

Summary Report – Employment Equalities Monitoring Report

The proforma is be used to summarise the issues and actions identified in the impact assessment. It should be included as a background paper for committee reports on policies or functions which have been impact assessed. It will be published on the WDC web site.

The report to the Corporate and Efficient Governance Committee covers the areas required by the Commission for Racial Equalities’ (CRE) Statutory Code of Practice on Racial Equality in Employment, and CRE Guide for Public Authorities in Scotland on Ethnic Monitoring. The report also covers the areas of gender, disability and age in line with the Council’s previous practice.

1	Title of Policy or function	Annual Employment Equalities Monitoring Report 2008/2010
2	Lead Department	Human Resources
3	Responsible Officer	Ricardo Rea
4	Staff involved in screening	Ricardo Rea, Linda McAlister
5	Services / community groups involved	See below
6	Brief summary of any consultation carried out.	The report requirements have been discussed with the Chief Executives Policy Unit to ensure they support the aims of the Council’s Equalities Scheme 2009-2011
7	Summary of (potential) impacts identified	This function (Employment Equalities Monitoring and reporting) is relevant in terms of the Race, Disability and Gender Equality duties; an impact screening identifies that the statistical report and this report contribute positively to employment equalities and do not introduce any detrimentally effect in relation to any of the ‘protected grounds’ of Race, Disability, Gender, Age, Gender Reassignment, Sexual Orientation or religion and Belief, Pregnancy/Maternity or Marriage/Civil partnership. Solid equalities data gathering, monitoring and reporting are essential in measuring progress on equalities and identifying areas for action.
8	Summary of actions identified	Ensure that Workforce Management System is used to support robust equalities monitoring in all areas, but especially race and disability were information is less extensive. The Council should continue to feed into work of the National Recruitment Portal Group to drive improvements in data collection and reporting by them.
9	What ‘equalities’ monitoring is required for this policy / service?	Ongoing employment equalities monitoring, the areas of race, disability, age, gender
10	Date of completion of assessment	12/11/2010