

Report to: Council Functions Committee
Date of Meeting: 13 September 2012
Report of: Head of Human Resources
Title: ANNUAL STATEMENT OF WORKFORCE
MONITORING AND RECRUITMENT ACTIVITY:
FINANCIAL YEAR 2011/12

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 2011 to 31 March 2012. 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:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Marriage and civil partnerships.

2. **RECOMMENDATION**

That the report is noted.

Contact Officer:

For further information on this report please contact: Terry Baldwin, Head of Human Resources, telephone extension: 8133 email: terry.baldwin@watford.gov.uk

Report approved by:

Bernard Clarke Head of Strategic Finance

3.0 DETAILED PROPOSAL

3.1 Introduction

The report relates to the period 1 April 2011 to 31 March 2012 and the statistics are taken from the existing personnel and training records. The Council has implemented a new integrated human resources and payroll information system (Northgate) to enable more comprehensive reporting and analysis to be undertaken. Annual reviews of the data provided and the identification of any gaps will continue to ensure robust data is reported.

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.

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 Council's statistics for the year 2011/2012.

4.4 Accommodation

There are no implications.

4.5 Equalities

The report documents the Council's 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