

Workforce Equality Data Report

March 2024

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Introduction

Throughout 2023, the council has continued to face challenging financial and organisational circumstances but has commenced a journey of recovery and improvement which aims to stabilise our permanent workforce, reduce our reliance on interims and temporary staff, and rebuild capacity in key corporate services such as HR (Human Resources), Recruitment, IT and Finance. The latter part of 2023 focused on further restructuring of senior leadership positions below Corporate Leadership Team (CLT) level and a period of extensive permanent recruitment, especially to senior director and head of service roles, that will continue throughout 2024.

As an organisation, a priority over 2023 has been to be data and evidence-led in all our activities so we can prioritise resources. To support our workforce, being data-led will help ensure our HR policies, practices, and procedures are not only up to date and fit for purpose, but also will support an inclusive and responsive workplace that can deliver the council's recovery plans.

The building blocks for workforce data comes from our workforce equality monitoring information which can be used to help us understand if:

- We are attracting and retaining diverse talent
- Our organisational culture is inclusive, and people of different backgrounds have equal opportunities to progress
- We are applying our Human Resources policies and procedures consistently
- When we restructure or change teams, we are doing this fairly and understand the impact on different staff groups.

This report presents a summary of the council's currently available workforce equality monitoring for the year 2023 and helps to describe how we are meeting our duties under the Equality Act 2010. The data used to describe the diversity profile of our workforce was taken from the "snapshot date" of 31 December 2023. Where salary information is stated, this is based on full time equivalent salaries (FTE).

The report also goes on to detail some of the other activities undertaken over the past year to help eliminate discrimination, promote inclusion, and celebrate diversity in our workforce.

Meeting the Public Sector Equality Duty, Equality Act (2010)

Regulations made under the Equality Act 2010 require specified bodies to publish gender pay gap information. In addition, public bodies must publish information to demonstrate its compliance with its duty under s.149 of the Act. Section 149 (known as the public sector equality duty (PSED)) requires the council, when exercising its functions, to have due regard to the need to

- a) Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The information required to be published under the regulations is not prescribed but includes information relating to persons who share a relevant protected characteristic who are (a) its employees; (b) other persons affected by its policies and practices. This report relates to the first category.

Statutory reporting: setting workforce equality objectives

The PSED also requires us to publish at least one or more corporate equality objective every four years. In 2023, the council developed and published its new Corporate Plan that included equality commitments that have been developed into objectives. These include objectives specifically targeting improved equality in the workforce: the Corporate Plan is clear that putting equality and inclusion is at the heart of everything we do as an employer. We aim to recruit and develop a committed and skilled workforce where diversity is valued and one where the workforce is representative of the local community it serves. We are also committed to improving the data we use in our HR policies and procedures to ensure our actions are evidence-based.

The [current Corporate Plan](#) and [Statutory Equality Objectives](#) can be viewed on our website.

Statutory reporting: gender pay gap

The Equality Act (2010) requires all organisations employing more than 250 staff to publish annually its gender pay gap. The council has consistently reported gender pay gaps significantly lower than the national average and is fully committed to promoting gender equality throughout its workforce. You can check the [past three years gender pay gap reports](#) on our website, including the latest report for 2023.

Understanding the borough

To understand the information on our workforce in the wider context of the local demographic and specific equalities issues that face Slough as a town, a full equality profile of the borough, based on the latest Census data, can be found in the [Slough Insights Data pack March 2023 - Slough Borough Council](#).

Summary of key demographics from 2021 Census

Slough's total population at the time of the 2021 Census was 158,500.

- **Age:** Slough's average age is 34, compared to 41 for the Southeast and 40 for England. 25% of Slough's population is aged 15 years or under. This is compared to the England average of 18%. This is the second highest proportion of children under 15 in England and Wales (behind Barking and Dagenham)
- **Gender:** The borough has a slightly higher proportion of female residents (50.5%), than male (49.5%); 90% of residents had a gender identity the same as the sex registered at birth
- **Ethnicity:** Slough continues to be one of the most ethnically diverse towns in the UK. 46.7% of residents identify as Asian (compared to an England average of 10%), 36% of residents identify as White (compared to an England average of 81%), 7.6 % of residents identify as Black (compared to an England average of 4%) and 4% of residents identify as Mixed (compared to an England average of 3%)
- **Disability:** 26.3% of Slough households include one of more disabled people (compared to an England average of 32%).

How does the SBC workforce reflect the local Slough community?

The following charts compare the current SBC workforce profile, with data on the economically active cohort of Slough residents (from the 2021 Census), broken down by sex, disability status, and ethnicity. Economically active total refers to residents aged 16 and over at the time of the 2021 census who were either in employment, or unemployed and looking for work, and who could start work within two weeks or were waiting to start a job they had been offered and accepted.

Sex

46% of economically active Slough residents are female. Women are over-represented in the council workforce compared to the local community profile, and this is a long-standing trend. Local councils generally employ a larger female workforce, and the council is committed to supporting women in the workplace and into employment through a wide range of job opportunities at all pay grades.

