

People Strategy 2003 – 2006 including Equality & Diversity Monitoring 2005/06

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Performance Management & Review Committee
5 December 2006

People Strategy 2003/2006

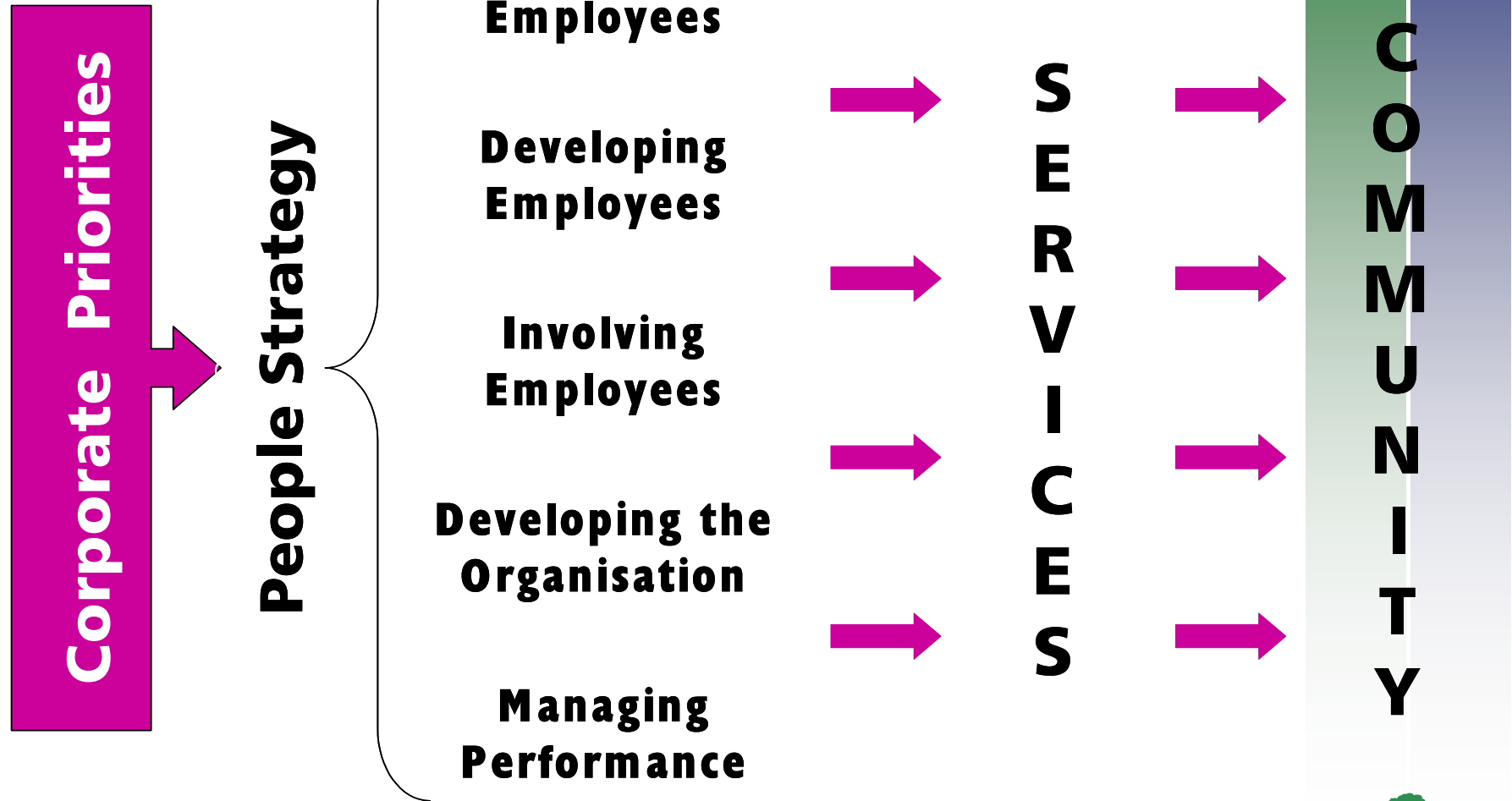
- What is it?
- Progress – 2003/2006
- Challenges
- People Strategy 2007/2010
- Key activities
- Equality & Diversity Monitoring 2005/2006

What is it?

- To ensure the Council has employees and members that can contribute successfully towards the strategic direction of the Council and also achieve their full potential.



What is it?



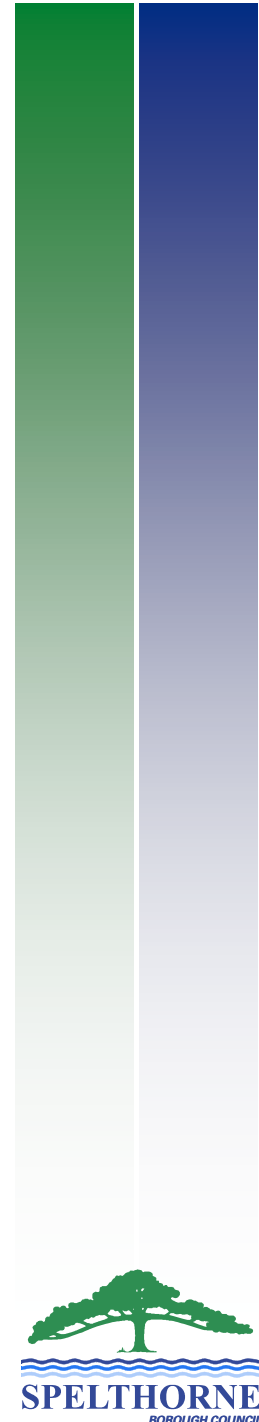
Progress - 2003/2006

Successes

- Employment of disabled people
- Development of members and staff
 - Innovative approach
 - IIP/SEE Charter (2006/07)
- Health & Safety awareness
 - Accidents
- Recruitment process
 - Use of IT
 - Costs
- Spelthorne as a good employer
- Communication

Challenges

- Fluctuation in sickness rates
- Turnover rates
 - voluntary vs managed
- Make up of workforce



People Strategy 2007/10

- Developing the organisation
- Developing leadership and workforce skills capacity
- Resourcing the organisation
- Pay and Reward

* Agreed by Executive – October 2006

Key Activities

- Pay and grading review
- Staff Survey 2007
- Borough Council Elections



Equality & Diversity Monitoring 2005/6

Why monitor?

- Be aware of the make-up of the workforce
- Be alert to trends
- Identify actions required
- Plan for the future
- Attract applications from a wide range of backgrounds
- Workforce reflects the population and customers
- Legal framework

Workforce Trends

- Reduced numbers employed compared to June 2005
- Proportion of male / female staff remains similar
- Numbers of disabled staff has increased, although level of applications remains low
- Proportion of ethnic minority staff remains similar, continue to receive high number of applications
- Ageing workforce, although encouraging number of younger staff recruited
- Strong fields of candidates for most posts, fewer applicants at senior level
- A number of internal appointments and secondments



Workforce equality & diversity - actions

- 'Positive about disabilities' accreditation
- Supporting staff with disabilities
- Work experience
- Age discrimination regulations
- Need to ensure that employment arrangements comply
- Changing arrangements for retirement and staff requests to remain working beyond retirement age

