



**Staff Equalities
Reference Group**

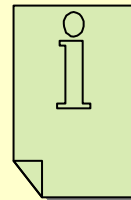
- *age
- *pregnancy and maternity
- *gender
- *religion and belief
- *disability
- *working carers
- *ethnicity
- *sexual orientation
- *gender reassignment
- *marriage and civil partnerships

Staff Equality Reference Group:

- ✓ asks staff for opinions;
- ✓ recommends how to make policies and practices fairer;
- ✓ helps council to be a more equal and diverse employer.

More information on: [Staff equalities reference group](#)

**SERG & EAG Focus Group
Report 5
10th November 2011**



Topic covered: Work force Strategy 2011 -2015

Copies of the work force strategy were provided. The elements of the strategy discussed were:

- The Vision and Strategy statements
- The five key strategic objectives - Skills and Behaviours, Recruitment and Retention, Pay, Reward and Recognition, Wellbeing and Engagement, Performance and change

SERG recommendations:



- Review language used within the strategy to be more inclusive
- Through the action plans that are developed under the five strategic objectives, ensure accessibility for staff in all forms is considered e.g. attitudes, physical space, variety of opportunities



Concerns about the Workforce Strategy:

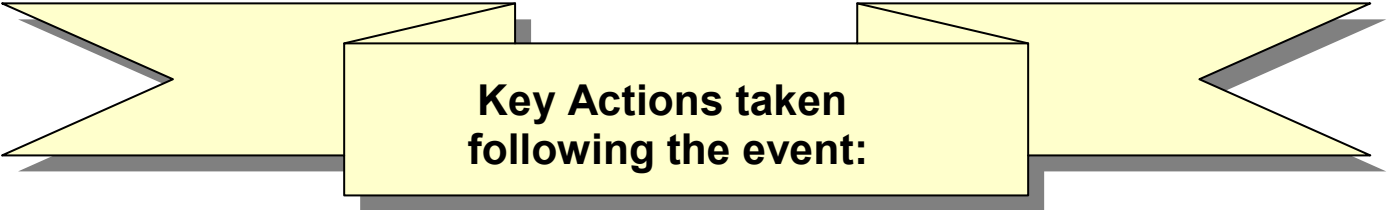
- **Terminology use**, certain words used could be deemed to exclude some staff
- The strategy needs to be in an **easy read** format to make accessible to all staff
- It does not establish links with other council documents i.e. Council plan, work force strategy action plans etc
- **Well being and engagement**, the low level declaration of protect characteristics is unlikely to improve if staff
 - fear reprisal,
 - don't identify themselves in a particularly category,
 - don't believe it will bring positive change.



Your suggestions

To improve recruitment and retention of minority groups the Council needs to improve its accessibility in the following ways:

- Staff attitudes e.g. training and awareness of equalities;
- Physical spaces e.g. disability access, provisions for faith rooms, facilities;
- Use of flexible working opportunities to support individual employees needs at all levels e.g. temporary roles, secondments; part time positions, etc
- Development of **staff benefits**, to include extension of salary sacrifice schemes



**Key Actions taken
following the event:**

- ✓ Revised Workforce strategy being considered by CMT & Cabinet
- ✓ SERG will consider the equalities implications of the action plans being developed under each of the five strategic objectives, through an annual programme of engagement events and focus groups

