

Report to: Council Functions Committee  
 Date of Meeting: 26<sup>th</sup> July 2010  
 Report of: Head of Human Resources  
 Title: ANNUAL STATEMENT OF WORKFORCE MONITORING  
 AND RECRUITMENT ACTIVITY: FINANCIAL YEAR  
 2009/10

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1. **SUMMARY**

Watford Borough Council is committed to the delivery of equality and diversity across the full spectrum of its services and in its role as an employer. This commitment is articulated in its Single Equality Scheme 2010 and associated action plan, which identifies key actions the council will take to deliver a workforce that both reflects the community it serves and to ensure equality of opportunity for its workforce. We believe our commitment goes beyond our statutory obligations and reinforces our corporate priority to ensure equality and diversity are at the heart of everything we do.

The statement attached at appendix 1 details the profile of Watford BC's workforce from 1 April 2009 to 31 March 2010. Throughout this period the council has monitored its workforce in line with its statutory responsibilities as well as to deliver its aim of promoting equality within the organisation. The monitoring includes:

- Ethnicity – in line with the Race Relations (Amendment) Act 2000
- Disability
- Gender

2. **RECOMMENDATION**

That the report is noted.

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Report approved by:

Tricia Taylor, Corporate Director

### 3.0 **DETAILED PROPOSAL**

#### 3.1 Introduction

The report relates to the period 1 April 2009 to 31 March 2010 and the statistics are taken from the existing personnel and training records. The council is in the process of implementing a new integrated human resources and payroll information system (Northgate) to enable more comprehensive reporting and analysis to be undertaken in the future. Any data gaps identified in this process will be addressed by the new system over the year.

The council is committed to ensuring it achieves its equalities objectives. Equality issues are overseen in the council by the Corporate Equalities Working Group and through the monitoring of statutory performance indicators on equalities. Information on the council's performance on equalities can be found on the Council's website at [www.watford.gov.uk](http://www.watford.gov.uk).

The council's Leadership Team now takes regular reports on progress against equalities targets and this will include up to date monitoring information.

### 4.0 **IMPLICATIONS**

#### 4.1 Financial

The Head of Strategic Finance comments that there are no financial implications arising directly out of this report.

#### 4.2 Legal Issues (Monitoring Officer)

The Head of Legal & Democratic Services comments that the Council is under a statutory duty to promote equality

#### 4.3 Staffing

The report will update the councils statistics for the year 2009/2010.

#### 4.4 Accommodation

There are no implications.

#### 4.5 Equalities

The report documents the councils performance against Performance Indicators for Equalities and will be considered at a future meeting of the Corporate Equalities Working group and the One Watford Equalities Panel.

4.6 Community Safety

There are no implications in this report.

4.7 Sustainability

There are no implications in this report.

4.8 Potential Risks

Failure to monitor and report against statutory equalities requirements will bring reputational risk to the council.

Appendices

Annual Statement of Workforce Monitoring

Background papers: None

File reference: None