

## PART A

**Report to:** Council Functions Committee  
**Date of meeting:** 22 February 2024  
**Report of:** Executive Head of HR&OD  
**Title:** Workforce Monitoring Report

### 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 01 October 2022 to 30 September 2023.

## 2.0 Risks

2.1	Nature of Risk	Consequence	Suggested Control Measures	Response <i>(Treat, tolerate, terminate, transfer)</i>	Risk Rating (the 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 approves the Workforce Monitoring Report.

### Contact Officer:

For further information on this report please contact: Lee Pound, Executive Head of HR & OD on telephone extension: 8133: email: [lee.pound@watford.gov.uk](mailto:lee.pound@watford.gov.uk)

**Report approved by:** Lee Pound, Executive Head of HR & OD.

## 4.0 Implications

### 4.1 Financial

4.1.1 The Chief Finance Officer comments that there are no direct financial implications arising from this report.

### 4.2 Legal Issues (Monitoring Officer)

4.2.1 The Group Head of Democracy and Governance comments that it is a legal requirement under the Equalities Act 2010 for the council to publish a workforce monitoring report annually.

### **4.3 Equalities/Human Rights**

**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.

### **Appendices**

- Workforce Monitoring Statement 2023

### **\_Background Papers**

- No papers were used in the preparation of this report

### **File Reference**

None