixed - White and Black Caribbean = 0.04%</p> <p>Any other mixed background = 0.26%</p> <p>White – British = 84.62%</p> <p>White - Gypsy or Traveller = 0.04%</p> <p>White – Irish = 0.59%</p> <p>Any other White background = 2.02%</p> <p>Any other ethnic background = 0.37%</p> <p>Non Declared = 2.28%</p> <p>Not recorded = 8.76%</p>			
<b>Sexual orientation - including civil partnership</b>	We do not record this information	<p>No adverse impact anticipated.</p> <p>Whilst we do not record this information on our workforce profile we do ask in our Staff Survey and this suggests that numbers are broadly what you would expect.</p>		HR Specialist Services / Social inclusion team 2016-20

**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

Local priorities	Implications	Timescale and who is responsible
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	The council has set 'reducing the gap in average hourly pay as one of our 3 equality objectives. We already have corporate policies in place to support this action, such as our adoption on the Living Wage which is paid to all our staff.	HR Policy Specialist 2016-20 / Policy and Intelligence Team C.Exec's Office.
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates</b>	Our staff are aware of how they can report hate crime whether it is on their own behalf or on behalf of customers with whom they are a dealing. Staff survey data includes that a relatively small number of staff	Head of Organisational Development 2016 -20.

<b>in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	experience incidents of this nature, less than in other similarly sized organisations and below the TUC reported work place average.	
<b>Good relations between different communities (community cohesion)</b>	N/A	
<b>Human rights</b> Please refer to <a href="#">guidance</a>		

**STAGE 4: PUBLICATION**

Responsible Officer Dawn Auger

Date 15/12/16

Assistant Director of Human Resources and Organisational Development