Slough Economic Activity and SBC Workforce Profiles by Sex

Economic activity and sex	Slough economically active: Total	SBC Workforce on 31 Dec 2023
Female	46%	59%
Male	54%	42%

Agresso/Report CMT/
Census 2021

Disability

7% of economically active residents are disabled. 6% of the council's workforce have declared a disability. The actual workforce representation is likely to be higher than this as 75% of the workforce have not declared disability status. The council is a Disability Confident employer and committed to supporting applicants and employees with disabilities.

Slough Economic Activity and SBC Workforce Profiles by Disability

Economic activity and disability	Slough economically active: Total	SBC Workforce on 31 Dec 2023
Disabled under the Equality Act	7%	6%
Not disabled under the Equality Act	93%	16%
Prefer not to say	NA	4%
Undisclosed*	NA	74%

Agresso/Report CMT/
Census 2021

Ethnicity

45% of the economically active cohort in Slough are from Asian/Asian British ethnic backgrounds. This represents the largest economically active broad ethnic group, followed by White at 40%. Due to how ethnicity is currently reported in the Agresso HR system, a direct comparison between the SBC workforce and the Census is more difficult. The system records a broad ethnic group and a more detailed category; neither category is mandatory and there are significant levels of non-disclosure. However, whilst there are more completions in the detailed category, it is not easy to reaggregate these back into the broader group, unless the employee has also completed this section. The detailed ethnic group category, which is published in the second table below:

Slough Economic Activity and SBC Workforce Profiles by Broad Ethnicity Group

Economic activity and broad ethnic groups	Slough economically active: Total	SBC Workforce broad ethnic group on 31 Dec 2023
Asian, Asian British or Asian Welsh	45%	15%
Black, Black British, Black Welsh, Caribbean or African	8%	5%
Mixed or Multiple ethnic groups	3%	1%
White	40%	18%
Other ethnic group	5%	0%
Undisclosed	*NA	62%

Agresso/Report CMT/
Census 2021

SBC Workforce Profiles by Detailed Ethnicity Group

Ethnicity Detailed	%
African	4%
Any Other Group	0%
Asian & Chinese	0%
Bangladeshi	0%
Black British	0%
British Asian	1%
Caribbean	2%
Chinese	0%
East African Asian	0%
English	1%
Filipino	0%
Form left blank	1%
Gypsy/Romany	0%
Indian	9%
Irish	1%
Italian	0%
Japanese	0%
Kashmiri	0%
Mixed Asian	0%
Not Stated	31%
Other Asian/unspecified	1%
Other mixed/unspecified	0%
Other white European	1%
Other white/unspecified	1%
Pakistani	9%
Polish	2%
Scottish	0%
Sikh	2%
Sri Lankan	0%
Welsh	0%
White & Asian	0%
White & Black African	0%
White & Black Caribbean	1%
White British	29%
Grand Total	100%

Slough Economically Active totals by detailed ethnicity group from Census 2021

Ethnic group	As a % of the Slough Economically Active Cohort
Asian: Bangladeshi	0.5%
Asian: Chinese	0.4%
Asian: Indian	20.7%
Asian: Pakistani	18.1%
Asian: Other Asian	5.0%
Black: African	5.0%
Black: Caribbean	2.0%
Black: Other Black	0.6%
Mixed: White and Asian	0.7%
Mixed: White and Black African	0.3%
Mixed: White and Black Caribbean	0.9%
Mixed: Other Mixed or Multiple ethnic groups	0.7%
White: English, Welsh, Scottish, Northern Irish or British	23.8%
White: Irish	0.7%
White: Gypsy or Irish Traveller	0.1%
White: Roma	0.3%
White: Other White	14.9%
Other: Arab	0.9%
Other: Any other ethnic group	4.4%

What diversity data do we monitor?

The Equality Act 2010 protects people from discrimination in the workplace and in wider society, in relation to nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Employees

Staff diversity information is recorded via confidential “self-service” on the council’s HR system. Whilst we encourage colleagues to self-disclose diversity data in relation to all the above protected characteristics, this is entirely voluntary and we also respect that due to a wide range of reasons, sometimes colleagues will not wish to disclose information for every category. Therefore, where data sets are incomplete, we have indicated levels of non-disclosure. Throughout 2023 there has been a concerted effort to improve declaration rates amongst staff, through all-staff communications and promotion during team meetings and one to one meetings. Additionally, the chairs of the staff network groups fronted a campaign to increase awareness amongst their members and other staff, producing a video explaining the benefits of declaring diversity information and a practical “how to” guide. The council aims, over the next 4 years, to increase declaration rates, especially in those areas where we have a substantial number of non-declarations (disability status and broad ethnic group).

Applicants

Until November 2023, the council was using outdated manual recruitment processes, which made the collection of applicant equalities data (and subsequent analysis) difficult and inaccurate. With the implementation of the TALOS Applicant Tracking System at the end of 2023, detailed equalities information on candidates throughout the recruitment and selection process can now be collected and tracked. It should be noted that this information is not mandatory, but applicants are encouraged to disclose. The information is separated from the application and does not form any part of the selection process. The application process itself has been designed to enhance the candidate experience and be fully accessible.

