

<b>DECISION-MAKER:</b>	<b>GOVERNANCE COMMITTEE</b>		
<b>SUBJECT:</b>	Workforce Data		
<b>DATE OF MEETING:</b>	28 <sup>th</sup> September 2020		
<b>REPORT OF:</b>	<b>Service Director, HR and OD</b>		
<b><u>CONTACT DETAILS</u></b>			
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<b>Deputy Chief Executive</b>	<b>Name:</b>	<b>Mike Harris, Deputy Chief Executive</b>	<b>Tel:</b> 023 8083 2882
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<b>STATEMENT OF CONFIDENTIALITY</b>			
None.			
<b>BRIEF SUMMARY</b>			
The Governance Committee requested a council wide breakdown of the workforce characteristics demonstrating the current value of diversity and equality across the Authority. Disclosure of personal characteristics is discretionary.			
<b>RECOMMENDATIONS:</b>			
	(i)	To note the data as requested. (August 2020)	
<b>REASONS FOR REPORT RECOMMENDATIONS</b>			
1.	As requested by the Governance Committee.		
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>			
	N/A		
<b>DETAIL (Including consultation carried out)</b>			
2.	<p>The workforce data relies on personal submission from staff for input to Business World employee records. An exercise to collect up to date information was completed in 2018/19 as part of the transition to the new system and switch from Resource Link to Business World. However, many staff elected to not disclose ethnicity and/or disability.</p> <p>This means the overall picture is an indicative snapshot only at this time.</p>		
3.	<p>The HR data team requested employee information in order to have a more comprehensive profile of the workforce to help inform any required actions. In terms of combined data of “not supplied” and “prefer not to say” this applies in the following characteristics:</p> <ul style="list-style-type: none"> <li>• Sexual Orientation 43%</li> <li>• Gender 28%</li> <li>• BAME 32%</li> <li>• Disability 31%</li> </ul>		

4.	Although the picture is incomplete the council is committed to diversity, equality and inclusion and will be reintroducing focus groups for staff / trade union representatives to look at protected characteristics and invite discussion on any areas of concern identified.	
5.	Recruitment to vacant posts is based on competency interviews against the published job specifications.	
<b>RESOURCE IMPLICATIONS</b>		
<b><u>Capital/Revenue</u></b>		
6.	None	
<b><u>Property/Other</u></b>		
7.	None	
<b>LEGAL IMPLICATIONS</b>		
<b><u>Statutory power to undertake proposals in the report:</u></b>		
8.	S.101 Local Government Act 1972	
<b><u>Other Legal Implications:</u></b>		
9.	None	
<b>RISK MANAGEMENT IMPLICATIONS</b>		
10..	None	
<b>POLICY FRAMEWORK IMPLICATIONS</b>		
11.	None	
<b>KEY DECISION?</b>		<b>No</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>		None
<b><u>SUPPORTING DOCUMENTATION</u></b>		
<b>Appendices</b>		
1.	Workforce Data – Council wide and by Directorate	
<b>Documents In Members' Rooms</b>		
1.	None	
<b>Equality Impact Assessment</b>		
<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b>		<b>No</b>
<b>Data Protection Impact Assessment</b>		
<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>		<b>No</b>
<b>Other Background Documents</b>		
<b>Other Background documents available for inspection at:</b>		
<b>Title of Background Paper(s)</b>		<b>Relevant Paragraph of the Access to Information Procedure Rules /</b>

		Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	None	