

Report of the Executive Director

WORKFORCE PROFILE 2020/211. Purpose of report

To provide analysis of the workforce for Broxtowe Borough Council in 2020/21.

2. Background

The workforce profile is an annual report which is produced by the Payroll and Job Evaluation team covering areas such as recruitment, the workforce, employment issues and health and safety. It provides an opportunity for us to compare with previous years to see how the Council is progressing.

3. Detail

The workforce profile is an important document to the Council. The information and further analysis it provides allows the Council to see what we succeed in and which areas require further consideration and improvement.

The analysis within the report for recruitment helps us to identify the profile of candidates which are applying for posts. From this we can understand if the candidates we appoint are as diverse as the group which are applying.

One statutory part of the document is 4.14 Gender Pay Gap which needs to be reported and published each year by Broxtowe Borough Council. The Gender Pay Gap for 2020/21 must be published by 31 March 2022 in order to remain compliant. Broxtowe Borough council are required to publish the median and mean hourly rate.

Health and Safety is vital in ensuring employees feel their workplace is a safe and amenable environment. Analysis of accidents and RIDDOR accidents means we are able to see if improvements have been made and set targets for future years.

Recommendation

Committee is asked to NOTE the Workforce Profile 2020/21.

Background papers

Nil