

**REPORT OF THE SERVICE DIRECTOR HR AND CUSTOMER SERVICE****WORKFORCE INFORMATION 2012****Purpose of the Report**

1. The purpose of this report is to provide Personnel Committee with a summary of the profile of the workforce for Nottinghamshire County Council as part of a regular annual reporting regime.

**Information and Advice**

2. Since January 2009 all public sector employers, including local authorities, have had a statutory duty under the Equality Act 2010 to publish information about the profile of their workforce on an annual basis. The collection of this data and the use of it to inform key workforce initiatives underpins the Council's commitment to ensuring that its employment practices and services are free from discrimination and prejudice: fit for purpose and enable delivery of good quality affordable services and high standards of customer care
3. The latest workforce information for Nottinghamshire (NCC) is as at March 2012 and the figures are based on the 12 month period from 1 April 2011. The report shows how the County Council's workforce has changed over the period 2010 to 2012 and relates to gender, age, ethnicity, sexual orientation and religion/belief. These are the protected characteristics covered by the Equality Act 2010.
4. The information from this report feeds into the County Council's Workforce Strategy and has a key impact on the workforce planning of the Council to ensure that it has a flexible and diverse workforce which will enable it to deliver its key priorities.
5. The current Workforce Information Report covers a period when the Council underwent significant restructuring and therefore the report does not include data on individual departments as the extent of restructuring would make comparison difficult
6. The Workforce Information Report for 2012 is attached as Appendix 1. The key points regarding the Council's workforce profile that are evident from the data published in the report are;
  - a. The number of posts and employees employed by the Council has fallen over the period 2010 to 2012. This is not unexpected given the budget savings and reprioritisation of funds that has taken place over the last few years. This alongside the reshaping and redesign of the organisation and a number of school academy conversions has resulted in an overall reduction in the number of people directly employed by the Council.

- b. Over 60% of employees are within the 36-55 age groups. The proportion under 25 is just over 5%. This compares to 13.26% of the Nottinghamshire population who are aged 16-25. This information has been a key driver for the County Council to increase the number of work related learning opportunities for young people to try and encourage more young people to see the Council as an employer of choice.
- c. The proportion of employees who declare themselves disabled has remained fairly constant over the last few years and is now at 2.7%.
- d. The proportion of employees declaring themselves as not being White British (i.e. they are in the black and minority ethnic groups; (BaME) has also remained constant at just over 5% and this compares favourably with 4.2% in the Nottinghamshire Community.
- e. The overall balance across the workforce between men and women has also remained fairly constant at around 25% male and 75% female. The Council knows that it does attract a number of female employees because of its wide range of family friendly policies.
- f. The number of employees identifying themselves as having a disability has increased slightly overall. The number of employees with a disability who are employed centrally by the authority is broadly in line with the local labour market but is significantly lower in schools.

### **Other Options Considered**

- 7. The County Council regularly reviews the way it presents this type of statistical information because the aim is to make it as clear and as concise as possible.

### **Reason for Recommendation**

- 8. The County Council has a statutory duty to publish workforce information on an annual basis. It is important that elected members are aware of this information when determining the strategic direction of the County Council and other related policies.

### **Statutory and Policy Implications**

- 9. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Implications for Service Users**

This information is available to Service Users via the County Council's public website.

## **Equalities Implications**

The publication of the Workforce Information Report ensures that the County Council complies with its statutory duty under the Equality Act 2010. Actions undertaken by the Council to address any potential inequalities identified from the data as set in the report would further support compliance with this duty.

## **Human Resources Implications**

The human resource implications are implicit within the body of the report. Trades Union colleagues have been consulted on the information contained within the report and have provided their comments. It will be an agenda item for further discussion at the next Central Joint Consultative and Negotiating Panel on Thursday 31 January 2013.

## **RECOMMENDATION**

It is recommended that Members approve the publication of the Workforce Information Report 2012.

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### **Constitutional Comments (KK 20/12/12)**

10. The proposals in this report are within the remit of the Personnel Committee.

### **Financial Comments (MB 20/12/12)**

11. There are no specific financial implications arising from the report.

### **Background Papers**

Trade union side comments.

### **Electoral Division(s) and Member(s) Affected**

All