

# Report to Scrutiny Commission

Overview Select Committee

Date of Commission meeting: 2 November 2017

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## **Employment monitoring report**

Report of the Director of Delivery, Communications and  
Political Governance

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Leicester  
City Council

**Useful Information:**

- Ward(s) affected: Not applicable
- Report author: Owain Turner, HR Policy and Projects Advisory
- Author contact details 37 4302

**1. Summary**

Leicester City Council is committed to having a workforce that is reflective of the communities we serve. This report provides an insight into our progress against this objective and fulfils part of our Public Sector Equality Duty under the Equality Act 2010.

The report attached at Appendix A analyses the profile of the council's centrally employed workforce as at 31 March 2017, and where range data is used 1 April 2016 to 31 March 2017.

The report uses data from the most recent census (2011) to draw comparisons between the council's workforce and the city's population, publically available data from Manchester City Council, Coventry City Council and City of Bradford Metropolitan District Council to draw comparisons with similar unitary authorities, and the Local Government Association (LGA) workforce survey 2015/16 to provide national comparisons. Trends in key aspects of the data over the past five years are also identified where data is available.

**2. Recommendation(s) to scrutiny**

Scrutiny are asked to consider the report attached at Appendix A and any actions or areas of further work they feel may be helpful in the Council achieving a representative workforce for inclusion in the action plan.

**3. Supporting Information**

The detailed report is contained at Appendix A.

**4. Financial, legal and other implications****4.1 Financial implications**

There are no significant financial implications arising directly from this report. Any initiatives with significant implications that might arise would need however consideration at the time.

Colin Sharpe, Head of Finance, ext. 37 4081

**4.2 Legal implications**

There are no direct legal implications arising from this report.

Kamal Adatia, City Barrister & Head of Standards and Monitoring Officer. Ext. 37 1401

#### 4.3. Climate Change implications

As FTE staff numbers reduce, a reduction in carbon emissions would be expected as a result of rationalisation of accommodation. Trends in the Council's carbon footprint are reported annually.

Mark Jeffcote, Senior Environmental Consultant. Ext. 37 2251

#### 4.4 Equality Implications

The Equality Act 2010 (Specific Duties) Regulations 2011 imposes specific duties for certain public authorities. A specific duty for the council is a requirement to publish information relating to the protected characteristics of the authority's employees. The Technical Guidance on the Public Sector Equality Duty produced by the Equality and Human Rights Commission states that this information should include: the profile of staff at different grades, including any patterns of occupational segregation and part-time work; and the profile of staff at different stages of the employment relationship, including recruitment and leavers, and the numbers of complaints about discrimination and other prohibited conduct.

The report presents a range of analysis by protected characteristic of council employees for the organisation as a whole and for specific divisions as of a particular point in time. It also presents five year trends and comparisons with other similar local authorities, to enable the reader to consider the equalities implications of its workforce profile from a wider context.

The above information provides a solid evidence base explaining the council's workforce, how it has changed over time, and how it is becoming more diverse over time. This evidence indicates how the council is meeting the above specific duty. The evidence also indirectly indicates how the council's aim of meeting its Public Sector Equality Duty - eliminating discrimination, promoting equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not share a protected characteristic – is being met through its employee/employment policies and practices as reflected in the analysis. The findings can also be used as evidence to inform future work in this area.

Hannah Watkins, Corporate Equalities Manager. Ext 37 5811

#### 4.5 Other Implications

No other implications arising.

**5. Summary of appendices:**

Appendix A – Employment monitoring report