

Part A

Report to: Council Functions Committee

Date of meeting: Wednesday, 22 February 2023

Report author: Executive Head of Human Resources

Title: Workforce Monitoring Report 2022

1.0 Summary

- 1.1 Watford Borough Council is committed to equality and diversity across the full spectrum of its services and in its role as an employer. This commitment is articulated in its equality objectives and associated action plan, which identifies key actions the council will take to ensure equalities for its workforce and that it reflects the community it serves. Our commitment goes beyond our statutory obligations and reinforces our corporate priority to ensure equality and diversity is at the heart of everything we do.
- 1.2 The statutory duties are governed by the Equality Act 2010. Under the Act, public sector organisations with over 150 employees are required to report at least annually on how their policies and practices affect staff with the following different 'Protected Characteristics':-
- Age
 - Disability
 - Gender
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Sexual orientation
 - Marriage and Civil Partnership
 - Religious or Belief
- 1.3 The attached statement details the profile of Watford Borough Council's workforce from 1 October 2021 to 30 September 2022.

2.0 Risks

2.1

Nature of risk	Consequence	Suggested Control Measures	Response (treat, tolerate, terminate or transfer)	Risk Rating (combination of severity and likelihood)
Non-Compliance with requirements of the Equalities Act	Reputation/ fine	Agree and publish to time	Treat	2

3.0 Recommendations

3.1 That Council Functions Committee notes and approves the Workforce Monitoring Report.

Further information:

Lee Pound

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Report approved by: Lee Pound, Interim Executive Head of HR and OD

4.0 Implications

4.1 Financial

4.1.1 The Shared Director of Finance comments that there are no financial implications.

4.2 Legal Issues (Monitoring Officer)

4.2.1 The Group Head of Democracy and Governance comments that the legal implications are stated in the body of the report.

4.3 Equalities, Human Rights and Data Protection

4.3.1 Having had regard to the council's obligations under s149, it is considered that as this is not a new policy and the data does not indicate any equalities issues that no updated EIA is required.

4.3.2 Data Protection Impact Assessment

Having had regard to the council's obligations under the General Data Protection Regulation (GDPR) 2018, it is considered that officers are not required to undertake a Data Processing Impact Assessment (DPIA) for this report.

Appendices

- Workforce Monitoring Statement 2022

Background papers

- No papers were used in the preparation of this report.