

Public Sector Equality Duty

Employment Information

1. Diagrammatic representations can be accessed on pages 3 to 12 of the attached document, showing the equality profiles and distribution of Sandwell Homes' workforce in respect of:

Sex (gender)

Ethnicity

Disability

Age

Grade

Full/Part Time status

Grade/Pay Band profile by Gender

Leavers by Gender

Leavers by Ethnicity

Leavers by grade profile

Leavers – Reasons for Leaving

2. Equality profiling in respect of:

Employees subject to disciplinary action (12 months to December 2011)

Employees raising grievances (12 months to December 2011)

Employees raising Respect and Dignity complaints, i.e. discrimination, harassment/bullying (12 months to December 2011):

can be accessed on pages 13 to 16 of the attached document.

3. Throughout 2011, the Company conducted employee data/diversity monitoring exercises to collate additional information relating to “personal characteristics”, as defined by the Equality Act 2010. Around 55% of employees have responded to date. Analysis of these responses in respect of sexual orientation and religion/belief is shown on pages 17 to 21 of the attached document.

4. Employee Engagement and Consultation

Sandwell Homes recognises the contribution made by Trade Unions in ensuring equal treatment and equality of opportunity for employees. We work closely with our Trade Union colleagues to develop equality and employment policies and action plans. Formal consultation takes place via established mechanisms and forums:

Sandwell Homes’ Board



Executive Management Team



Quarterly - Joint Consultative Committee (includes both local (Company and local branch) trade union representatives, and regional representatives from 5 recognised Trade Unions)



Bi-monthly - H.R. Focus Group (includes local Company representatives from all 5 recognised Trade Unions)



Monthly – Directorate Workplace Committees (include local Directorate representatives from relevant Trade Unions)

The Company undertakes annual Employee Surveys, most recently in late summer 2011. Overall Company- wide results from the survey can be accessed on pages 22 to 24 of the attached document.

5. Details of Equality Impact Assessments relating to relevant employment policies and, when and where relevant, to restructuring exercises where workforce reductions have resulted in compulsory redundancies, can be accessed via Sandwell Homes' website, using the Equality and Diversity link.

6. Positive Action

In August 2009, a range of Equality Targets for employment were developed and adopted, aimed at addressing issues of disproportionality and under-representation amongst our workforce. These targets are currently under review and will be published in April 2012, informed by a Local Labour Market Assessment and 2011 Census data.

Since 2007, the achievement of equality and diversity initiatives across the Company has been supported by, and directly linked to, successive Positive Action Plans for Employment.

The Company's progress towards achieving Positive Action targets and associated milestones for the period 2009-11 can be viewed on pages 25 to 34 of the attached document. Sandwell Homes Positive Action Plan for Employment 2011-14 can be viewed on pages 35 to 40.