

Introduction

1. The annual review of equality provides information which helps to meet the requirement of the specific public sector equality duties in the Equality Act 2010 for public bodies to publish information showing how they meet the general duty in the Act. Additional information is also published on the council's website.
2. The annual review sets out detailed equality in employment data and analysis and reports on progress with implementing the equality strategy 2016-19

National context and developments

3. The Equality Act 2020 remains the main legislative framework for equality within which the council needs to operate. The Government has indicated that it is committed to "ensuring protections covered in and under the Equality Act 2006 (and) the Equality Act 2010 continue to apply as and after the UK leaves the EU (Government Equalities Office Strategic Plan 2019-20).
4. There have been no major changes to equality legislation over the last year although the Government has been consulting about strengthening protections across a number of areas. These include measures to tackle sexual harassment in the workplace, on which a draft statutory Code of Practice has been drawn up by the Equality and Human Rights Commission.

Equality Strategy action plan

5. The council's equality strategy 2016-19 <http://www.dudley.gov.uk/equality-strategy/> was approved by the Cabinet in June 2016 and the associated action plan agreed in December 2016. The strategy is currently under review with a new strategy being developed during 2020.
6. A range of action has been undertaken during the third year of the council's three year action plan. Some of the key actions are highlighted below with a summary against the action plan included at Appendix 1.
7. Work is under way on refocussing staff learning and development through a review and development of a new strategy. A corporate induction for new starters has been reinstated with a section focussing on health, wellbeing and equality. A tailored and induction for new managers is also being developed along with other

online training specifically aimed at managers to provide them with skills and knowledge in areas such as health, wellbeing and equality. A short online video on unconscious bias will be made available to all employees which will be supplemented by the provision of face-to-face training courses on unconscious bias. New online training for managers on recruitment and selection is being developed and will be mandatory for managers involved in recruitment.

8. The online training module on equality and diversity for all employees has been revised and now includes reference to antisemitism. The module provides basic information about equality, the requirements of the Equality Act 2010 and asks employees to reflect on their behaviours in the workplace. 57% of employees had completed the training by November 2019. The course has now been added to the mandatory suite of training for all employees, following a review of mandatory training, to ensure that all staff complete it.

9. The council is signing up to Interpreters Live! to pilot an App through which staff can access an on-demand BSL interpreter service for short-period, reactive and emergency situations to supplement the existing arrangements for providing interpretation services. In addition, three new e-learning modules on deaf awareness have recently been made available to staff.

10. Budget proposals in the medium term financial strategy continue to undergo equality impact assessments where relevant in order to ensure that Members can comply with the general public sector equality duty in making decisions. These are published in line with the specific public sector equality duty (PSED) to publish relevant information. Governance training has been provided to managers following which improved monitoring of equality impact paragraphs in reports is being introduced to ensure the PSED is being complied with.

11. Building on the accreditation to the Workplace Wellbeing Charter in September 2018, the Council is working towards the West Midlands Combined Authority's commitment 'Thrive at Work', a framework for continuous improvement in health and wellbeing support and services to staff. In 2018/19 year, 20.8% of staff accessed the staff counselling service, an increase from 14% the previous year. Mental health pop up events were held throughout the year with around 200 staff attending. 486 staff attended resilience courses, 66 trained as Mental Health First Aiders and 97 attended courses to learn more about mental health. The Council signed up to the "This is me" campaign to reduce stigma of mental health, and launched its staff video on World Mental Health Day. Bespoke action plans are in place for Environmental Services in relation to mental health as evidence shows that men are less likely to engage in mental health support. The Council was awarded

the APSE annual service award (2018) for Best Health and Wellbeing Initiative for the “Mates in Mind” programme.

12. A review of the market position statements for the All Age Disability, Children and Young People and Older People services and the Special Educational Needs and Disability Joint Commissioning Strategy has been undertaken to ensure that good equality practice is being followed with improvements to equality data and in guidance on equality and diversity made available to suppliers included in the recommendations.

13. An internal audit of the council’s arrangements for managing equality carried out during 2019/20 concluded that there was reasonable assurance that the appropriate arrangements were in place with some recommended actions which have been or are in the process of being implemented.

