

Item No. 23.	Classification: Open	Date: 8 December 2020	Meeting Name: Cabinet
Report title:		Annual Workforce Report 2019-20	
Ward(s) or groups affected:		NA	
Cabinet Member:		Councillor Rebecca Lury, Finance and Resources	

FOREWORD - COUNCILLOR REBECCA LURY, CABINET MEMBER FOR FINANCE AND RESOURCES

This report comes at a time when our workforce has faced unprecedented challenges in light of the Covid-19 pandemic. Whilst this report covers the period to April 2020, as we only just started to feel the impact of Covid-19, I want to thank every single one of our staff for their continued work and adaptability during this time. We continue to monitor the impact of the pandemic on our workforce and this will be collated into our next annual workforce report.

The pressure that our workforce has been under over the past months only reinforces the vitally important role that they play in ensuring the smooth running of the Borough. It is because we place such a high value on our staff that we remain committed in investing in our workforce.

This report provides an update on key aspects of our progress, including information on the make up of our workforce and our recruitment, training and pay.

This report shows the diversity of our workforce of over 4000 staff, with recognition of the networks that exist within the Council including the Women's Network, Empower (our BAME network), the LGBTQ+ Network and NCompass (our disability network), our initiatives to support those from BAME backgrounds, our work to support our parental workforce and the support we provide to those at all stages of their careers, across all age groups. We have also included within this report an initial update on taking forward our Southwark Stands Together work.

However, there is always more that we can do, and we will be looking to continue to provide support to our whole workforce over the coming year.

RECOMMENDATIONS

1. That the Cabinet notes the workforce report attached as appendix one and this covering report.
2. Cabinet notes that officers will develop the Councils Workforce Equality Plan

following on from the recommendations of Southwark Stands Together – Workforce Workstream and continue to implement Workforce Strategy with areas requiring further consideration, for example career development and in-work progression with a particular focus on under-represented groups.

BACKGROUND INFORMATION

3. This Workforce Statistics Report is presenting the annual workforce position as at 31 March 2020, for the previous financial year, in accordance with the aims and objectives set out in the Workforce Strategy and the Workforce Equality Plan. At the point of reporting this to Cabinet the Council has seen the extreme inequalities identified by the international Covid-19 pandemic and the momentum of the Black Lives Matters movement following the tragic killing of Mr. George Floyd and others across the world. These two issues have together illuminated the inequalities within British society, within our Southwark community and Southwark Council as an employer. Through the work of the Southwark Stands Together Programme (which was previously presented to Cabinet on 20 October 2020) we will embed key actions within the annual Workforce Equality Plan and identify a long term and evolving programme of actions on what we need to do to improve Southwark as an employer and workplace to be more representative of our local community and more inclusive for all. Before we assess the new challenges to address such inequalities within our workforce, a full review of the previous year's workforce statistics is required. Such a review has been conducted annually by Southwark Council for more than 10 years and this year is no exception. The report will also go some way to explain key projects, initiatives and activities that have been implemented during 2019-20.
4. The Equality Duty 2010 is supported by specific duties which require public bodies to publish relevant, proportionate information annually demonstrating compliance. Information must be published in a way which makes it easy for people to access it and, for public bodies with 150 or more employees, to consider how their activities as employers affect people who share different protected characteristics. The span of information to be published is not specified within the Duty, but it is suggested that the following could be included:
 - Composition of the workforce;
 - Pay equality issues; in Southwark this is shown by profile at different grades and includes reporting requirements to publish gender pay gap data;
 - Recruitment and retention rates;
 - Learning and development opportunities;
 - Grievances and disciplinary issues for staff with different protected characteristics;
 - Published information can also include plans to address equality concerns within the workforce, and information from staff surveys.