The recruitment team has worked extensively with the Diversity and Inclusion Manager to improve processes, including signposting applicants to the Disability Confident Scheme and reasonable adjustments, writing inclusive job advertisements and job descriptions, and use an extensive range of diverse methods and job boards to attract a wider range of candidates. All recruitment team members underwent training in October 2023, to support more inclusive recruitment practices.

For the recruitment of Director level positions, a brief was given to the recruitment partner that highlighted the importance of improving the diversity of applicants, and a demonstrable track record in inclusive recruitment practices.

Workforce profiles

On the snapshot date of 31 December 2023, the council employed 1,104 staff. (data taken from Agresso) This includes permanent and directly employed staff and does not include agency or interim staff. It is acknowledged that the council currently has an elevated level of agency and interim staff; whilst there is significant recruitment of permanent staff underway to re-build a "right council" for Slough, as part of the recovery (especially in corporate support services), it is recognised that the current job and skills market remains challenging, and it is likely that there will remain a sizeable number of temporary staff in the short term. We are unable to provide equalities monitoring information on these individuals currently.

Data recording note:

- Data quality outputs vary due to changes within the system. Some of these may be due to operational practice or methodological change. Data outputs and data validation from directorates is under review
- For data recording purposes and openness and transparency it should be noted that Inaccurate, inconsistent, missing, and duplicate data pose threats to cultivating trustworthy data sets. Data quality is key focus for Slough Borough Council in utilising data for operational and strategic decision making. The data quality challenges that lead to inaccurate or misleading analytics results are continuously being reviewed as part of the wider 'data strategy and data standards' implementation
- Due to data reporting anomalies in the Agresso system, which are in the process of being worked through and resolved, there may be some rounding errors and some salary information that is labelled as N/A.

Gender profile

Table 1. Gender profile

Gender Profile Type	Female	Male	Grand Total
Gender profile of the council	58.79%	41.21%	100%
Gender profile of starters	56.90%	43.10%	100%
Gender profile of leavers	47.88%	52.12%	100%

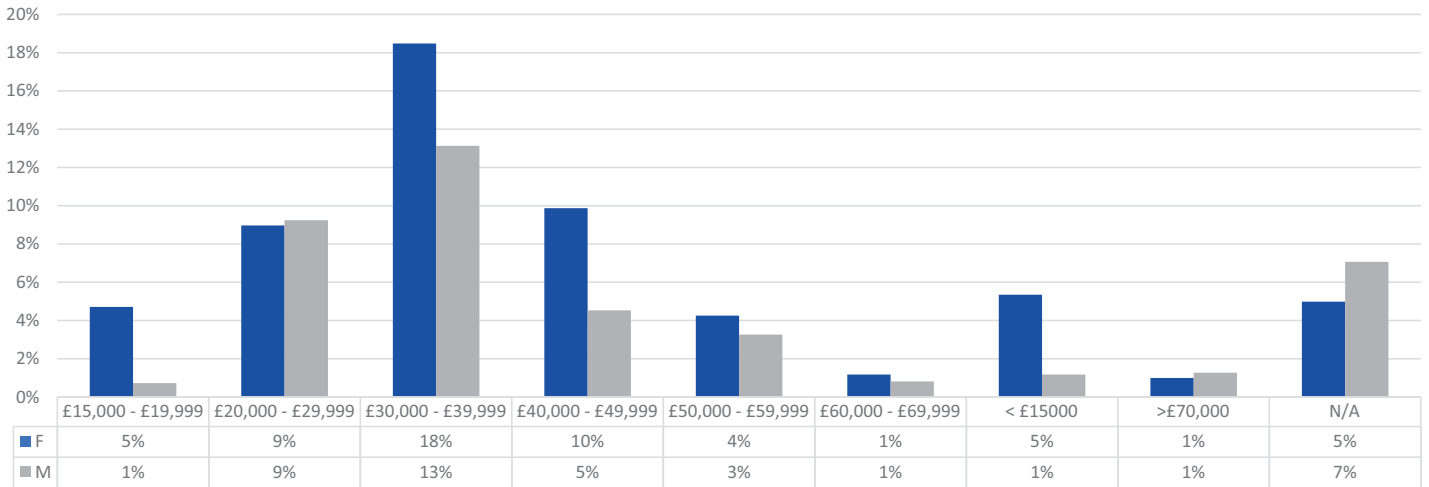
Gender Profile figures are for Council is at 31/12/2023.

Gender Profile for Starters for Council is from 01/01/2023-31/12/2023.

