

Employment and Equalities Committee

Terms of Reference

1. To discharge non-executive functions relating to the terms and conditions of staff.
2. To consider, and where appropriate, to approve proposals for organisational changes where at least 100 staff are affected in any one proposal, which could include the transfer of services and changes to service delivery models.
3. The authority to consider the outcome of consultations on organisational change where there is a failure to agree between management and staff/trade unions on issues of principle/significance.
4. Policy work relating to Equality Impact assessment work, Equality policies, HR workforce equality information (including Gender Pay Gap reporting), any data analysis, any learning and understanding our communities and customer profile.
5. Receipt of updates on performance management data including but not restricted to absence management data
6. Receipt of updates on progress relating to the Organisational Development plan
7. Receipt of updates on relating to the objectives in the Equality Strategy with particular reference to those objectives relating to workforce.
8. To actively work towards the elimination (within the authority) of unlawful discrimination, harassment, victimisation and any other conduct prohibited by appropriate legislation and the Rochdale values of 'Proud; Pioneering and Passionate' and to ensure Rochdale Council is working in compliance with it's Public Sector Equality Duty'.