

Social Inclusion Working Group

20th September 2006

Report of the Head of Performance Improvement

Improving the Diversity of the Council's Workforce

Summary

1. The attached paper and annexes describe the diversity of City of York Council's workforce. It looks at the proportion of the workforce that are from Black and Minority Ethnic backgrounds, that are disabled and that are men and women and compares this with the local population. The paper explains some of the actions that the council has already agreed to take to improve the diversity of the workforce. Members of the group are asked to comment on these and suggest other actions.

Background

2. The council is required by law (the Race Relations Amendment Act 2000 and the Disability Discrimination Act 2005) to monitor the equality profile of its workforce. It is also an important element of the Equality Standard for Local Government, of which the council has so far achieved level two and is currently working towards level three (out of five).

Corporate Objectives

- Improve our focus on the needs of customers and residents in designing and providing services
 - Increase people's skills and knowledge to improve future employment prospects
3. By improving the diversity of the council's workforce our staff as a whole will have a better understanding and awareness of the needs of a diverse community. The Council as a large employer has an important role to play in ensuring that employment and training opportunities are equally available to all, regardless of their ethnicity, gender or disability.

Implications

4. The attached paper is a work in progress for which the views of the group are sought. Hence there are no financial, legal or Human Resources implications

for this report at this stage. These implications will be assessed however before the final proposals for increasing workforce diversity are agreed.

Recommendations

5. Members of the group are invited to consider the workforce profile, comment on the actions identified for improving workforce diversity and suggest other actions that could be effective.

Reason: To update Members on the diversity of the council's workforce and arising from these to consider actions to be included in the Council's Employment Equality Improvement Plans.

Contact Details

Author:
Julian Horsler
Equalities Officer
Chief Executives
551704

Chief Officer Responsible for the report:
Colin Mockler
Head of Performance Improvement

Report Approved Date 12th Sept 2006

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Annexes

Annex 1 – Ethnicity – Staff Profile
Annex 2 – Disability – Staff Profile
Annex 3 – Gender – Staff Profile
Annex 4 – Ethnicity – Pay Profile
Annex 5 – Disability – Pay Profile
Annex 6 – Gender – Pay Profile