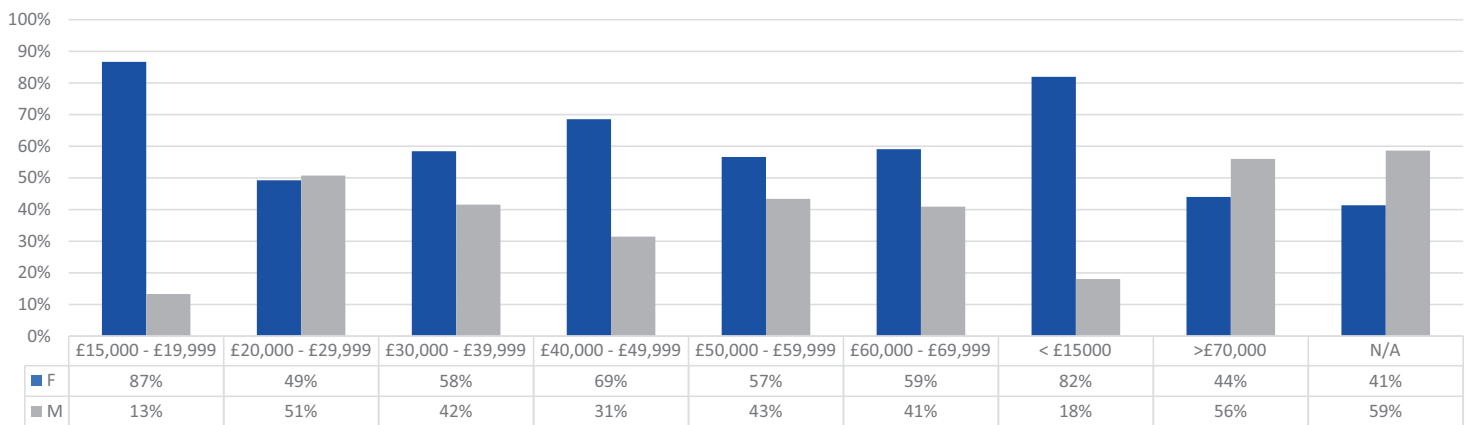
Gender Profile for Leavers for Council is from 01/01/2023-31/12/2023.

Source: Agresso Reports

Gender profile across salary bands as percentage of the workforce



Gender profile across salary bands as percentage of each band



Key Highlights (Gender)

- The council employs more women than men (approx. 60:40). This is consistent with the gender profile seen nationally across local government
- Women are most disproportionately over-represented in the salary bands under £19,999
- Although throughout 2023, the gender profile of new starters was broadly proportionate to the overall gender profile of the workforce, here were proportionately more male leavers than female leavers (at 52% compared to overall profile of 41%).

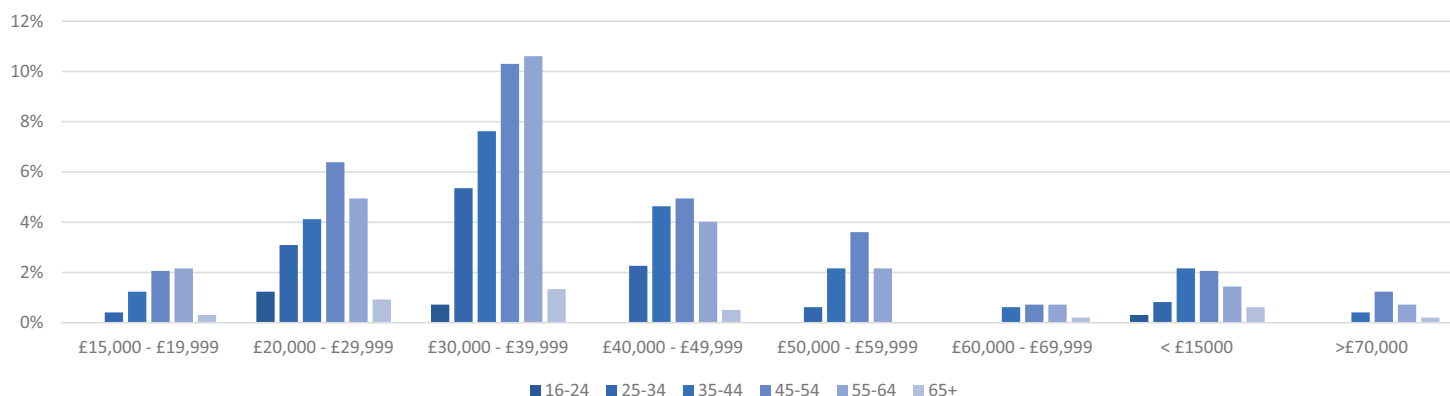
Age profile

Table 2. Age Profile

Gender Profile Type	16-24	25-34	35-44	45-54	55-64	65 plus	Grand Total
Age profile of the council	2%	12%	22%	31%	26%	6%	100%
Age profile of starters	8%	21%	24%	26%	17%	3%	100%
Age profile of leavers	4%	13%	22%	25%	22%	14%	100%

Age Profile figures are for Council is at 31/12/2023.
 Age Profile for Starters for Council is from 01/01/2023-31/12/2023.
 Age Profile for Leavers for Council is from 01/01/2023-31/12/2023.

Age Profile by across salary bands as percentage of the workforce



Key Highlights (Age)

- 79 % of the council's workforce is aged 35-64 years, with only 2 % of the workforce aged under 25 years
- In 2023, nearly 50% of new starters were aged between 35-54 years
- Around a quarter of all leavers in 2023 were aged 35-44 years, with around 13% of leavers being over 65 years of age.

