

PART A

Report to: Functions Committee
Date of meeting: 3 September 2018
Report of: Head of Human Resources
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 1 April 2017 to 31 March 2018.

2.0 Risks

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

Recommendations

3.0 That Council Functions Committee approves the Workforce Monitoring Report.

Contact Officer:

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Report approved by: Terry Baldwin, Head of HR

4.0 Implications

4.1 Financial

4.1.1 The Shared Director of Finance comments that there are no financial implications contained in this report.

4.2 Legal Issues (Monitoring Officer)

4.2.1 The Head of Democracy and Governance comments that it is a legal requirement for the council to produce and publish a workforce monitoring statement

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 2018

Background Papers

- No papers were used in the preparation of this report

File Reference

None