14. The Council adopted the International Holocaust Remembrance Alliance working definition of antisemitism in February 2020.

15. The first event in the borough organised by the council to mark the International Day Against Homophobia, Transphobia and Biphobia was held in Coronation Gardens, Dudley town centre on 17th May 2019, opened by the Mayor.

Employment monitoring data

16. The specific public sector equality duties of the Equality Act 2010 require the council to publish information about its equality in employment record. Data is regularly produced and analysed to enable the council’s employment policies and practices to be assessed to make sure there is no discriminatory impact on employees or job applicants and any necessary action is identified. Employees are regularly encouraged to update or add their protected characteristics so that the data is as comprehensive as possible, although employees always have the choice not to record this information.

17. The size of the council’s workforce has reduced each year since 2011/12 as a result of the need to deliver year on year budget reductions. Smaller reductions in the workforce have been made in recent years with 97 fewer staff employed by the council on 1 April 2019 than in the year before. In order to achieve the reductions a combination of voluntary redundancies, a relatively small proportion of compulsory redundancies and vacancy management¹ has been used. Equality impact

¹ The managing employees at risk of redundancy policy was changed during 2016/17. There is no longer a register of employees interested in taking voluntary redundancy.

assessments related to the reductions in staffing are undertaken and presented to the Cabinet and the Council each year. These assessments have not identified any significant disproportionate or unjustified impact on staff based on their protected characteristics.

18. As a result of budget decisions taken during 2018/19, up to 1st September 2019, there had been 6 redundancies, far fewer than in recent years. During the redundancy process, 3 opted to go as voluntary redundancy as an alternative to compulsory redundancy. No employees remained at risk. 2 employees had so far been redeployed into alternative employment. Employees and their managers who are faced with a redundancy situation are offered a range of support.

Workforce Profile

19. The profile of the council's workforce is summarised as at 1st April 2019 in Appendix 2(a). This shows employee numbers by directorates, sex, disability, white/black, Asian and minority ethnic (BAME) groups and part-time employees. This data is also presented using the following salary bandings:

- the highest paid employees at grade 14 and above (salaries of over £50,670 - generally heads of service, chief officers and directors, or equivalents - approximately the highest paid 2% of the workforce) - Appendix 2(b).
- employees at grade 9 and above or equivalent (salaries of over £31,060 - generally professionally qualified, and/or middle management and above - approximately the highest paid 25% of the workforce) - Appendix 2(c), and
- employees on grades 1 to 8 or equivalent - Appendix 2(d).

20. The workforce profile by age is shown at Appendix 2(e) and Appendix 2(f) provides a more detailed directorate breakdown by ethnic group.

Sex

20. The balance between females and males in the council's workforce has shown little change over a long period with 65% females and 35% males currently. The picture in the three directorates varies considerably between the People Directorate at 83% female and the Place Directorate 50/50 female and male.

21. At grade 14 and above (Appendix 2b), the proportion of females is a little below the overall level at 58%, similar to last year although a slight fall from 62% in 2016/17. At grade 9 and above (Appendix 2c), the figure has fallen slightly to 54% following 4 years at 56% prior to which there was a 6 year upward trend. Although derived on a slightly different basis and with only a 50% response rate from local authorities nationally, the Local Government Association (LGA) annual workforce

survey 2017-18 provides some basis for comparison. This indicated that of the top 5% of earners of respondent authorities, 49.3% were women (England median), (54.5% single/upper tier authorities median), compared with the higher Dudley figure of 58%.