Disability profile

Table 3. Disability Profile

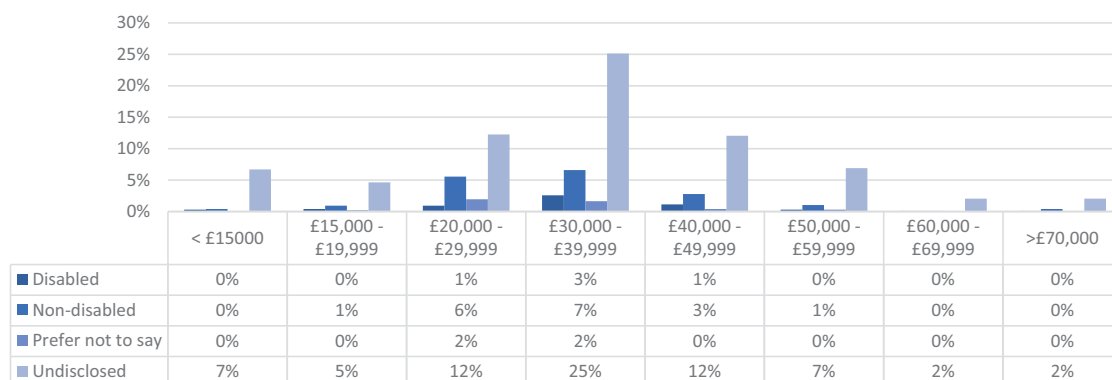
Disability Profile Type	Disabled	Non-disabled	Prefer not to say	Undisclosed	Grand Total
Disability profile of the council	5.53%	16.03%	3.99%	74.46%	100%
Disability profile of starters	2.30%	2.30%	0.00%	95.40%	100%
Disability profile of leavers	3.03%	13.94%	3.03%	80%	100%

Disability Profile figures are for Council is at 31/12/2023.

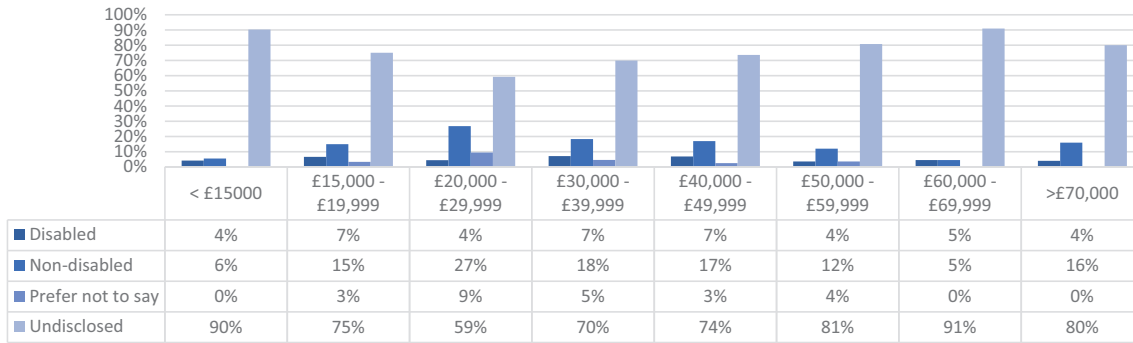
Disability Profile for Starters for Council is from 01/01/2023-31/12/2023.

Disability Profile for Leavers for Council is from 01/01/2023-31/12/2023.

Disability profile across salary bands as percentage of the workforce



Disability profile across salary bands as percentage of band



Key Highlights (disability)

- Nationally, disabled people face many barriers in employment and the employment rate of disabled people is significantly lower than that of non-disabled people. As a Disability Confident employer, the council is committed to identifying and removing these barriers and will continue to take action to improve how we recruit and retain disabled talent
- In 2023, just under 6% of the workforce stated that they have a disability. However, almost 75% of employees (and 95% of new starters during 2023) had not disclosed their disability status, and it is accepted that the council needs to better understand the reasons behind this and encourage greater staff disclosure. It is

also understood that disability may be acquired during employment and an employee's status may change and so more awareness around regularly updating this are required

- 2.3 % of new starters in 2023 declared that they had a disability
- The council has a duty to make reasonable adjustments to make sure employees with disabilities, or physical or mental health conditions, are not disadvantaged when doing their jobs. However, the council must be aware of the disability and need for support to address any barriers experienced and therefore this will remain a key part of the ongoing work to encourage colleagues to provide their diversity data.

