

To: **Employment Committee**
12th February 2020

WORKFORCE MONITORING REPORT
Acting Head of OD and HR

1 Purpose of Report

Further to the 18th December Employment Committee Meeting, this report is to confirm the data requirements to comply with our responsibility publish our workforce monitoring statistics annually.

2 Recommendation(s)

2.1 To confirm workforce monitoring data should be submitted directly to the central government portal and published factually to the public website annually, as per our public sector employer obligation.

2.2 To cease the annual workforce monitoring report to the Employment Committee and ensure all relevant information is captured within the council plan's annual report and Equality and Diversity working group reports and updates when applicable.

3 Reasons for Recommendation(s)

3.1 The workforce monitoring report has been historically submitted to the Employment Committee to give sight of workforce breakdown data and the initiatives and actions in place to improve equality and diversity across the workforce. This is a duplication of effort and information as the narrative provided in the report is covered contextually and through KPI's on the Council Plan and updated via the quarterly reports and overall annual report – all of which are shared with all members and committees.

3.2 In November 2019 the Equality and Diversity Working Group re-established the terms of reference whilst revising the meeting schedule to increase frequency in order to give more time and focus to activity which will contribute to Bracknell Forests community and staff Equality and Diversity Strategy.

3.3 The Employment Committee Chair and Vice Chair requested this update report as it was agreed at the Chairs briefing meeting that the information could be factually published and that they did not need additional sight of the information they already receive in other formats.

4 Alternative Options Considered

4.1 Continue with separate report which creates a duplication of reporting and potentially contrasting narratives which may cause confusion.

5 Supporting Information

N/A

6 Consultation and Other Considerations

Legal Advice

6.1 N/A – still compliant with government data return

Financial Advice

6.2 N/A

Other Consultation Responses

6.3 N/A

Equalities Impact Assessment

6.4 N/A – still considered and in more detail within council plan and KPI targets

Strategic Risk Management Issues

6.5 None

Background Papers

Contact for further information

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