22. Gender pay gap figures were first required to be reported by all employers of 250 or more employees by 30th March (public sector) and 4th April 2018 (private and voluntary sectors) and annually thereafter. The council's gender pay gap has reduced slightly during 2018/19. Table 1 provides a comparison of the figures for the council. A separate, comprehensive report on the gender pay gap is prepared for the Cabinet and is published to meet the reporting requirements. This notes that comparisons between organisations were not always easy to make due to differences in services that were provided and concerns about the quality of data published by a significant minority of employers. Nevertheless, it is clear that the council has a significant gender pay gap which it is anxious to continue to close. Further action that is being taken to achieve this alongside, for example, existing family friendly policies includes:

Table 1. Gender pay gap figures for Dudley MBC comparisons with average for whole economy and local authorities

	Dudley MBC	Whole national economy	English local authorities	West Mids. region local authorities	English met. authorities
Mean pay gap 2019/20	10%	n/a	n/a	n/a	n/a
Median pay gap 2019/20	17%	n/a	n/a	n/a	n/a
Mean pay gap 2018/19	11%	14.2%	6.1%		
Median pay gap 2018/19	20%	11.9%	4.0%	6.6%	8.6%
Mean pay gap 2017/18	11%	12%	6.8%	7.8%	8.0%
Median pay gap 2017/18	18%	9.7%	5.0%	7.5%	9.4%

Source: Local Government Association - The Gender Pay Gap in Local Government 2018 and 2019; Dudley MBC gender pay gap reports

n/a – data not available until after April 2020 when all organisations have published 2019/20 figures

- implementing a new pay structure aimed at increasing pay for lower grades
- introduction of the Living Wage supplement for our lowest earners
- review of recruitment policies and procedures
- further training in unconscious bias, recruitment and selection, and health, wellbeing and equality
- the TORCh leadership development programmes (63% of participants across the three programmes run have been women).

Race

23. The percentage of council employees from BAME communities is 11.3%. This percentage has continued to rise each year for several years (see table 2). The figure can be compared with data from the 2011 Census which shows the BAME population of the borough at 10% in 2011 but on a clear upward trend. A significantly higher proportion of the population of below working age is from a BAME background (18% of under 16s in 2011) than in the working age population².

Table 2. Dudley MBC percentage of employees from black and ethnic minority communities

Year	Percentage of employees from BAME communities
2018/19	11.3%
2017/18	10.9%
2016/17	10.1%
2015/16	9.1*%
2014/15	8.8%

Notes to table 1: those for whom ethnic origin is not known are excluded from the analysis. BME communities are defined as the non-white groups using Census categories (see footnote²).

*Revised figure to that published in the Annual Review 2016

24. Percentages vary between directorates from 16.4% in People to 11.4% in Chief Executive's and 7.1% in Place, with all having increased within the last 12 months. At grade 14 and above the figure is lower than in the workforce at a whole at 9.7%, although it is higher at grade 9 and above at 14.0% (see Appendices 2(a) to

² The ethnic categories used by the council's current HR system are those from the 2011 Census. These are slightly different to those from the 2001 Census which were used prior to 2017/18.

(d). The LGA workforce survey 2017-18 comparisons for the top 5% of earners who were from a BAME background are 3.1% (England median), (5.3% single/upper tier median), against the higher figure of 12% for Dudley.

Disability

25. The percentage of council employees who have indicated that they have a disability (as defined in the Equality Act 2010) has risen to 6.5% (see table 3). The legal definition of disability differs from that used for the 2011 Census where 6.3% of the borough's population aged 16-64 indicated that they had a long-term health problem or disability which limited their day-to-day activities a lot and a further 8.0% that it limited their activities a little. The grade breakdowns at Appendices 2(b), (c) and (d) show that there is a higher proportion of employees with a disability at grade 14 and above at 8.8% (a rise from 3.0% in 2016/17, but with small numbers involved) than in the workforce as a whole (6.5%). Disabled employees make up 8.1% of the workforce at grades 9 and above.

Table 3. Dudley MBC percentage of employees with a disability

Year	Percentage of employees with a disability
2018/19	6.5%
2017/18	6.0%
2016/17	4.0%
2015/16	4.0%
2014/15	3.6%

Note to table 3: disability is as defined in the Equality Act 2010; figures represent those employees who have indicated that they have a disability on the council's HR system.

26. The LGA workforce survey 2017-18 figures for the top 5% of earners who were disabled are 3.3% (England median), (3.3% single/upper tier median), and 10% for Dudley.