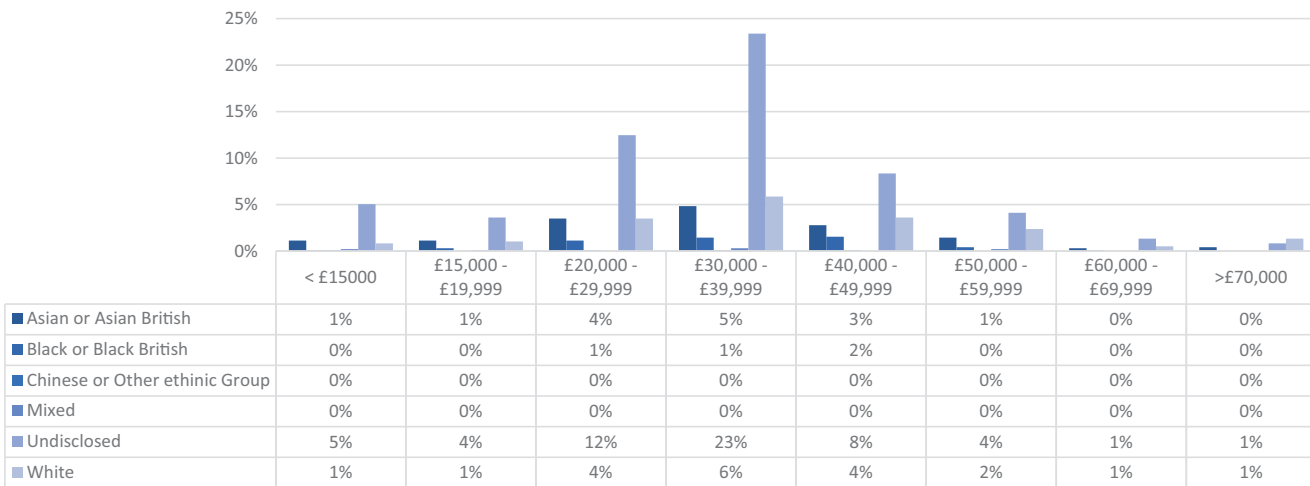
Ethnicity profile

Table 4. Ethnicity Profile

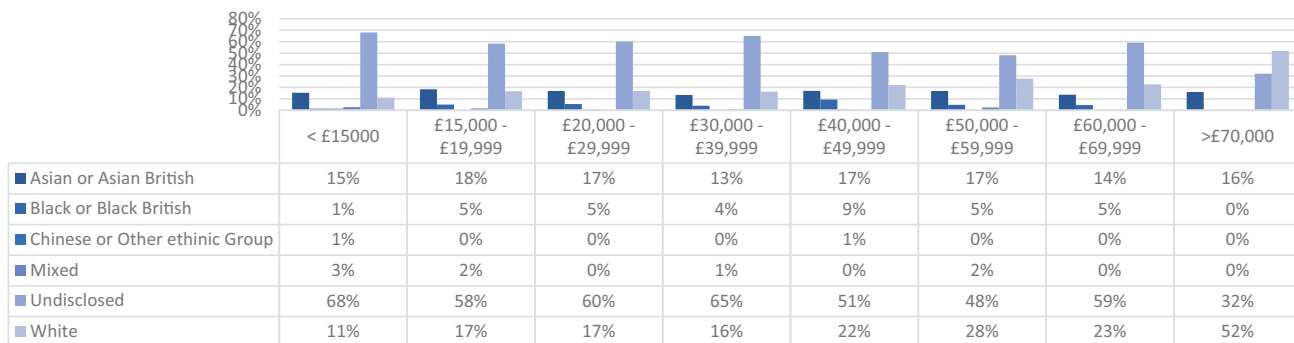
Ethnicity Profile Type	Asian or Asian British	Black or Black British	Mixed	White	Chinese or Other ethnic Group	Undisclosed
Ethnicity profile of the council	14.69%	4.62%	0.82%	17.59%	0.45%	61.83%
Ethnicity profile of starters	6.32%	4.02%	1.15%	6.90%	0.57%	81.03%
Ethnicity profile of leavers	10.30%	5.45%	0.61%	15.15%	0.00%	68.48%

Ethnicity Profile figures are for Council is at 31/12/2023.
 Ethnicity Profile for Starters for Council is from 01/01/2023-31/12/2023.
 Ethnicity Profile for Leavers is from 01/01/2023-31/12/2023.

Ethnicity profile across salary band a percentage of workforce



Ethnicity profile across salary bands as percentage of band



Key Highlights (Ethnicity)

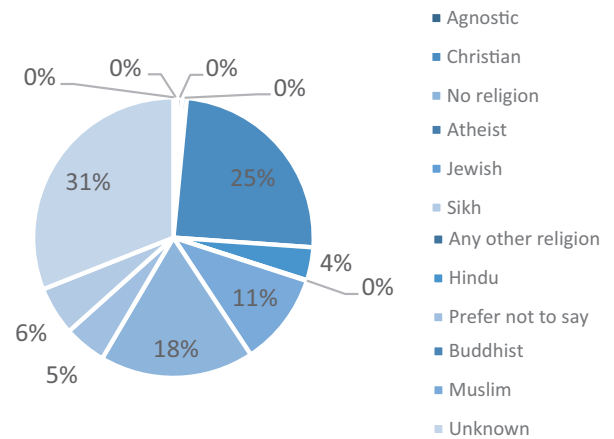
- The current levels of non-disclosure of ethnicity mean that it is difficult to provide any significant analysis in this area. 62% of staff have not declared a broad ethnic group category, and 32% have not disclosed a detailed ethnic group (see table on p.10). 81% of new starters in 2023 had not disclosed their ethnicity group
- The council recognises that it needs to improve on the declaration rates of employees' ethnicity. This is partly due to how ethnicity data is currently categorised on the Agresso HR system but also ensuring that employees are aware of how to update this themselves and are comfortable doing so. The staff network groups (see below) continue to encourage employees to do this
- The government has recently published guidance on how to use ethnicity groupings data for analysis of ethnicity pay gaps. It acknowledges that this is much more complex than analysing gender pay gaps and employers may have to make decisions about how to combine different ethnic groups to ensure their results are reliable and statistically sound and to protect confidentiality.

