

WAVERLEY BOROUGH COUNCIL
RESOURCES OVERVIEW AND SCRUTINY
SEPTEMBER 2022

Title: SUPPLEMENTARY REPORT: RECRUITMENT AND RETENTION

Portfolio Holder: Councillor Paul Follows

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

Key Decision: No

Access: Public

1. Purpose and Summary

The purpose of this report is to provide a supplementary report following the Workforce Profile submission to the Overview and Scrutiny Committee in June 2022. At that meeting, Councillors asked for more information relating to recruitment and retention. This supplementary report provides that.

It should be noted that councillors also asked a separate question on the gender pay gap. That question is answered in the section below.

Gender Pay Gap

Please find attached a copy of our deep dive into the gender pay gap that shows the reasons behind the gap in more detail.

In the O&S committee meeting in June, Councillors asked whether maternity or parental leave contributes to the pay gap. There is no evidence of this, however there is no doubt that caring responsibilities do contribute to the gender pay gap (nationally as well as for us as an employer) as it is recognised that women are more likely to be carers than men, and that part time working because of caring responsibilities tends to attract lower pay. Waverley counteracts this by having generous flexible and agile working available at all levels in the organisation, however historically the most senior roles were primarily taken by men. Prior to 1 August 2022 only 9% of our SMT is female however we have already seen that the collaboration with Guildford for the Joint Management Team has attracted more women into senior roles.

Please see below some options to continue this work:

- Considering whether to offer enhanced paternity or shared parental leave

- Offering more flexible working at senior level roles
- Offering leadership development targeted at women

Waverley have been running a women's group at middle management level for the last year to combat the gender pay gap and encourage women into more senior positions. We have recently completed the women's development programme that was very well received and have nominated two women for the Solace programme into senior leadership positions in local government.

Recommendation

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

2. Reason for Recommendation

To enable the Committee to scrutinise the information they requested at their June 2022 meeting.

3. 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 an answer to Councillors supplementary questions relating to recruitment and retention and the gender pay gap and also makes some additional recommendations based on the research carried out.

4. 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.

5. Consultation and engagement

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

6. Other options considered

Not applicable.

7. Governance journey

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

Annexes:

Annexe 1 – Gender Pay Gap Deep Dive

Annexe 2 - Recruitment and Retention Supplementary Report 2022

Background Papers

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

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