Age

27. Appendix 2(e) shows the age profile of the workforce. The council continues to have disproportionately fewer employees in younger age groups than in older age groups (under 60 years). There are not clear year on year trends over recent years in terms of changes across the age groups. All directorates have been undertaking

workforce planning which aims to address issues such as skill shortages and concerns relating to an ageing workforce.

Sexual orientation and gender reassignment

28. The proportion of employees who have recorded their sexual orientation (including “prefer not to say”) has increased year on year since the council began monitoring its workforce by this protected characteristic, but there remains a small majority of employees at 53.6% who have not recorded any details. 1.1% of the total workforce has indicated that they identify as Lesbian, Gay or Bisexual (LGB) which is an increase from 0.7% in 2017/18. Given that a minority of employees has provided details and there is not robust data available for the borough’s population, comparisons are not easy to make. The ONS Annual Population Survey estimates for 2017 indicate that 2.2% of the West Midlands region’s population (2.0% nationally) identify as LGB. A question on gender reassignment has been included since the launch of the new HR system in 2017.

Religion or belief

29. 69.4% of employees have now recorded their religion or belief (including “prefer not to say”). This proportion continues to increase but is well below that for ethnic origin at 95.6%.

Recruitment

30. A review of recruitment policies and guidance is currently being undertaken. Recruitment and selection training for managers continues to be delivered and was accessed by 91 during 2018/19. As noted further training in unconscious bias is being developed which will be rolled out to employees and managers.

31. It has not proved possible to produce recruitment figures for the 2018/19 year due to the requirements of the General Data Protection Regulations meaning records cannot be kept for more than 6 months. Shortcomings in the monitoring system used for WM Jobs have meant that accurate historic records for the year cannot be derived. The issues have been resolved so that data for the 2019/20 year can be produced and analysed to establish whether or not positive trends in reducing the gap between disabled people and BAME groups interviewed and appointed have been established.

32. Tables 4, 5 and 6 show the percentage at each stage of the recruitment process for candidates from a BAME background, women and disabled people respectively, for 2017/18 and the previous four years.

Dudley MBC annual recruitment analysis – percentage of candidates at application, interview and appointment stages from identified groups 2013/14 – 2017/18

Table 4. BAME groups

Year	Applied	Interviewed	Appointed
2017/18	24.9%	22.6%	18.0%
2016/17	26.8%	25.5%	15.4%
2015/16	24.2%	22.2%	12.5%
2014/15 [§]	22.5%	19.5%	12.4%
2013/14	20.9%	16.9%	12.6%

Table 5. Women

Year	Applied	Interviewed	Appointed
2017/18	71.4%	68.8%	69.8%
2016/17	72.6%	70.3%	70.3%
2015/16	70.1%	70.3%	71.7%
2014/15 [§]	70.4%	71.7%	69.5%
2013/14	68.6%	66.4%	62.0%

Table 6. Disabled people

Year	Applied	Interviewed	Appointed
2017/18	7.0%	8.6%	5.5%
2016/17	5.6%	6.0%	3.8%
2015/16	4.8%	4.4%	3.2%
2014/15 [§]	5.4%	4.8%	4.3%
2013/14	4.0%	4.8%	2.3%

Notes to tables 4 to 6

Table 3 - for the analysis, those for whom no ethnic origin is recorded are included in the white groups

[§]From 2014/15 the number of job applications rather than applicants are counted

Table 5 - for the analysis, those who have not stated whether or not they have a disability are included in the not disabled group

Grievances and disciplinary action

33. There were 35 instances of disciplinary action taken against employees during 2018/19 compared with 33 in 2017/18 and 58 the previous year. 20% of disciplinary cases involved BAME employees compared with 12% in both previous years. Given the small numbers involved this does not represent a statistically significant difference from the proportion of BAME employees in the workforce. An independent analysis of case files was undertaken during 2017 to provide some assurance that no suggestion of bias was evident. However, longer term trends against protected characteristics will continue to be analysed and action taken if the proportionate increase seen in 2018/19 represents an upward trend.

34. 27 grievances were recorded in 2018/19 against 14 in 2017/18 and 18 in 2016/17), too few from a workforce the size of the council's for any significant conclusions to be drawn in relation to equality impact.

