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EMPLOYMENT ZONE

Employment Equality & Diversity Commitments

Introduction

Achieving diversity in our workforce is important to us. It isn't just about complying with the law it's about recognising and valuing each other's differences and treating each other fairly, whether that's colleagues or customers.

We want to recognise everybody's worth regardless of their age, disability, gender, gender identity, religion or belief, race or sexual orientation and ensure equality across all areas. We want to respect others, and be a sensitive and understanding employer. We want to do this because we think that when people can be themselves they perform better, and it helps us to better reflect the community which we serve.

This document sets out the Equality & Diversity Commitments we will focus on as an employer until 2017 and forms part of our overall HR Strategy. We will work with employees, trade unions and HR teams across services to develop activities to achieve the commitments. We will also report regularly on our progress.

Get involved

Key to achieving the commitments is your involvement, and we'll communicate with you regularly and ask you to get involved. You can also get involved in shaping the activities we undertake: you could be part of a local forum to discuss various issues, join our regular employee working group to promote equality and diversity, or simply receive our regular newsletter. You decide how much or how little you would like to get involved - [sign up here](#).

I along with the rest of the Corporate Management Team look forward to working with you to achieve these commitments.

Annmarie O'Donnell
Chief Executive

email: chiefexecutive@glasgow.gov.uk

email: [Equality & Diversity](#)

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Workforce Diversity Facts – did you know that:

- We have 28,123 employees across five services.
- We have 1186 employees under 25 years old. Most of our employees – 14,786 are between 41 and 59 years old, 3377 of our employees are older than 60 years old.
- 74.4% of our workforce is female and 25.6% is male. More women than men in the workforce work part-time although the majority of our female workforce works full time.
- In our leadership family 48.3% of employees are male and 51.7% female.
- 60.78% of the people in the highest paid 5% of our workforce as at March 2021 (excluding teachers) are women.
- Our gender pay gap information from March 2021 (the difference between men's average hourly rate and women's average hourly rate) is in favour of men by 7.42%.
- 2.6% of our workforce is disabled.
- 3.3% of our workforce is from a Black or Minority Ethnic background.
- We've introduced monitoring of Religion or Belief and Sexual Orientation and have been asking employees to provide us with this information. 58.1% of employees have not disclosed their religion or belief and 58.9% of employees have not disclosed their sexual orientation.
- We publish details of our [employee diversity information](#) on our internet site every year.

Note: Above data as at 31st March 2022.

We commit to eliminating discrimination, harassment and victimisation by:

- Responding to employee feedback on bullying and harassment and updating our arrangements with best practice interventions.
- Reviewing our [workforce diversity information](#) on a yearly basis to identify any barriers to progression or discrimination across our workforce and taking positive action to resolve.
- Reviewing our staff survey findings to identify any equality and diversity issues and taking action to resolve.
- Updating our staff survey to include questions relating to equality and diversity.
- Maintaining the integrity of our pay and grading structure by developing governance arrangements and providing training to decision makers about pay and grading.

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- Updating our equality impact assessment process to include additional considerations in relation to employment and employees.
- Completing equality impact assessments on all major decisions and policy developments affecting employees.
- Reviewing our domestic abuse awareness and religion or belief guidance and training for front line employees.
- Researching the best practice approaches to equality and diversity across each of our commitments to identify best practice solutions.

We commit to advancing equality of opportunity and improving the diversity make up of our workforce by:

- Increasing the number of employees providing us with their equalities monitoring information. This will allow us to better understand our workforce and improve identification of barriers to progression or discrimination in order to take positive action to resolve.
- Providing employment opportunities to young people of Glasgow through our [Commonwealth Apprenticeship Initiative](#).
- Reviewing our external recruitment activities to increase our profile as a diverse employer and increase application rates from disabled, black and minority ethnic, Lesbian, Gay and Bisexual (LGBT) citizens.
- Promoting and measuring the use of our childcare voucher scheme to assist working parents.

Reviewing the gender make up of our organisation to identify where job types are predominately completed by men or by women (known as occupational segregation). Identifying the impact of this across each different job type (horizontal segregation) and across our pay grades (vertical segregation). Publishing this information and identifying opportunities to take positive action.

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- Examining if there are barriers to employees advancing to senior level posts in relation to disability, ethnicity, gender or sexual orientation and if so identifying opportunities to take positive action.
- Meeting the commitments of our [equal pay policy statement](#)

We commit to raising employees' awareness of equality and diversity and the inclusivity of our organisation by:

- Asking employees to show their commitment to equality and diversity.
- Achieving our commitments as a Disability Confident Employer and identifying further employer diversity commitment schemes we can participate in.
- Communicating regularly about equality and diversity.
- Identifying opportunities to increase our external profile as a diverse, inclusive organisation and employer.
- Increase diversity awareness to appropriate groups of employees in relation to lesbian gay bisexual & transgender, disability, domestic abuse and religion or belief.
- Review our consultation and communication methods on equality and diversity issues.
- Identify ways to increase employees' awareness and consideration of equality and diversity with colleagues and customers.
- Increase management teams and line managers' awareness and consideration of equality and diversity at work.
- Working with, consulting and learning from employees, trade unions and external organisations on equality and diversity initiatives.
- Reviewing our equality and diversity training materials to ensure equality and diversity is incorporated into our core development programmes.



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- Work to promote equality and diversity consideration and reference in our corporate initiatives, strategies and action plans.
- Reviewing and updating our [equality and diversity connect pages](#).
- Arrange activities to raise awareness of the diversity of the organisation and city.

Find out what we're doing to meet the commitments

Corporate HR and Service HR Teams will work through an action plan to meet these commitments, involving employees and trade unions during the process. As we do this we'll communicate regularly with you and tell you what's happening. We'll also update details of our activities and progress on our [Equality & Diversity Connect Pages](#), so make sure you check there regularly for updates. If you have any comments or questions please email [Equality & Diversity](#).

Key contacts

Corporate HR will manage achievement of the commitments in conjunction with Service HR teams, employees and trade unions. The main contacts are:

Chief Executive's Department Financial Services

[Sharon Kinney](#), HR Officer

Education Services

[Cher Traquair](#), HR Officer

Neighbourhoods, Regeneration and Sustainability

[Avril Smith](#), HR Advisor

Social Work Services

[Linda Cassells](#), Senior HR Officer

Corporate HR

[Thom Hughes](#), Corporate HR Manager
[Elaine McHugh](#), HR Officer (Ethnicity & Gender)
[Jane MacAskill](#), HR Officer (Carers)