Religion profile

Where religion has been declared, Christian was the most declared religion, followed by Muslim and Sikh. 18% of employees did not have a religion.

Religion	%
Agnostic	0%
Any other religion	0%
Atheist	1%
Buddhist	1%
Christian	25%
Hindu	4%
Jewish	0%
Muslim	11%
No religion	18%
Prefer not to say	5%
Sikh	6%
Unknown	31%
Grand Total	100%

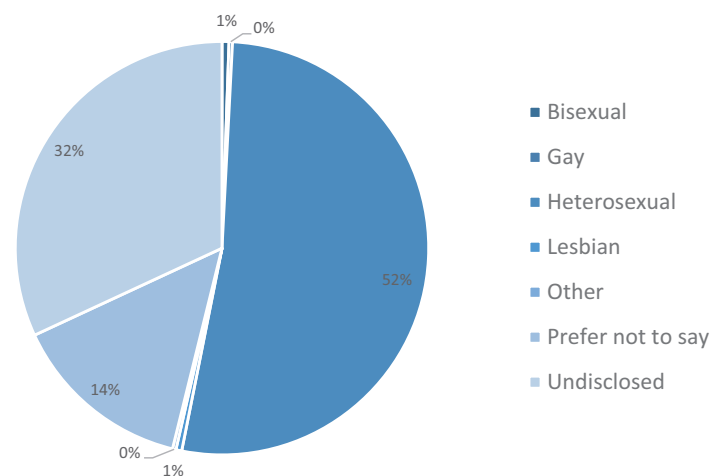
Workforce profile by religion



Sexual orientation profile

Sexual Orientation	%
Bisexual	1%
Gay	0%
Heterosexual	52%
Lesbian	0%
Other	0%
Prefer not to say	14%
Undisclosed	32%
Grand Total	100%

Workforce profile by sexual orientation



Supporting an inclusive workplace, where diversity is valued

Corporate buildings

The council's head office, Observatory House, is fully accessible and includes a multi-faith prayer/quiet room and both gender neutral and separate sex toilet facilities on each floor.

Equality impact assessments

Equality Impact Assessments (EIAs) are undertaken to support our decision-making and are published with the relevant reports on the council website. Significant decisions relating to the workforce will be reported to the Employment Committee. An EIA is a systematic check against the requirements of the Public Sector Equality Duty regarding different equality groups. EIAs help us to understand how a decision might impact different people and enables us take action to ensure that we meet needs and promote equality.

When assessing the equality implications of decisions affecting our workforce, EIAs are carried out whenever there is a major organisational restructure that affects employees as set out in the Organisational Change policy, and to support policy formulation and review.

Inclusive workforce policies

All HR policies are subject to an equality impact assessment (EIA) to ensure that they are fair and accessible to all staff and consider the needs of all equality characteristics. They also involve key stakeholder engagement, including review from the staff equality networks (see below). Key inclusion policies include the Dignity at Work Code of Conduct and Family Friendly and Leave Policies (the council offers enhanced maternity and adoption pay). In 2023, the council launched a new Hybrid Working Policy, which aims to offer employees more choice over where they work, to support service delivery and better work/life balance and personal well-being. In March 2024, the council has updated its Equality, Diversity, and Inclusion Policy Statement, as well as Managing Sickness Absence, Disciplinary and Acting Up and Secondment policies.

Wellbeing and mental health

The council offers all employees access to a free and confidential 24-hour **Employee Assistance Programme** to support wellbeing both in and out of the workplace. In March 2024, the council launched a pilot scheme with digital wellbeing partner Headspace, to provide further support for staff and their families to foster better mental wellbeing.

Staff engagement: surveys

In June 2023, the council conducted an all-employee survey. This was led by, and the results analysed by, an independent third party to ensure transparency and encourage staff to be candid in their responses. The following questions in relation to diversity and inclusion were asked.

Employees were asked if they agreed with the following statements. The response rate was given a score:

- At SBC (Slough Borough Council) diversity is valued in the workplace - score 68
- At SBC staff from different backgrounds have equal opportunity to progress - score 62.

This places both scores in the **moderate** response range (51-74). The council will repeat the survey annually and aim to improve this score each year and move it to the **higher** response range (75+) by the next 4 years.

