
Annual Employment Report 2021

Committee considering report:	Personnel Committee
Date of Committee:	14/12/21
Portfolio Member:	Councillor Howard Woollaston
Date Head of Service agreed report:	Sarah Clarke
Date Portfolio Member agreed report:	14/7/21
Report Author:	Paula Goodwin
Forward Plan Ref:	PC4020

1 Purpose of the Report

1.1 This report is for information only.

2 Recommendation

2.1 That Personnel Committee take account of the contents of the report.

3 Implications and Impact Assessment

Implication	Commentary
Financial:	None
Human Resource:	None
Legal:	None
Risk Management:	None
Property:	None
Policy:	None

	Positive	Neutral	Negative	Commentary
Equalities Impact:				
A Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?	X			There is a statutory requirement to publish equalities data. This will also help inform actions taken within the Workforce Strategy.
B Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	X			There is a statutory requirement to publish equalities data. This will also help inform actions taken within the Workforce Strategy.
Environmental Impact:		X		
Health Impact:	X			An ambition of the strategy is to improve wellbeing in the workforce and the data within the AER helps support determining appropriate actions.
ICT Impact:		X		
Digital Services Impact:		X		
Council Strategy Priorities:	X			<i>Support everyone to reach their full potential</i>
Core Business:	X			Statutory requirement to publish equality data and to consider the data to support actions within the Workforce Strategy.

Data Impact:		X		
Consultation and Engagement:	Corporate Board and Operations Board			

4 Executive Summary

- 4.1 The Annual Employment Report provides a summary of changes in the corporate workforce employed by West Berkshire Council (excluding schools) on 31st March 2021 compared to 31st March 2020. Where available, information from previous years is compared to provide longer term trend data.
- 4.2 This report is for information only and the contents of the report noted by Personnel Committee.

5 Supporting Information

Introduction

- 5.1 The employee information in this report is based on employee headcount (i.e. the number of individuals employed on permanent or temporary contracts of employment). It excludes staff employed in schools, agency and casual workers. Details of the Council's staffing establishment, including vacancies and full time equivalent employment are also included.
- 5.2 The data in the report relates to the workforce employed by the Council between 1st April 2020 and 31st March 2021. Where available, the data is compared to previous years to identify longer term trends.
- 5.3 Full data is supplied in tables as appendices within the report. The report text provides an overview analysis of the data.

6 Conclusion

- 6.1 That Personnel Committee take note of the contents of the Annual Employment Report.

7 Appendices

- 7.1 Annual Employment Report

Subject to Call-In:

Yes: ☐ No: ☒

The item is due to be referred to Council for final approval	<input type="checkbox"/>
Delays in implementation could have serious financial implications for the Council	<input type="checkbox"/>
Delays in implementation could compromise the Council's position	<input type="checkbox"/>
Considered or reviewed by Overview and Scrutiny Management Committee or associated Task Groups within preceding six months	<input type="checkbox"/>
Item is Urgent Key Decision	<input type="checkbox"/>
Report is to note only	<input checked="" type="checkbox"/>

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Document Control

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