

# HAMPSHIRE COUNTY COUNCIL

## Decision report

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| <b>Decision Maker:</b> | Employment in Hampshire County Council                         |
| <b>Title:</b>          | Hampshire County Council - Annual Workforce Report 2020 - 2021 |
| <b>Report From:</b>    | Deputy Chief Executive and Director of Corporate Resources     |
| <b>Date:</b>           | 5 July 2021  |

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### Purpose of this Report

1. This report introduces the Annual Workforce Report for 2020/21 for discussion at the Employment in Hampshire County Council committee (EHCC).
2. EHCC are asked to:
  - Review the content of the Annual Workforce Report (Annex One)
  - Note the progress of the actions and next steps.

### Context

3. The Annual Workforce Report 2020/21 can be seen in Annex One.
4. The report includes the normal suite of data and analysis relating to our people. It is a working document, and we now shape Departmental Quarterly People Performance discussions around the lifecycle and link back to themes and issues on an ongoing basis.
5. A change this year is the inclusion of additional employee data, including data relating to gender identity, pregnancy and maternity, sexual orientation and religion. This goes beyond our legal requirements under the 'Equalities Act' and serves to:
  - Reinforce our desire to be an inclusive organisation through-out all our people practices, including reporting;
  - Help us to better understand our people and determine strategies and initiatives to improve the workplace;

- Support any future assessments we chose to make, either internally or against national 'inclusion criteria', and in service of continuous improvement
6. Also new this year is the inclusion of more detailed data captured from those leaving the County Council. This completes an action from last year's report and over time will serve to create a richer picture of our employee lifecycle.

### Executive Summary

7. The Annual Workforce Report provides a high-level overview of key workforce data (excluding schools) and the relevant trends to inform the Council's workforce strategies and priorities.
8. The report, built around a typical 'employee lifecycle' (as shown in figure 1), provides data up to and including March 2021.



**Figure 1: A typical employee life cycle**

9. In the Annual Workforce Report we have continued to draw comparisons to previous years to understand trends and to monitor progress.
10. Also included in the report are updates on progress against last year's actions and next steps, planned activity and new initiatives.

## **Recommendations**

11. It is recommended that EHCC reviews the progress of the actions reported in Annex One (Appendix 3) and notes the new actions added for this year.

## REQUIRED CORPORATE AND LEGAL INFORMATION:

### Links to the Strategic Plan

This proposal does not link to the Strategic Plan but potentially impacts the County Council's workforce strategy.

### Other Significant Links

#### Direct links to specific legislation or Government Directives

| <u>Title</u>               | <u>Date</u>  |
|----------------------------|--------------|
| Workforce report 2017 - 18 | 11 July 2018 |
| Workforce report 2018 – 19 | 28 June 2019 |
| Workforce report 2019 – 20 | 9 July 2020  |

#### Section 100 D - Local Government Act 1972 - background documents

**The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)**

| <u>Document</u>   | <u>Location</u>                                    |
|---|--|
| Office for National Statistics (ONS)<br>-2018 sexual orientation UK statistics<br>-2020 outcomes for disabled people statistics<br>-2021 employment and unemployment statistics | <a href="http://www.ons.gov.uk">www.ons.gov.uk</a> |
| Chartered Institute of Personnel Development (CIPD)<br>-2020 Health & Wellbeing at work, public sector<br>-2020 Resourcing & Talent Planning<br>-2021 Inclusion at work         | <a href="http://www.cipd.co.uk">www.cipd.co.uk</a> |

## **EQUALITIES IMPACT ASSESSMENT:**

### **1. Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### **2. Equalities Impact Assessment:**

Equality objectives are not considered to be adversely affected by proposals in this report. The intent of this report is to enhance inclusion, diversity and equality at the County Council by publishing employee data relating to protected characteristics to help inform strategies and target initiatives to improve the workplace.