

To: **Employment Committee**  
**18 December 2023**

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**Monitoring the Council's Workforce – 2022/23**  
**Executive Director: Resources**

**1 Purpose of Report**

- 1.1 Bracknell Forest Council aspires to be an Employer of Choice and live its values of Inclusive, Ambitious and Always Learning. Under the Equality Act 2010 Bracknell Forest Council (BFC) also has a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. Part of this legal duty is to report annually on its workforce composition. This report fulfils that responsibility and is a first draft for CMT to consider.

**2 Recommendation(s)**

**For Employment Committee to review and agree the Workforce Monitoring Report for publishing.**

**3 Reasons for Recommendation(S)**

- 3.1 To comply with the Council's and to ensure the Council has a clear aim to ensure equality across all services and through our workforce

**4 Alternative Options Considered**

- 4.1 N/A

**5 Supporting Information**

- 5.1 The Council are required to publish a workforce monitoring report which provides a equality data for the Bracknell Forest workforce to 31 March 2023. This report ensures the Council meets that responsibility which requires Employment Committee sign off.
- 5.2 Aside from the statutory duties, the Council has a clear aim to ensure equality across all services and through our workforce. This report should provide information and data to recognise areas of strength and identify areas for improvement. This should then lead to work with relevant Officers, Equalities Groups, and staff around the Authority to develop necessary actions and monitor performance.
- 5.3 The aim for the Council's workforce to reflect the composition of the local population to ensure it is representative of the community we serve, thereby helping to ensure that appropriate services are provided to all our citizens. We wish to celebrate diversity and ensure everyone is treated fairly and with dignity and respect. A programme of activity is underway and progressing well, progress is noted here as well as recommendations to keep improving.

**5.4 Bracknell Forest Council 'All of Us' Equality Scheme**

The Council's Equality Objectives are important as they guide the work undertaken and show the commitment to challenging inequality and promoting a fair and inclusive borough. The Council has identified the following Equality objectives:

### 1. Inclusive in all we do

Continue to make our services more inclusive and culturally competent in a borough where everyone is made to feel included and valued.

### 2. Accessible for all

Ensure that we provide information, engage and communicate in ways that are easy to understand for all.

### 3. Accountable and Fair

We will treat all people fairly without favouritism or discrimination while recognising some people will need additional support.

### 4. Diverse and inclusive workforce

We will strive to have a workforce who have the right skills, behaviours and mindsets supported by high quality people managers and inspiring leaders.

### 5. Recovering from the Covid-19 pandemic

Address the increased inequalities and disproportionate impact of the pandemic on people and communities.

The All of us equality schemes available at: Equality Scheme for web 2022-25 (bracknell-forest.gov.uk)

## 5.5 Headlines

The Council monitors equalities data and forms part of our published service plans. They are recorded and monitored on InPhase. Below is 2022-23 data showing; our target; whether our target was met, the trend over past 5 years and percentage annual change.

Green denotes target is met / change is positive. Red target is not met / change not positive. White no real change.

Ref:	Description of PI	Target / Met 22/23	Outturn 18/19	Outturn 19/20	Outturn 20/21	Outturn 21/22	Outturn 22/23	Change one year
L066	Top 5% of earners that are women	50%	49.8%	53.2%	52.5%	56%	57.4%	1.4%
L067	Top 5% of earners from an ethnic minority	15%	12.9%	14.8%	17.6%	13.2%	12.9%	-0.3%
L068	Top 5% of earners that are disabled	8.1-8.3%	7.6%	7.6%	7.9%	9.2%	7.5%	-1.7%
L070	The % of local authority employees who disclosed	5-6.5%	2.3%	2.7%	3.2%	3.4%	4%	0.6%

	they meet the DDA definition							
L071	The % of local authority employees from ethnic minority groups	<b>11%</b>	7.5%	8.6%	8.4%	8.4%	<b>9.1%</b>	<b>0.7%</b>
L072	Gender Pay Gap inc. Bracknell Forest Supplement	<b>13%-15%</b>	18.2%	17.8%	19.7%	16.9%	<b>13.7%</b>	<b>3.2%</b>
L074	Average amount spent on training per employee	<b>£315</b>	£299	£429	£508	£443	<b>£594</b>	<b>£151</b>
L131	Percentage staff leaving within one year of starting	<b>15-17%</b>	19.9%	25.2%	19.7%	23%	<b>18.6%</b>	<b>4.4%</b>

#### Legal Advice

- 6.1 The relevant legal issues are addressed within the main body of the report.

#### Financial Advice

- 6.2 There are no financial implications arising directly from this report.

#### Other Consultation Responses

- 6.3 The details have previously been shared with Equalities Group but further in depth analysis will be undertaken.

#### Equalities Impact Assessment

- 6.4 N/A and discussed within paper contents.

#### Strategic Risk Management Issues

- 6.5 Retention and Retention: Ensuring equality, diversity and inclusivity is considered across the lifecycle of employees and informs policy, procedure, and organisational change.

### Climate Change and Ecological Impacts

- 6.6 There are no climate change considerations arising from this report.

### Health & Wellbeing Considerations

- 6.7 The health and wellbeing of staff is critical as part of their experience of working with Bracknell Forest. Central this is ensuring a culture where staff feel safe, supported and have confidence that they will not experience any form of discrimination. The output of this report should provide evidence of the progress that is being made and identify areas where action is required.

### Background Papers

#### Contact for further information

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