

Agenda Item 17.

TITLE	Annual Equality Workforce Monitoring Report
FOR CONSIDERATION BY	Personnel Board on 4 th July 2022
WARD	None Specific;
LEAD OFFICER	Lead Officer: Head of Workforce and OD (interim) – Marcia Hazzard

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

RECOMMENDATION

Personnel Board are asked to approve the 2020 - 2021 Annual Equality Workforce Monitoring Report
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SUMMARY OF REPORT

The report provides comparison workforce and demographic statistics and an analysis if our workforce is reflective of our population and proportionate across salary scales.
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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. The data relates to the data collation as at April-June 2021. 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 2020-21 is attached and produced by the Employment Equalities Working Group.

Analysis of Issues

This report contains the analysis, progress against the 2020-2021 action plan.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faced severe funding pressures, particularly in the face of the COVID-19 and subsequent financial crisis. It is therefore imperative that Council resources are focused on the vulnerable and on its highest priorities.

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

Other financial information relevant to the Recommendation/Decision

None

Cross-Council Implications

The proposed actions will take place across all Council directorates

Public Sector Equality Duty

The entire report enables us to demonstrate our commitment to complying with this Duty.

Reasons for considering the report in Part 2

N/A

List of Background Papers

Attachment 1 – Annual Equality Workforce Monitoring Report 2020-2021

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