

Report to: **Council Functions Committee**
Date of meeting: **16 November 2016**
Report of: **Head of Human Resources**
Title: **Workforce Monitoring Report 2015/2016**

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 objective 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 This statement details the profile of Watford Borough Council's workforce from 1 April 2015 to 31 March 2016.

2.0 DECISION REQUIRED

2.1 Approval of the Workforce Monitoring annual report and recommendations.

Contact Officer:

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Report approved by: Cathy Watson, Head of Human Resources
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3.0 **IMPLICATIONS**

3.1 **Financial**

3.1.1 The Head of Finance (shared services) comments that whilst there are no direct financial implications arising from this report, the Council could find itself exposed to financial censure if it does not comply with its statutory obligations on equality and diversity.

3.2 **Legal Issues** (Monitoring Officer)

3.2 .1 The Head of Democracy and Governance comments that the Council has a statutory duty under Equality Act 2010 to report at least annually on how its policies and practices affect staff with different 'Protected Characteristics' as defined by the Act.

3.3 **Equalities**

3.3 .1 There are no known equalities implications.

3.4 **Potential Risks**

Potential Risk	Likelihood	Impact	Overall score
Not publishing a Workforce Monitoring Report in breach of the legislation.	1	3	3
Lack of transparency if Workforce Monitoring Report not published.	1	3	3

3.5 **Staffing**

3.5 .1 None

3.6 **Accommodation**

3.6 .1 Not applicable

3.7 **Community Safety**

3.7.1 Not applicable

3.8 **Sustainability**

3.8.1 Not applicable

Appendices

Appendix 1: Workforce Monitoring Report 2015/16