

Agenda Item 9.

TITLE	Annual Equality Workforce Monitoring Report
FOR CONSIDERATION BY	Personnel Board on 1 July 2019
WARD	None Specific
LEAD OFFICER	Deputy Chief Executive - Graham Ebers

OUTCOME / BENEFITS TO THE COMMUNITY
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To ensure compliance with our Public Sector Equality Duty

RECOMMENDATION

That Personnel Board approve the 2019-2020 Annual Equality Workforce Monitoring Report.

SUMMARY OF REPORT

The report provides comparison workforce and demographic statistics and an analysis of if our workforce is reflective of our population and proportionate across salary scales.

Background

This annual report provides information on employees obtained from our monitoring processes and procedures, which allows us to meet the reporting requirements outlined in the Equality Act 2010. Using this data we can understand the composition of our people, help identify areas for action, and publish the information required to show compliance with the duty. The report for 19-20 is attached and produced by the Employment Equalities Working Group.

Analysis of Issues

N/A – see Attachment 1 which contains the analysis.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £20m over the next three years and all Executive decisions should be made in this context

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	Nil	n/a
Next Financial Year (Year 2)	Nil	Nil	n/a
Following Financial Year (Year 3)	Nil	Nil	n/a

Other financial information relevant to the Recommendation/Decision

N/A

Cross-Council Implications

N/A

Reasons for considering the report in Part 2

N/A

List of Background Papers

Attachment 1 – 2019 – 2020 Annual Equalities Workforce Monitoring Report

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