

# Finance and Resources Committee

3.00pm, Tuesday, 4 December 2018

## Disability Employment Gap – Motion update

Item number	7.10
Report number	
Executive/routine	
Wards	
Council Commitments	

### Executive Summary

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At its meeting on 28 June 2018, Council approved a motion to bring a report to this Committee exploring the best way of closing the disability employment gap, and maximising inclusive promotion opportunities across the organisation. This report provides an update on the motion.

## Disability Employment Gap – Motion update

### 1. Recommendations

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- 1.1 Committee notes the motion approved by Council in June 2018.
- 1.2 Committee notes that a Diversity and Inclusion Strategy and Policy encompassing all aspects employability will be presented to a future Committee meeting in the first half of next year for approval.
- 1.3 In order to make informed decisions on the actions required, Committee is asked to note that a year long campaign will commence in the spring of 2019 asking all colleagues to review and update their personal details including self-disclosed diversity data.

### 2. Background

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- 2.1 At its meeting on 28 June 2018, Council approved a motion on the Disability Employment Gap. The motion called for a report to this Committee which:
  - Reviewed the clear factors for improving the disability employment gap going forward;
  - Designed strategies to overcome barriers to work and come up with tangible actions to tackle the disability employment gap;
  - Set goals with regards to helping increase and retain the number of disabled people in the City of Edinburgh Council employment;
  - Explored the development of a communication strategy with the aim to improve the declaration rates to enable better analysis of relevant data;
  - Determined a list of indicators to evaluate the success of each of the relevant performance measurements as part of the commitment to increase the number of disabled people in the City of Edinburgh Council employment; and
  - To sign up, and partner with, the Disability Confident Scheme Scotland as a City of Edinburgh Council employer.

### 3. Main report

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- 3.1 The current Equalities and Diversity policy was approved at Corporate Policy and Strategy committee on 4 August 2017.

- 3.2 A newly developed Diversity and Inclusion strategy and supporting Policy will be brought to Committee for approval during the first quarter of 2019. This strategy will build on the progress we have already made and ensure that diversity, inclusion, and equality considerations are further built into everything that we do. Additionally, the Council has contributed to a consultation paper from the Scottish Government on disability within the Public Sector and once the outcomes are published any recommendations will be reviewed and incorporated into the development of our new strategy.
- 3.3 As stated in the motion, it is essential that the correct employee (and candidate) data is available to make informed decisions and a key action underpinning the strategy is a year-long campaign to increase self-reporting of all diversity data. This campaign will commence in the spring of 2019 and will initially be linked to the upgrade of the current HR system.
- 3.4 The request for the Council to partner with Disability Confident has already taken place as the Council has been a level 2, Disability Confident employer, since March 2017. This recognition is reviewed every two years and the Council is committed to undertaking a re-assessment in March 2019.
- 3.5 Committee is also asked to note that since the motion was approved in June, the Human Resources Division has completed an organisational review and there is a phased implementation from October 22<sup>nd</sup> onwards of a new operating model.
- 3.6 The new HR operating model provides the opportunity to start addressing a number of the further points highlighted in the motion. For example, a small resourcing team has been created to support recruiting line managers and candidates through the initial steps of the recruitment process, including; supporting managers to build inclusive recruitment campaigns; giving guidance on reasonable adjustments for interviews; and, analysing data and trends of applications through a suite of management information.
- 3.7 Additionally, a number of further HR Policies are being reviewed and redeveloped for Committee consideration, including our Recruitment and Selection Policy. This will further reinforce our approach to Equality, Diversity and Inclusion in respect of how we approach resourcing our organisation.

#### **4. Measures of success**

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- 4.1 The measures of success linked to the current Equalities and Diversity policy are:
- Fewer complaints about discrimination on any basis;
  - Earlier resolution of complaints about resolutions;
  - Fewer grievances relating to reasonable adjustments; and
  - Increased productivity due to all employees feeling they are treated equally, fairly and respectfully at work.

- 4.2 Revised measures will be developed linked to the new Strategy and Policy and will be reported to Committee as part of the overall paper.

## **5. Financial impact**

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- 5.1 There are no financial impacts to this report.

## **6. Risk, policy, compliance and governance impact**

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- 6.1 The current Equality and Diversity policy was written in line with guidance from ACAS and set out what we need to do in line with the Public Sector Equality Duty. It is therefore in line with current legislation and it is not expected that there will be any risk in relation to non-compliance.

## **7. Equalities impact**

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- 7.1 The current Equality and Diversity policy applies to all employees and service users. Its purpose is to set out how we as a public body deal with equality, diversity and inclusion.

## **8. Sustainability impact**

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- 8.1 There are no sustainability impacts to this report.

## **9. Consultation and engagement**

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- 9.1 The Trades Unions were consulted and support the current Equality and Diversity policy.
- 9.2 The Council has recently contributed to a Scottish Government consultation on Disability within Public Sector and will reflect the output of this consultation within its new Diversity and inclusion strategy.

## 10. Background reading/external references

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- 10.1 Corporate policy and Strategy [committee report](#) approved on 8 August 2007, this includes the current Equalities and Diversity policy.
- 10.2 [Minute](#) from Council meeting, 28 June 2018

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## 11. Appendices

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