Table 7a. Dudley MBC new employment tribunal discrimination cases brought April 2018 – March 2019

Directorate	Case Details	Application Lodged	Outcome
People	Disability discrimination, disability related harassment and victimisation	August 2018	Ongoing

Table 7b. Dudley MBC employment tribunal discrimination cases brought – outstanding cases from previous year

Directorate	Case Details	Application Lodged	Outcome
People	Race discrimination	March 2018	Settled at judicial mediation
People	Disability discrimination, harassment, victimisation	April 2017	Ongoing
People	Disability discrimination, victimisation, harassment, unfair dismissal	October 2015	Successfully defended by Council. Employee appealed to Court of Appeal

35. The council continues not to have lost any employment tribunal cases on the grounds of discrimination (not including equal pay) for many years. One new application was lodged during 2018/19 (see table 7a).

Conclusions

36. The annual review highlights progress in a number of areas including some positive trends in employment data.

37. Particular work will be undertaken on a number of key areas over the next year including:

- completing the review of and updating the council's equality strategy
- continuing action to close the gender pay gap
- improving the learning and development offer to employees including training on unconscious bias
- continuing improvements to the collection, analysis and use of equality data, including a further employees survey.

**Director of Public Health and Wellbeing
February 2020**

Equality strategy action plan progress – update December 2019

Appendix 1

Action	Progress	Timescales	By whom?	Outcome
'Strong leadership' actions:				
1. Identify member and officer equality champions	Director of Public Health and Wellbeing leads on equality. With change in director this responsibility is being reviewed. A new workplace wellbeing and equality officer working group (WWE Group) has been set up which will lead implementation of the action plan.	Review in March/April 2020	Director of Public Health & Wellbeing	Clear roles and responsibilities for members and officers in providing leadership on equality
2. Develop and implement a communications plan for promoting equality and the strategy	Communications plan agreed. Strategy promoted through Leadership Forum and is highlighted in online training provision. Connect site set up for employees and equality webpages reviewed, updated and simplified. Community cohesion strategic group communications plan agreed.	Plan completed during 2017/18 and will be updated by June 2020.	WWE Group /Head of Communications and Public Affairs	Right messages communicated about equality
3. Review with members their role in promoting equality	Session held with the Cabinet in autumn 2016. Some training priorities identified: training on hate crime awareness held for members in October 2017. Induction training for new members includes equality. Further review needed by Member Development Group.	Member Development Group – March 2020	Director of Public Health & Wellbeing	Members understand their role in promoting equality.

4. Demonstrate values and behaviours relating to equality evidenced, for example, through case studies	A different approach has been taken to Leadership Forum to embed, model and celebrate how values and behaviours are being demonstrated. The need to identify standards for employees working in a leadership role in the Council became a priority following the results of the 2018 Employee survey. A clear message from the survey was that employees wanted their managers to improve in terms of fairness and consistency of treatment. Leadership accountabilities were developed as a result and work is being carried out to support staff in meeting these.	Ongoing. A new learning and development offer to be available from May 2020.	Head of HR and Organisational Development	Employees understand and demonstrate values and behaviours
5. Identify a small number of key equality objectives in each directorate and actions for achieving them	Divisional management/leadership teams undergoing workforce planning which will identify actions. To be addressed in development of revised equality strategy	During 2021	Directors	Actions identified for addressing any underrepresentation
'Effective governance' actions:				
6. Strengthen arrangements for scrutiny of the annual review/progress with the action plan	Annual review and progress update taken to Cabinet annually.	Annually	Director of Public Health & Wellbeing	Transparency and accountability for equality

