

**WAVERLEY BOROUGH COUNCIL**

**RESOURCES OVERVIEW AND SCRUTINY COMMITTEE**

**20 JUNE 2022**

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**Title:**

**WORKFORCE PROFILE UPDATE**

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**Portfolio Holder: Councillor Paul Follows**

**Head of Service: Robin Taylor, Head of Policy and Governance**

**Key Decision: No**

**Access: Public**

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**1. Purpose and Summary**

The purpose of this report is to provide an update to the Overview and Scrutiny Committee on the profile of the Waverley Borough Council's workforce for the year 2021/22.

**2. Recommendation**

The Committee is asked to note this report and to make any comments or recommendations to the Executive based on its contents.

**3. Reason for Recommendation**

Not applicable.

**4. Relationship to the corporate Strategy and Service Plan:**

A key part of Waverley's HR Strategy for 2018-2023 includes developing an evidence based approach to HR through the monitoring and analysis of HR data in order to address current and future challenges for our services. The HR Strategy links to the Policy & Governance Service Plan, which feeds into the Corporate Plan.

This report provides a detailed breakdown of the Council's staff composition with respect to Age, Gender, Race, Religion and Disability status. It also provides relevant information relating to turnover, flexible working, staff engagement and sickness trends with special focus on the response to staff and councillors during the period of the Covid-19 pandemic and the future focus of HR given the data available.

**5. Implications of decision**

### **5.1 Resource (Finance, Procurement, Staffing, IT)**

This report is for the Council's information and there are no financial, procurement, staffing or IT implications.

### **5.2 Risk Management**

### **5.3 Legal**

The strategies, policies and procedures which are linked to the information contained in this report comply with relevant employment law. This report and related data will be presented to Legal services for review.

### **5.4 Equality, diversity and inclusion**

There are no direct equality, diversity or inclusion implications in this report. Equality impact assessments are carried out when necessary across the council to ensure service delivery meets the requirements of the Public Sector Equality Duty under the Equality Act 2010.

### **5.5 Climate emergency declaration**

There are no direct climate impacts of the data in this report.

## **6. Consultation and engagement**

The report will be presented to Overview and Scrutiny committee and their comments and recommendations will be noted.

## **7. Other options considered**

Not applicable.

## **8. Governance journey**

This report is prepared by Human Resources and will be presented to the SMT and Overview and Scrutiny committee.

### **Annexes:**

Annexe 1 – Workforce Profile 2022

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### **Background Papers**

There are / are no background papers, as defined by Section 100D(5) of the Local Government Act 1972).

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