

Workforce Equalities Report 2016

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	Seen by:	Name	Date
Report Sign off	Legal	Honor Clarke	9/1/17
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	Cabinet Member	Anna Groskop	
	Monitoring Officer	Julian Gale	9/1/17
	Summary:	This report sets out the authority's workforce position in 2015/16 in relation to the 9 protected characteristics. Along with other councils, we are required to publish equality data in line with the Public Sector Equality Duty. This report aims to highlight good practice and areas which can be further developed.	
Recommendations:	This report is for information only		
Links to Priorities and Impact on Service Plans:	The Workforce Equalities report is published annually on the Council's website in accordance with our statutory duties. The report identifies areas where we need to focus to ensure that we are as inclusive as possible and take into account all appropriate adjustments.		
Financial, Legal and HR Implications:	Equalities encompasses financial, legal and HR implications. Consideration has to be given to both the financial costs of making required adjustments in relation to a protected characteristic and the costs of not making adjustments. A decision not to adjust or to limit adjustment runs the risk of the case going to a tribunal with the associated costs and reputational damage. It is important to draw attention to the good practice that exists within the authority.		
Equalities Implications:	See report.		
Risk Assessment:	See legal and financial implications above		

1. Background

- 1.1. Somerset County Council has a statutory duty to report on equalities under the Public Sector Equalities Duty. This report sets out the statistics relating to the

protected characteristics. It also highlights good practice stories and identifies areas for focus and development.

2. Options Considered

2.1. This report is for information and there were no alternative options considered.

3. Consultations undertaken

3.1. None. However the report will be shared with unions for information

4. Implications

4.1. As detailed above

5. Background papers

5.1. Workforce Equalities Report (attached)

Note: For sight of individual background papers please contact the report author.