7. Review and rationalise equality information published to meet the public sector equality duty	Equality webpages reviewed, updated and simplified. Equality site set up on 'Connect' for employees. Review of equality data collected (see 'knowing our communities' actions) will be linked with the duty to publish.	Work completed. Will be reviewed further in line with development of revised equality strategy during 2020.	Director of Public Health & Wellbeing	Legal duties met. Information available to employees and members of the public
8. Embed the equality impact assessment process fully in the budget process and the transformation programme across the council	Equality impact assessments (EIAs) undertaken of relevant budget proposals in medium term financial strategy. EIA guidance reviewed and updated during 2018. Improved monitoring of compliance to be introduced following governance training for managers.	Review of guidance completed	Director of Public Health & Wellbeing/ all Directors	Members have information required to make decisions in line with legal duties
9. Identify measures for the goals set out in the strategy so that overall progress can be assessed	A number of measures have been identified and are being reviewed in line with update of equality strategy	During 2020	Director of Public Health & Wellbeing	Progress can be measured.
10. Include the identified directorate equality objectives and actions in chief officer plans for 2017/18 onwards and monitor progress	Need to address in development of new equality strategy.	During 2020/21	Directors	Actions identified for addressing any underrepresentation

'Working with communities and partners' actions:				
11. Examine commissioning and procurement arrangements and update guidance, ensuring the Public Services (Social Value) Act 2012 is embedded and used to promote equality	Social value policy developed. Social value training for staff has been held. Detailed equality and procurement guidance to be updated now strategic business partner for procurement in post.	During 2020/21	Director of Commercial & Customer Services	Social value outcomes achieved through contracts and working with partners
12. Review key partnership arrangements to ensure that equality is at their heart and equality responsibilities are clear e.g. for carrying out equality impact assessments	Health and Wellbeing Board governance framework being updated and will ensure that equality is explicitly addressed.	By March 2020	Director of Public Health & Wellbeing	Partnerships take responsibility for promoting equality.
13. Review and clarify the links between the work on community cohesion and work on equality e.g. to ensure the 'foster good relations' part of the public sector equality duty is fully addressed	Improvements made to information sharing e.g. on community tensions. Joint work undertaken during 2019/20 on violence reduction. Consultation and conference held on refresh of community cohesion and hate crime strategy during 2019.	Links in place and ongoing sharing of information and policy development.	Director of Public Health & Wellbeing//Deputy Chief Executive	Coordinated approach to equality and community cohesion.

<p>14. Deliver equality through the Future Communities work by ensuring that, for example:</p> <ul style="list-style-type: none"> ▪ a broad range of appropriate and inclusive engagement approaches are used, opportunities are widely communicated and people are supported to engage ▪ diverse communities across the borough are involved in asset mapping in their local areas 	<p>Community development workers continue to work with a wide range of communities and groups to make connections, generate mutual support and map assets.</p> <p>New approaches have been used to engage diverse communities in important issues during 2019/20 including the Dudley People's Panel, a citizens' assembly on the future of Dudley and Brierley Hill town centre; deliberative inquiries into healthy weight and on the future digital service provision.</p> <p>Work under way to build on this innovative engagement and to develop the council's capacity to co-produce.</p>	<p>Ongoing</p>	<p>Director of Public Health & Wellbeing</p>	<p>Future Communities programme in place leading to more resilient communities in Dudley in line with the Dudley 2030 Vision</p>
<p>'Knowing our communities' actions:</p>				
<p>15. Review what equality data is collected across key service areas to ensure appropriate data is available e.g. to inform EIAs</p>	<p>A review of the market position statements for the All Age Disability, Children and Young People and Older People services and the Special Educational Needs and Disability Joint Commissioning Strategy undertaken in 2019/20 to ensure that good equality practice is being followed with improvements to equality data</p>		<p>Directors of Adult Social Care and Children's Services</p>	<p>Improved data</p>

