

**Bolsover District Council**

**Union Employee Consultation Committee**

**9 March 2017**

**Equalities Information for year ending March 2016**

**Report of the Joint Assistant Director – HR & Payroll**

This report is public

**Purpose of the Report**

- To provide the Committee with equality data in relation to its workforce and recruitment practices for the period April 2015 to March 2016.

**1 Report Details**

- 1.1 Attached at Appendix A is a comprehensive summary of the equalities data that is collected and published by the Council on an annual basis.
- 1.2 Monitoring information is collected for gender, ethnicity, disability, age, sexual orientation, religion or belief.
- 1.3 The Council also monitors information with regard to Recruitment and Selection and this is also included in section 3 of Appendix A, along with information in relation to training and staff turnover.

**2 Conclusions and Reasons for Recommendation**

- 2.1 As Appendix A demonstrates there are areas where the Council is exceeding targets, for example Top 5% of earners being female, employees declaring a disability and employees being from an ethnic minority group. However, whilst the Council has no target in relation to the top 5% of earners being from an ethnic minority, the Council does not employ anyone in this group and hasn't during the period of monitoring.
- 2.2 It is pleasing to note that during the financial year 2015/16 there has been no formal disciplinary action taken, no formal grievances (including harassment and bullying) raised and no dismissals.

**3 Consultation and Equality Impact**

- 3.1 The summary information will be discussed at this Committee.

**4 Alternative Options and Reasons for Rejection**

- 4.1 N/A

## 5 **Implications**

### 5.1 **Finance and Risk Implications**

None specifically.

### 5.2 **Legal Implications including Data Protection**

Data is published in accordance with specific Regulations and Data Protection principles.

### 5.3 **Human Resources Implications**

None specifically.

## 6 **Recommendations**

### 6.1 That the Committee:

- (i) Considers and analyses the content of the Equality Information Summary.
- (ii) Notes that the data for year ending March 2017 will be available for the next meeting.

## 7 **Decision Information**

<b>Is the decision a Key Decision?</b> (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
<b>District Wards Affected</b>	
<b>Links to Corporate Plan priorities or Policy Framework</b>	Transforming our Organisation

## 8 **Document Information**

<b>Appendix No</b>	<b>Title</b>
A	Equality Information Summary 2015/16
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
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