

Equality and Diversity in the workforce of the Shared Staffing Arrangement

This statement is in relation to staffing issues. For more information on how Wandsworth Council promotes equality and diversity in relation to service delivery please see http://www.wandsworth.gov.uk/info/200544/equality_in_wandsworth

Wandsworth Council is committed to promoting equality and diversity and developing a culture that values differences, recognising that employees from a variety of different backgrounds bring important and positive contributions to the Council and can improve the way we deliver services. Our aim is that our workforce reflects the people we serve and is representative of all sections of society. We aim to achieve a working environment where each employee feels respected, treated fairly and able to perform to the best of their abilities.

Specifically, in order to achieve this we will:

Maintain a quarterly corporate Equality and Diversity Forum. This will be chaired by the Chief Executive, with representatives from each Directorate, unions and staff equality groups

- The forum will provide an opportunity for raising equality and diversity issues, discussion and review of current, and the development of new practices relating to staffing; it is also an opportunity to discuss the overall corporate approach to for equality and diversity within the Council and monitor progress

Regularly assess the diversity of our workforce at all levels, identifying areas needing particular focus to ensure that the workforce at every level represents the people it serves

- This will be achieved by analysing the staff profile by protected characteristics such as - sex, ethnicity, age, disability and sexual orientation in relation to grade, type of employment and directorate
- This information will be handled sensitively and will not be used to identify individuals

Review and improve recruitment and retention arrangements

- Analyse reasons for staff leaving and identify appropriate actions required
- Review recruitment practices to make the process more accessible for all, this includes the application process, shortlisting and interview selection
- Ensuring that all staff responsible for recruitment have appropriate awareness of relevant equality and diversity practices

Ensure equality and diversity is embedded within the organisation's core values and behaviours

- This includes equality and diversity best practice is embedded in the appraisal process to evaluate staff and encourage these concepts to become integrated into the organisation
- Support Staff Equality Groups in promoting equality and diversity through events, funding and signposting information on the Loop and staff news

- Publicise key information for staff relating to equality and diversity, along with relevant events and training opportunities

To introduce and maintain anti-discriminatory practice in all areas of work and have zero tolerance towards any form of discrimination.

- Review current codes or practice to ensure they are fit for purpose.

Monitor and act upon Equality Impact Needs Assessments (EINA) for any adverse workforce related impacts that are significant and publish the assessments.

As a major employer, act as a role model for local employers in line with the organisation's equality objectives and Public Sector Equality Duty

- Publish our equality information and findings on the Council's web pages, such as our annual Equal Opportunities in the Workforce report
- Achieve Stage 2 of Disability Confident scheme

This statement operates alongside and as part of Wandsworth's wider commitment to the promotion of equality and diversity in all aspects of service delivery which is set out elsewhere.

This statement represents an important commitment for the SSA which I fully endorse.

Signature

Paul Martin

Chief Executive of Richmond and Wandsworth Councils