

Looking beyond data collection. Using data effectively.

Peter Hall
Member Engagement Manager

The UK's leading employer network covering all aspects of equality and inclusion issues in the workplace.

Employers
Forum *on* Age

Employers
Forum *on*
Belief

Employers 4 Fathers



enei
employers
network
for equality
& inclusion



Working together for a safer London



coreassets
making a positive & lasting difference.
inspiring others



1. Strategic Working Groups –
2. Cover all Protected Characteristics, plus Carers and Military spouses
3. Research – Unconscious bias, Agile Working, Inclusive Leadership
4. Facilitation/Sharing of ideas – thought leadership
5. Events – Conference/Awards/Networking
6. Guides and Training - practical tips and actions



Identifying barriers and successes

Employers can use monitoring to:

- check how well their equality policy is working;
- **analyse the effect** of other policies and practices on different groups;
- **highlight possible inequalities** and investigate their underlying causes;
- **set targets and timetables for reducing disparities**; and make sure that job applicants and workers realise that the organisation takes equality and diversity issues seriously.



Identifying barriers and successes

Barriers

- Lack of **Trust**
- **F.E.A.R** – Paralysis of analysis – the need to move to action
- Raise **expectations**
- HR (Monitoring)**Systems** – waiting for the perfect moment



Identifying barriers and successes

- Types of inequalities that monitoring may reveal:
- **applicants from a particular ethnic group** are not selected for promotion;
- **men are concentrated in certain jobs**, and women in others;
- **fewer gay people apply for employment** than might be expected;
- more older than younger workers are selected for redundancy.



Identifying barriers and successes

- Equality monitoring can help to:
- **build reputation:** the best performing organisations are those that invest most on promoting equality and diversity in their workforce;
- **improve productivity:** valuing and supporting the diversity of people's backgrounds and lifestyles is important in making the most of the contribution that they can make to organisational performance;
- **recruit and retain** the best from the widest talent pool;
- **create awareness:** signalling the organisation's understanding of and commitment to creating a more inclusive work environment;
- **avoid risk:** by helping to avoid damaging and costly employment tribunals or negative publicity



Equality Act 2010

- The Equality Act 2010 sets out nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation.
- The **general equality duty** requires public authorities, in the exercise of their functions, to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.



enei
employers
network
for equality
& inclusion

Equality Act 2010

The Public Sector Equality (specific) duties require public bodies to **publish relevant, proportionate information** showing compliance with the Equality Duty.



enei employers
network
for equality
& inclusion

Data Protection Act 1998

One of the obstacles in articulating and implementing data collection standards for the purpose of equality monitoring is **the perception that data protection legislation prohibits the collection of sensitive data** – For example revealing racial or ethnic origin or religion.

National data protection laws authorise 'sensitive data collection under specific and regulated conditions.



Data Protection Act 1998

- Data Protection Directive - 95/46/EC – processing of personal data is legitimate under **strict circumstances**. Anonymised statistics is not personal data if it is not possible to cross reference anonymised data with other information or identify the data subject.
- Processing of sensitive data - restrictions – These include revealing ethnic or racial origin and religion, which can only be legal under special circumstances; i.e. provision of express consent or protection of vital interest of data subject.



enei employers
network
for equality
& inclusion

E-quality

- E-quality is a pioneering tool designed by the Employers Network for Equality & Inclusion (enei) to benchmark organisational performance in equality and diversity.
- It covers the nine protected groups defined in the Equality Act 2010 – as **well as other groups such as carers and ex-offenders** – and **assesses performance i**



enei
employers
network
for equality
& inclusion

E-quality

- Organisational commitment and leadership
- Knowing your workforce
- Integrating equality, diversity and inclusion
- External relations and suppliers
- Organisational improvements



enei employers
network
for equality
& inclusion

E-quality

Benefits

Is the perfect way to be open about your values to staff, customers, suppliers and other key stakeholders.

Demonstrates the progress you are making in embedding diversity in your business strategy and plans.

It enables you to compare yourself to other organisations and provides a cost effective "one stop shop" for diversity benchmarking



enei
employers
network
for equality
& inclusion

Any questions....?



Inspiring others

Employers Network for Equality & Inclusion

Peter Hall
Member Engagement Manager

E-mail: peter.hall@enei.org.uk

Tel: 0207 922 7792

Mobile: 07889576450