<p>16. Improve intelligence held about equality and community assets in the borough and make it more widely available through use of the 'All About Dudley Borough' database</p>	<p>New All About Dudley website launched in August 2018 including wide range of equality and other data.</p> <p>Work is ongoing to bring the Dudley Community Information, Family Information Service and Local Offer directories into one online database for advice, information and support to connect people to assets in the community.</p>	<p>Completed</p> <p>Now to be completed by June 2020</p>	<p>Head of Integrated Commissioning, Performance and Partnership Hub/ Director of Public Health & Wellbeing</p>	<p>Improved intelligence about our communities leading to better services and improved resilience</p>
<p>17. Implement the working for Dudley plan 2016-19 to achieve the identified equality outcomes of:</p> <ul style="list-style-type: none"> ▪ a diverse workforce with a flexible and agile mindset, making every penny count, valuing each minute ▪ developing a supportive culture, with equality at its heart, appreciative of each other's differences and valuing diversity ▪ an organisation that understands and promotes equality and 	<p>Working for Dudley plan reviewed and now incorporated into an organisational development strategy during 2018/19.</p> <p>Detailed employment monitoring data included in the annual review, showing current position and trends.</p> <p>Review of recruitment policies and guidance under way</p> <p>Council achieved accreditation as a healthy workplace under the Workplace Wellbeing Charter and working towards WMCA's 'Thrive at Work'.</p>	<p>Annually</p> <p>To be completed in 2020.</p> <p>Accreditation awarded in 2018</p>	<p>Head of HR and Organisational Development</p> <p>Head of HR and Organisational Development</p> <p>Head of HR and Organisational Development</p> <p>Director of Public Health & Wellbeing</p>	<p>Understanding of workforce. Effective and fair policies in place.</p> <p>Fair recruitment practices. People want to work for Dudley</p> <p>Healthy and well-motivated employees. Reduced sickness levels</p>

<p>respect, embracing diversity</p>	<p>2017 staff survey showed that 61% of staff agreed or strongly agreed that the Council shows commitment to equality and diversity, 77% that their manager treats them fairly. Similar feedback from the 2018 survey has led to Leadership accountabilities being developed including safeguarding and equality (see item 4 above).</p>	<p>Further employee survey to be carried out in 2020</p>	<p>Head of HR and Organisational Development</p>	<p>Employees feel that they are treated fairly.</p>
<p>18. Put in place new equality training provision, including integration of equality within management development programmes and other training of key importance to equality such as recruitment and selection</p>	<p>New online equality training for all employees designed in-house and launched in June 2018; revised during 2019 Unconscious bias training sessions held for 47 managers in January 2019. Video for all employees being developed and ongoing face to face training on unconscious bias will now be offered.</p>	<p>All employees to complete online training by end of 2020/21– now mandatory to ensure all staff complete.</p>	<p>Head of HR and Organisational Development</p>	<p>Employees understand behaviours expected in the workplace</p>

Appendix 2(a). Dudley MBC workforce profile - 31 March 2019

Directorate	All staff	Sex						Race					Disability	
		Male	Male %	Males working PT	Female	Female %	Females working PT	White	White %	BAME	BAME % ¹	Not known	Disabled	Disabled %
Chief Executive's	709	228	32%	9%	481	68%	47%	605	85.3%	78	11.4%	3.7%	49	6.9%
People	1847	311	17%	17%	1536	83%	48%	1477	80.0%	289	16.4%	4.4%	126	6.8%
Place	2299	1157	50%	10%	1142	50%	61%	2035	88.5%	156	7.1%	4.7%	142	6.2%
Total	4855	1696	35%	11%	3159	65%	52%	4117	84.8%	523	11.3%	4.4%	317	6.5%

Notes:

Staffing figures exclude all casual or zero hours employees

PT – part-time (fewer than 37 hours a week for local authority terms and conditions)

¹BAME % excludes not knowns

Appendix 2(b). Dudley MBC workforce profile – grade 14 and above (or equivalent) - 31 March 2019

Directorate	All staff	Sex						Race					Disability	
		Male	Male %	Males working PT	Female	Female %	Females working PT	White	White %	BAME	BAME % ¹	Not known	Disabled	Disabled %
Chief Executive's	19	11	58%	0%	8	42%	0%	15	78.9%	²		²	²	²
People	66	20	30%	15%	46	70%	28%	53	80.3%	6	10.2%	²		
Place	17	12	71%	0%	5	29%	0%	16	94.1%	²	²	²	²	²
Total	102	43	42%	7%	59	58%	22%	84	82.4%	9	9.7%	8.8%	9	8.8%

Notes:

Staffing figures exclude all casual or zero hours employees

PT – part-time (fewer than 37 hours a week for local authority terms and conditions)

