

Committee Establishment Committee	Date: 17/09/2020
Subject: Annual Employee Profile Report 2019 - 2020	Public
Report of: Director of Human Resources	For Information
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Summary

This report sets out the workforce profile information for the year 2019-2020. It also includes the Gender, Ethnicity and Disability Pay Gaps previously reported for the snapshot date 2018. It provides a breakdown of the workforce by six protected characteristics identified in the Equality Act 2010. These are sex, age, ethnicity, disability, religion and belief and sexual orientation. The appendix to the report is included in our Annual Equality and Inclusion Performance report which is published on the internet.

Recommendation

Members are asked to note the report and the Employee Profile Report 2019 -20 at Appendix 1

Main Report

Background

1. Equality and inclusion fall under the remit of this Committee and the Committee receives a number of update reports throughout the year. The Equality and Inclusion Board chaired by the Town Clerk and Chief Executive oversees the E&I Action Plan in relation to employment and service delivery. The Equality and Inclusion Action Plan is currently being updated to include the areas of interest raised by the Tackling Racism Taskforce and will be reported to a future meeting of this Committee. This report is the annual update presenting data on the employee profile broken down by 6 protected characteristics defined by the Equality Act 2010. These are sex, age, disability, ethnicity, sexual orientation and religion or belief. The analysis includes salary and grade; the top 5% earners; Gender, Ethnicity and Disability Pay Gap; turnover, recruitment and new starter and leaver information during the year.
2. The workforce profile data is used to inform the public sector equality duty in relation to employment. This data along with the HR dashboards and workforce planning data helps to inform the Human Resources priorities and the Equality and Inclusion Board Action Plan.

Current Position

3. Attached as Appendix 1 is an analysis of the workforce as at the end of March 2020. Overall there has not been any significant change in the composition of the workforce. The various initiatives that we have put in place will take time to embed before we will be able to see any discernible difference. It should be noted that recruitment during the year dropped by nearly 16% and this in turn has an impact on how quickly we can influence the workforce profile.
4. The top 5% of earners has been analysed over a number of years and was formerly a key performance indicator for local authorities. We now include data on the gender, ethnicity and disability pay gaps and these have previously been reported in detail to the Committee. Women, ethnic minorities and employees with disabilities continue to fare poorly in this category of analysis. This is largely due to under-representation in senior grades. The measures to address these differentials have been reported to the Committee and as noted above the current Equality and Inclusion Action Plan is being updated to reflect the areas of interest raised by the Tackling Racism Taskforce.

Corporate & Strategic Implications

5. Monitoring our workforce by protected characteristics provides us with key data that informs the equality and inclusion agenda and progress being made to address areas of concern. E&I initiatives link to the Corporate Plan aim of 'contributing to a flourishing society'.

Implications

6. There are no specific costs arising from this report, but the data helps us to identify where there is a disproportionate impact in relation to protected characteristics. The Tackling Racism Taskforce initiatives are reported separately on the agenda.

Conclusion

7. This report sets out the latest annual employee profile by six of the protected characteristics. The data enables us to understand our workforce better and identifies areas of concern that need to be addressed. It also enables comparison and benchmarking with industry and monitors progress being made to reduce imbalances identified in our workforce.

Appendices

- Appendix 1 – City of London Corporation - Employee Profile March 2020.

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