

Organisation Improvement Strategy 2017-2020

Equality Impact Assessment Statement

March 2017

This Equality Impact Assessment Statement is an assessment of how the Council intends to promote equality and diversity within the Organisation Improvement Strategy and specifically as to how it can promote the Council's objective to improve the diversity of the workforce to better reflect the diversity of the local population. This statement will be reviewed and revised alongside the strategy as it is implemented, monitored and reported. It will also inform the development of the Workforce Diversity Plan in 2017 and the revised Equality Scheme due in 2018.

Key Theme 1: Culture and behaviour change

This objective has a direct relevance to the equality objective of the Council to have a workforce that better reflects the diversity of the local community. The culture of an organisation is a key factor in determining how diverse it is and can be in the future. As such the theme includes a specific action to create a culture that promotes diversity and ensures there is a safe working environment for everyone regardless of their identity or background

Key Theme 2: Efficient and effective processes and technology

This theme has an indirect relationship to the equality objective of the Council to have a workforce that better reflects the diversity of the local community. Whenever a business process or the technology that sits behind a business process is redesigned, this can lead to different working practices, different working environments, organisational structures and job descriptions. This can have differential impacts on those employees who are less able to adapt quickly or to take advantage of new opportunities, possibly due to caring responsibilities, disability or medical conditions. The Council will therefore ensure that when implementing the actions associated with this theme, we will consider the impact on different groups of employees and plan to ensure there is equal opportunity for everyone. This would include ensuring the Learning Management and Appraisal system can understand the comparative outcomes achieved by diverse groups of employees.

Key Theme 3: Agile, healthy and engaged workforce

This theme has an indirect relationship to the equality objective of the Council to have a workforce that better reflects the diversity of the local community. Engagement enables us to better understand the experiences, expectations and aspirations of those who work for us. By

understanding how these experiences, expectations and aspirations vary between diverse groups enables us to identify any areas of concern and to take appropriate actions to deliver greater equality of opportunity and outcomes for our workforce. Succession planning also enables us to think about how an increasingly diverse workforce enables us to be more flexible and to retain the skills we need within the organisation.

We will ensure that our plans for two way communication and engagement with employees will address equality and diversity concerns and successfully involves relevant diverse groups of employees.

Our plans to encourage new candidates to stand as a Barnsley Councillor will seek to ensure that this opportunity is open to people from all sections of the local community, from all backgrounds and identity.

Key Theme 4: Developing the skills of our workforce and members

This theme has an indirect relationship to the equality objective of the Council to have a workforce that better reflects the diversity of the local community. The aim is to enable employees to take ownership for their own learning and development so they have the skills, knowledge and behaviours required by Future Council. However we recognise that not all employees start from the same position or are as able to take advantage of the opportunities available to them.

In all the actions we take to promote the skills of our workforce and members we will ensure that we set clear equality objectives and monitor the outcomes achieved for diverse groups of employees or members.