

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
13th July 2017**

REPORT AUTHOR: County Councillor James Evans, Portfolio Holder for HR, ICT and Communications

SUBJECT: Question from County Councillor Emily Durrant

Question

The situation for the council's workforce in Powys is different, though still leaves much to be desired. Whilst women make up the majority of the Council's workforce in Powys, this is not reflected in positions of power – 59% of roles for senior managers and above are held by men (SEP Annual Monitoring 2015-16).

This raises a question to the Portfolio Holder for Equality:

Will Cllr James Evans commit to see power equality within its workforce in his term?

Answer

Council has for many years committed to equality of opportunity for men and women regardless of race, ethnicity, religious or cultural heritage, age, disability or sexual orientation. This commitment is enshrined in employment policies, values and behaviours and code of conduct.

Officer appointments are based on fair recruitment and selection practices and are made on merit.

Currently, two women hold leadership posts at Management Team: the interim Strategic Director People and the Joint Director Workforce and Organisational Development. The Interim Chief Social Worker Officer/ Operations Director Social Care post is held by a woman and there are three female Heads of Service and several Senior Managers.

In terms of percentage representation, the council can improve its position for leadership posts being filled by women.

Flexible working for employees features prominently and together with agile working attracts many people, particularly women, to work for and remain with the Council.