¹BAME % excludes not knowns

²Numbers withheld for data protection reasons

Salary at bottom point of grade 14 on 31 March 2019 is £50,674 pro rata

Appendix 2(c). Dudley MBC workforce profile – grade 9 and above (or equivalent) - 31 March 2019

Directorate	All staff	Sex						Race					Disability	
		Male	Male %	Males working PT	Female	Female %	Females working PT	White	White %	BAME	BAME % ¹	Not known	Disabled	Disabled %
Chief Executive's	230	98	43%	9%	132	57%	37%	201	87.4%	23	10.3%	6	24	10.4%
People	629	139	22%	11%	490	78%	32%	467	74.2%	127	21.4%	35	39	6.2%
Place	491	381	78%	5%	110	22%	17%	441	89.8%	31	6.6%	19	46	9.4%
Total	1350	618	46%	7%	732	54%	31%	1109	82.1%	181	14.0%	60	109	8.1%

Notes:

Staffing figures exclude all casual or zero hours employees

PT – part-time (fewer than 37 hours a week for local authority terms and conditions)

¹BAME % excludes not knowns

Salary at bottom point of grade 9 on 31 March 2019 is £31,061 pro rata

Appendix 2(d). Dudley MBC workforce profile grades 1 to 8 (or equivalent) - 31 March 2019

Directorate	All staff	Sex						Race					Disability	
		Male	Male %	Males working PT	Female	Female %	Females working PT	White	White %	BAME	BAME % ¹	Not known	Disabled	Disabled %
Chief Executive's	479	130	27%	9%	349	73%	50%	404	84.3%	55	12.0%	4.2%	25	5.2%
People	1218	172	14%	22%	1046	86%	55%	1010	82.9%	162	13.8%	3.8%	87	7.1%
Place	1808	776	43%	13%	1032	57%	65%	1594	88.2%	125	7.3%	4.9%	96	5.3%
Total	3505	1078	31%	14%	2427	69%	59%	3008	85.8%	342	10.2%	4.4%	208	5.9%

Notes:

Staffing figures exclude all casual or zero hours employees

PT – part-time (fewer than 37 hours a week for local authority terms and conditions)

¹BAME % excludes not knowns

Salary at top point of grade 8 on 31 March 2019 is £30,206 pro rata

Appendix 2(e). Dudley MBC workforce profile by age - 31 March 2019

Directorate	All staff	16 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	Over 65
Chief Executive's	709	20	43	61	98	89	115	128	103	45	7
People	1847	30	108	142	198	214	287	366	320	155	27
Place	2299	78	107	183	209	213	317	496	413	217	66
Total	4855	128	258	386	505	516	719	990	836	417	100
Total %	100%	2.6%	5.3%	8.0%	10.4%	10.6%	14.8%	20.4%	17.2%	8.6%	2.1%

Note: Staffing figures exclude all casual or zero hours employees

Appendix 2(f). Dudley MBC workforce profile by ethnic origin - 31 March 2019

Ethnic Group		Chief Executive's	People	Place	Total
White	British	5945	1428	1963	3985
	Irish	*	*	11	14
	Gypsy or Irish Traveller	0	0	0	0
	Any other White background	11	46	61	118
Mixed/multiple ethnic groups	White and Black Caribbean	*	20	19	42
	White and Black African	*	*	*	2
	White and Asian	*	7	*	13
	Any other mixed/multiple ethnic background	*	7	*	9
Asian/Asian British	Indian	36	76	48	160
	Pakistani	14	37	23	74
	Bangladeshi	*	*	*	9
	Chinese	*	4	*	8
	Any Other Asian background	5	11	4	20
Black/African/Caribbean/Black British	African	0	17	6	23
	Caribbean	11	91	41	143
	Any other Black/African/Caribbean background	*	8	*	13
Other ethnic groups	Arab	*	*	*	4
	Any other ethnic group	*	*	*	3
Not known		26	81	108	215
Total		709	1847	2299	4855

Notes:

Staffing figures exclude all casual or zero hours employees

*Small numbers of employees (1-3) or totals - not published for data protection reasons