

Report

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Report to:	Equal Opportunities Forum
Date of Meeting:	29 June 2010
Report by:	Executive Director (Corporate Resources)

Subject:	Workforce Profile Report
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Forum on the workforce profile of the Council from 2005 to date

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the report be noted.

3. Background

- 3.1. Under existing equalities legislation, the Council has a duty to publish its workforce profile annually. The Council does so under the categories of race, disability and gender.
- 3.2. Under the new Equality Act 2010, it is expected that, as from April 2011, the Council will have a duty to publish these figures further broken down by age, gender identity, sexual orientation and religion and belief. The Equality and Human Rights Commission are to publish guidance on the Public Sector Specific Duties during July which will inform this work.
- 3.3. Already a new recruitment monitoring form has been agreed which when implemented will allow the Council to collate all appropriate information.
- 3.4. The purpose of producing the profile is to demonstrate how reflective of the community the Council's workforce is and to show how the diversity of the workforce has developed year on year. This also allows the Council to better understand what effect positive action programmes such as delivering a Fairer Future are having.
- 3.5. It is recognised that, by having a diverse workforce, access to services can be more accessible to members of the community who feel that a service is representative of them. This can be because of cultural awareness or understanding of need in relation to disability, gender or another protected characteristic.

4. Workforce profile

- 4.1. The workforce profile figures in appendix A show that, in the period since 2005, the makeup of the workforce has remained consistent in terms of gender and disability. The figures do not include invigilators, school board members, music teachers or supply teachers as per the staffing watch reports.

- 4.2. In particular, Resources such as Education and Enterprise have workforces which follow traditional gender roles. Education has a dominantly female workforce which in 2005 had a 17% male and 83% female split. As at 1 April 2010, the split was 18% male and 82% female. In relation to Enterprise, the split in 2005 was 69% male and 31% female and, as at 1 April 2010, it was 72% male and 27% female. Both comparisons show that each Resource either maintains or has, in one instance, increased the traditional gender split due to the nature of job types.
- 4.3. In relation to race the workforce is more representative of the community as a whole. However, this is not to suggest that more does not and cannot be done to encourage and support a wider range of people to work for the Council. In 2005, 0.5% of the workforce was from a BME background. As at 1 April 2010, this has increased to 0.8% of the workforce. When compared with the population profile of South Lanarkshire which in the 2001 Census showed 1.1% from a BME background, the 2010 figure relates to the Council employing 3.6% of the total BME population.
- 4.4. The Age profile of the workforce from 2005 to date has remained static. In 2005, 59% of the workforce were between 40-59 years old. As at 1 April 2010, this figure remained the same. The pattern is consistent across the age ranges with those between 21-29 years old representing 11% of the workforce in 2005 and in 2010.
- 4.5. The figures show that in relation to gender and disability there is work to be done in encouraging people into “non traditional” roles and to declaring whether they consider themselves to be disabled or not.
- 4.6. As part of this work the Council will continue to run positive action programmes which will attract a greater diversity of applicants and which will encourage the uptake of non-traditional roles. Currently, as part of the Delivering a Fairer Future programme, the 12 primary schools in the Lanark Learning Community are participating in a project to better understand what learning interventions can influence and encourage young people to choose non-traditional jobs.
- 4.7. The Council must continue to create a positive culture where employees are at ease with disclosing equality related information, so that we can ensure we are meeting our public sector duties and going beyond by developing a work environment and community that is fair and open for all. This will help the Council in its duty to promote equality of opportunity and eliminate discrimination and harassment in the wider community.

5. Employee Implications

- 5.1. None

6. Financial Implications

- 6.1. None

7. Other Implications

- 7.1. The risk to the Council is that if it does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 8.2. Consultation was not required for the purposes of this report.

Robert McIlwain
Executive Director (Corporate Resources)

14 June 2010

Link(s) to Council Objectives/Improvement Themes/Values
Successful and inclusive communities

Previous References
None

List of Background Papers

- ◆ Single Equality Scheme
- ◆ Equality and Diversity Strategy

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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