# Durham County Council Equality Impact Assessment

**NB:** The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

## Section One: Description and Screening

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| **Service/Team or Section** | OD/WFD Team |
| **Lead Officer** | Claire Maddison, HR Officer |
| **Title** | Workforce Strategy<br>2021 - 2023 |
| **MTFP Reference (if relevant)** | - |
| **Cabinet Date (if relevant)** | 21 April 2021 |
| **Start Date** | February 2021 |
| **Review Date** | March 2023 |

**Subject of the Impact Assessment**

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| Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link): |
| Our workforce is integral to our success. The Workforce Strategy sets out our strategic priorities and objectives for our workforce over the next 3 years which will enable us to get to where we want to be as a Council. This includes priority areas for workforce development and transformation which will enable us to deliver on our organisational values of "Outcome focused, People Focused, Empowering and Innovative."<br><br>We intend to become renowned for our skilled and flexible workforce and our employee engagement, whilst delivering great services to our residents and customers. |

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| Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users): |
| All current and prospective employees will be affected by and benefit from this strategy. Other stakeholders that will be indirectly affected are: Councillors, trade unions, partners and contractors, service users and the wider community. |

**Screening**

| Is there any actual or potential negative or positive impact on the following protected characteristics? | | |
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| Protected Characteristic | Negative Impact Indicate: Y = Yes, N = No, ? = unsure | Positive Impact Indicate: Y = Yes, N = No, ? = unsure |
| Age | N | Y |
| Disability | N | Y |
| Marriage and civil partnership (workplace only) | N | Y |
| Pregnancy and maternity | N | Y |
| Race (ethnicity) | N | Y |
| Religion or Belief | N | Y |
| Sex (gender) | N | Y |
| Sexual orientation | N | Y |
| Transgender | N | Y |

| Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment. |
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| No potential adverse impacts have been identified. |

| How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:<br>• eliminate discrimination, harassment and victimisation,<br>• advance equality of opportunity, and<br>• foster good relations between people from different groups? |
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| We are committed to ensuring that this strategy is embedded throughout the council to create a supportive working culture in which employees thrive and perform, to enable the achievement of our vision, values and behaviours.<br><br>Our strategic workforce priorities are supported specific equality objectives which are incorporated into the strategy. This includes a commitment to advance equality of opportunity by taking steps to improve recruitment and retention rates of disabled people. |

Actions associated with delivering the councils autism strategy, our mental health development programme, our membership of stonewall diversity champions programme, approach towards eliminating the gender pay gap and being a Disability Confident employer all support us to meet the three arms of the public sector equality duty.

There are equality groups that are more likely to particularly benefit from the new strategy such as: older employees (flexible working, staff retention, support for staff with caring responsibilities), young employees (including apprentices, graduates and care leavers where the council is the corporate parent), employees with disabilities and long-term health conditions and LGBT+ employees. The strategy also considers the needs of part-time workers and employees with childcare or caring responsibilities who are more likely to be women, as well as women returning from maternity.

The strategy acknowledges the importance of inclusive leadership. There is a commitment to lead by example and promote equal pay and the Durham Living Wage among its partners and contractors. The strategy also reaffirms the council's commitment to working in partnership and adopting good practice in the attraction and recruitment of diverse talent, flexible working, promotion and progression, LGBT inclusion, disability confidence and reasonable adjustments, digital inclusion and access, etc.

Individual policy areas under this strategy e.g. the valuing employee framework, will undergo individual equality impact assessment where relevant.

**Evidence**

What evidence do you have to support your findings?
Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

**Demographic mix of the workforce (exc. schools)**

- Higher proportion of staff are aged between 41-65 plus (5,897) compared to 3,375 aged between 16-40
- Higher proportion of female workers (63%) than male
- Around 25 % of employees have disclosed their disability status and of those providing this data, around 12 per cent have a disability
- Approx. 27% of staff have provided information on sexual orientation where 3% of those respondents have recorded their sexual orientation as lesbian, gay or bisexual
- We don't have complete data for ethnicity, but of those staff who have provided ethnicity data, just over 2% are minority ethnic.

It is individual choice to provide personal data for protected characteristics (other than sex and age as this is recorded for payroll purposes). We are currently enhancing the way we capture data via MyView, broadening data categories (e.g.

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| including gender identity) and encouraging staff to self-disclose their personal characteristic information. A full communications plan will accompany this programme when we are at a stage to inform staff of MyView updates. This will include encouraging staff to check their personal data and update where possible, also, the importance of providing this information, privacy and data security and how the data will be used.<br><br>The Workforce Strategy is a strategic document that aims to enable the council to achieve its strategic priorities and vision. It also aims to facilitate the required transformation change by effectively supporting, managing and upskilling its current / future workforce to enable them to deliver the best services and outcomes for local communities.<br><br>Consultation was carried out with the Strategic Planning Group and will also be carried out with Trade Unions in due course. Staff Network Groups (Disability and LGBT) will be consulted regarding the priorities/initiatives contained in the Workforce Strategy, once formally adopted. |

**Screening Summary**

| On the basis of this screening is there: | Confirm which refers (Y/N) |
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| Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment? | The EIA will be updated with consultation feedback. NB: Any significant policy changes that result from the direction of this strategy would be subject to individual equality impact assessment. |
| No evidence of actual or potential impact on some/all of the protected characteristics? | |

**Sign Off**

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| Lead officer sign off: Claire Maddison | Date: 4 March 2021 |
| Service equality representative sign off: Mary Gallagher | Date: 10 March 2021 |

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to **equalities@durham.gov.uk**

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at **equalities@durham.gov.uk**