

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

20TH SEPTEMBER 2021

**REPORT OF THE HEAD OF HUMAN & ORGANISATIONAL
DEVELOPMENT – S.REES**

Matter for Information

WARD(S) AFFECTED: All

Fair Play Employer Scheme Update

1. Purpose of Report

The purpose of this report is to update Members in relation to the Chwarae Teg Fair Play Employer Scheme, which the Council signed up to in February 2019.

2. Background information

The Chwarae Teg Fair Play Employer Scheme

Chwarae Teg is a charity established 25 years ago, that aims to “inspire, lead and deliver gender equality in Wales”. Chwarae Teg campaign on gender equality issues, carry out extensive research, and also seek to provide practical advice and support to women and to employers in Wales.

The Council joined the Chwarae Teg Fair Play Employer Scheme in February 2019, a scheme that supports organisations to develop gender equality action plans, based on analysis of available workforce data, consideration of employer practices, matched to evidenced based best practice recommendations, including actions to reduce gender pay gaps.

The Scheme includes a baseline assessment, with a detailed gender and diversity survey, and benchmarking against sector and organisation in order to determine a current “award level”, which Chwarae Teg have categorised as Bronze, Silver, Gold and Platinum. The aim of this is to help an organisation understand in some detail where it is performing well and to identify areas where action can be taken to improve the overall rating.

3. The Fair Play Employer Scheme Update and Action Plan

This report provides Members with an update in the relation to the actions have been undertaken since **December 2019** in line with the Fair Play Employer Scheme Action Plan. Prior to **December 2019** a gender equality review of the Council’s policies and practices was conducted alongwith a gender equality survey of the Council’s workforce. The outcome of this was benchmarked to determine the Council’s current ‘award level’ and as a result of this Chwarae Teg awarded the council the Silver Award for Gender Diversity, which confirms the Council’s commitment to gender diversity in the workplace. This led to the development of a Gender Equality Action Plan (Appendix 1), with evidenced based actions to improve gender equality and reduce the Council’s gender pay gap.

4. Implementation, Monitoring and Review

Fair Play Employer Action Plan

The Action Plan has 5 objectives, with a number of actions set out under each objective:

- To ensure the Council is a diverse and inclusive organisation;
- To promote, facilitate, analyse and monitor flexibility in the workplace at all levels (from top down) to enable women to progress and to ensure compatibility with a multi-generational workforce;
- To ensure a fair and transparent recruitment and selection process that encourages a wider talent pool and facilitates a more equal gender balance;

- To ensure the talent pipeline promotes female talent and progression and increases the number of women in senior roles; and
- Recognition and rewards to be managed transparently and kept fair regardless of gender or any other protected characteristic to ensure employees feel valued.

The Action Plan has been endorsed by and progress is reported to the Council's Equality and Community Cohesion Group.

Chwarae Teg will provide ongoing support to the Council in delivering the actions set out in this plan. The Action Plan in full can be viewed at Appendix 1, however some achievements include:

- Key actions in the plan focus on low paid women in the Council, as achieving gender balance amongst the lowest paid employees, is key to eliminating the gender pay gap. In recognition of this work, the council was nominated for the Fair Play Employer award in 2020, reaching the final shortlist of 6, out of hundreds of entries.
- In 2020, the LT&D team worked with Chwarae Teg to implement online Career Development sessions for lower paid women, aimed at increasing skills and confidence. Sessions included:
 - Work Smarter Not Harder
 - How to say no brilliantly
 - Speak Up, Stand Out
 - Change your thinking, get results
 - Managing challenging behaviour

83 staff completed in 20-21 and further sessions will be provided throughout this year.

- A new Process was implemented to report and monitor flexible working requests.
- Awareness was raised of the benefits of work life balance via senior management meetings, directorate management sessions and training sessions
- Increased offer of Recruitment and Selection Training to ensure transparency and visibility around the recruitment process.

- Reduction in the Gender Pay Gap – the Gender Pay Gap has decreased to a median of 3.44% in 2020, compared to a median of 3.93% in 2019.

Over the next period we are going to turn our attention to the reward and recognition elements of the action plan, with the aim of running sessions to promote ways of ensuring the reward and recognition of staff (without financial reimbursement) to ensure our workforce feel engaged, motivated and valued for their contributions to the Council aims and objectives.

5. Consultation

There is no requirement under the Constitution for external consultation on this item.

6. Integrated Impact Assessment

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

7. Financial Appraisal

There is a cost to the scheme, and for an employer the size of NPT, Chwarae Teg charge a complete package price of £10k plus VAT for a 12 month subscription. Funding has been identified within the HR budget to continue the Council's membership of the scheme in 2020 / 2021.

8. Recommendation

That Members note the Fair Play Employer Scheme Update as set out in Appendix 1.

FOR INFORMATION

8. Officer contact

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9. **Appendices**

Appendix 1 – Fair Play Employer Scheme Action Plan