Staff engagement: staff networks

The council is committed to promoting dialogue and engagement with diverse staff groups and currently has the following networks in place:

R.E.A.C.H (Race Equality and Celebrating Heritage) Network

Established in 2021, following an all-staff survey into race equality and staff support, R.E.A.C.H Network is an employee-led resource group for any employee who has an interest in promoting race equality in the workplace, and/or self-identifies their ethnicity as being part of a minority group.

The network exists to:

- To support anyone who self-identifies their ethnicity as being part of a minority group
- To enable ethnic minority staff to feel that they are part of and have a vital role to play within the council
- To discuss issues around race equality in the workplace, particularly those that affect ethnic minority staff with key decision makers within the council
- To assist in formulating new and reviewing existing policies and procedures
- To assist the SBC in meeting its statutory obligations regarding its duty under the Equality Act 2010
- To provide an arena for staff to raise their concerns and participate in equalities related discussions, in a safe and confidential environment
- To provide an opportunity for staff to update each other on local and national policy and developments
- To work alongside other employee resource groups to promote equality of opportunity and diversity and inclusion in the workplace.

Key work for 2023 has included:

- Review of multiple HR policies and procedures, including:
 - Maternity
 - Hybrid working
- Work with HR to improve ways of recording ethnicity on the HR System and encourage staff to self - declare their data
- Raised the profile of race equality issues through CLT (Corporate Leadership Team) sponsorship and involvement of Executive Sponsors
- Raised further awareness of the network through the Communications Team
- Agreed funding for administration support (to include sending reminders, helping organise events and find competitive - rates for events for the combined Network Chairs) with CLT and the Executive sponsors
- Participation in the Stakeholder Recruitment Panel for the recent recruitment of Adult Social Care Director and HR Directors
- Organised an in-person staff Bring and Share Lunch event to celebrate staff diversity and joint network promotion
- Quarterly meetings for the Network.

REACH's priority areas for this 2024 include:

- Improvement of equality data insights to improve awareness of workforce policy and practice impact
- Improvement of equality, diversity, and inclusion issues following the staff survey June 2023 (together with the Women Network and The Disability Forum to identify priorities)
- Further promotion and participation in the recruitment process for Slough SLT and the SBC workforce
- Continued celebration of cultural events
- Continued promotion of the REACH (Race, Equality and Celebrating Heritage) Network
- Part of consultation for workforce training and development programme/s including mental health resilience.

SBC Women's Network

The SBC Women's Network was established in 2018. This was the first year of statutory gender pay gap reporting, and the network was formed in response to this as part of an action plan to improve gender equality. The network has continued to grow from strength to strength, and now has a membership of over 60.

The network exists to:

- Raise awareness around gender and diversity issues
- Work collectively to improve policies and institutional practices that affect women in the workplace
- Offer employees at all levels in the organisation, the opportunity to meet informally and discuss issues in the workplace that matter to them
- Provide peer-based support, sharing experience and knowledge in a confidential "safe space"
- Provide consultation and review of HR policies and particularly support the development of policies that support gender equality in the SBC workplace.

Key work for 2023 has included:

- HR policy review, including Hybrid Working, Acceptable use of Systems and Technology, Maternity
- Consultation on statutory equality objectives
- Successfully rolling out the Menopause Cafe (see below)
- Raising awareness of women's personal safety
- Events to celebrate International Women's Day, raise awareness of menopause, asexuality, and endometriosis and a joint diversity lunch with all networks.

The Women's Network's priorities for 2024 include:

- Supporting the establishment of a "carers café", to promote better awareness and offer opportunities for peer-led discussion and support
- Review data on women's representation in the organisation and explore barriers to progression
- Develop qualitative information on women's experiences in the organisation through focus groups and staff survey data
- Work with all networks around a wellbeing policy for staff.

SBC Employees with Disabilities Forum

This network exists to:

- Ensure any disabled employee can feel supported in the workplace and have a chance to share their experience and views
- Promote greater awareness of how disability affects both our colleagues and residents
- Work together to ensure employment and services are fair and accessible.

Key work has included:

- Support for individuals around reasonable adjustments and return to the office
- Consultation on statutory equality objectives
- Review of HR policies and procedures
- Consultation on accessibility of services and the workplace.

The focus areas for 2024 are to continue to increase awareness of disability issues in the workplace and grow membership.

SBC Menopause Cafe

Following on from the Menopause in the Workplace Guidance (launched in 2022), in 2023 the council started a Menopause Cafe. Supported by the Women's Network, this group meets informally every two months to provide a safe space for conversations on the menopause, with peer support and advice. The Cafe has gone from strength to strength and has been welcomed by employees.

As well as pursuing their own priorities the networks aim to work jointly, to improve diversity and inclusion in the workplace. In November 2023, the networks held a joint diversity lunch for all staff, to highlight their work, increase membership and raise awareness of equality issues in the workplace.

Conclusion

The council is committed to being an inclusive employer and seeks to place employees at the centre of its recovery process. Data analysis is the starting point for evidence-based interventions to improve diversity and inclusion across the organisation and ensure HR policies and processes are fair and accessible to all employees. This report will be updated as further HR and workforce data becomes available and further actions to support workforce-related equality objectives are agreed.

Workforce Equality Data Report: March 2024