

Written response to: Health & Wellbeing Scrutiny Panel

Resolution: (1) That the Policy and Communications Manager circulate to the Panel:

- i) Further detail on the data set relating to disability and recruitment;
- ii) Information regarding the continuation of post in the Improving The Private Rented Sector – Tackling Rogue project

Written response from: Policy & Performance Officer

i) The data provided to the Panel was the first occasion it had been presented as part of the Annual Equality Report. In accordance with the Council's Data Quality Policy, this data will be developed as more information is collated, enabling greater analysis and scrutiny. The recruitment information will be reviewed as part of the collection of next year's data (2020-21), and findings reported in the next Annual Equality Report to the Panel.

The Council is a Level Two Disability Confident Employer. This means it is delivering the required core Disability Confident employer actions and has agreed to actions to get the right people for the business, and to keep and develop its employees. Support is available through managers and reasonable adjustments to support disabled job applicants and employees. The Council provides an Occupational Health service and staff have access to an Employee Assistance Programme. This is further supported by the authority's commitment to health and wellbeing through the Time to Change Employers Pledge and Silver Better Health at Work Award.

Written response from: Principal Health and Housing Officer

ii) There are no immediate funds to continue this work, officers are still engaging with the private sector but it is very much on a reactive basis. The networks set up under the project for sharing information are still in place but the practical difficulties of conducting multi-agency visits due to Covid-19 make this area of work very challenging (with or without funding). This does mean that vulnerable residents living in the poorest conditions are less likely to be identified and makes the need for sharing data between agencies ever more important.

Resolution:

2) That the Policy and Communications Manager consider how nil-responses on the equalities form be named in future reports.

Written response from: Policy & Performance Officer

In the final Annual Equality report considered by the Executive on 14/09/20, nil-responses were named as 'Undeclared'. This is line with the description used for undisclosed information in the rest of the report.

Date: 07/10/20