5. To meet our obligations, the council produces an annual workforce report which includes a range of Human Resources (HR) related data and is published on the council's website. This report highlights key findings and example initiatives from the workforce programme. The 2019-20 report is attached at Appendix one.
6. The Workforce Equality plan has been designed to ensure Southwark has a clear and structured plan to promote equality, diversity and inclusion authentically within the workforce. To achieve this it is important to ensure that they are included in everything we do so a targeted approach to our universal workforce development initiatives is essential. It is also recognised that there is particular value in reviewing the equalities data at a local team or service level and in key areas of under representation across the council. These initiatives are called bespoke initiatives.
7. Southwark's trade unions have been briefed on the workforce data and we will continue to work constructively with them on the development of the workforce equality plan.

KEY ISSUES FOR CONSIDERATION

8. An analysis of the current workforce data, the identification of significant underlying trends, the engagement of key stakeholders have identified initiatives which involve cooperation between various teams, groups and individuals across the Council. This report provides a summary of the progress undertaken in the last year to work towards improving and delivering on the Council's Equalities Plan.
9. Southwark Council has 4293 employees across a range of very diverse job roles, trades and professions an increase of 2.3% of employee numbers in 2018-19. Over the last year we have seen an increase in the workforce with the return of key services from the private sector e.g. the TUPE' transfer into the Council of the School Crossing Patrol Service to our within the Environment and Leisure Department, and the creation of the Regional Adoption Agency making us one of the larger Local Authorities in London.

Sex

10. As per last year, Southwark Council has a diverse workforce that is broadly representative of the local community with a split of 50% women and 50% men in the workplace. Within the Southwark's population 82% of females are economically active compared to 86% of males, with a total of 79% of the population being in employment. 60% of all centrally recorded learning and development (reference data 23 in appendix 1) has been completed by our female workforce and 65% of women received an increment in the last performance management year (reference data 15 in appendix 1).
11. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

place a mandatory requirement to report annually on our gender pay gap and publish key information. This is produced as part of the workforce report and is included in paragraph 7 onwards in Appendix one. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. A positive percentage figure shows that overall, female employees receive lower pay than male employees and a negative percentage figure shows that overall, male employees receive lower pay than female employees.

12. Southwark Council has a mean gender pay gap of minus 6.62%, a reduction from minus 7.91% last year. This indicates that on average Southwark male employees are paid lower than Southwark female employees by approximately 6.62%. This is predominantly due to the larger number of male workers in lower paid roles within the waste and cleansing services.
13. To ensure that we can maintain a good balance between our male and female workforce it is important to ensure that we continue to support key initiatives and challenge stereotypes. Some of the bespoke initiatives achieved this year have been:
 - I. Continued funding and support for the Women's Network. The Women's network received a budget of £6,000 to deliver events and incentives that have raised awareness on issues and interests related to women. The same budget allocation was provided to each of the self-supporting staff networks. The Women's Network chief officer sponsor is Caroline Bruce, Strategic Director of Environment and Leisure. Some key events included:
 - a. Celebrating International Women's day
 - b. Along with the wider staff network delivering roadshows across work spaces across the council
 - c. Collaboration with other Staff Networks acknowledging intersectional experiences
 - d. Training sessions such as 'Understand your Values and Beliefs' and 'Unleash your Creativity'
 - e. Workshops and masterclasses such as childcare, dementia and breast health awareness
 - f. Network lunches inviting inspirational speakers, including Caroline Bruce sharing her career journey
 - II. Development of key policies, procedures and guidance documents to support challenging issues for women in the workplace addressing the Menopause and Domestic Abuse
 - III. Marking the United Nation's International Day for the Elimination of Violence against Women and Girls and our support for the 16 days of activism – a series of worldwide campaign activities spanning 25th November to the 10th of December, all aimed at raising awareness and bringing an end to domestic and various forms of violence.
14. The Council has also been addressing the gender pay gap issue created by the payment of the bonus scheme, under Trade and craft Operative

Terms and Conditions of service, applied to a predominantly all male workforce with Environment and Leisure Department. This scheme has been subject to review and re-negotiation in the last year with the Council Trade Unions. Due to the delays caused by Covid-19 this work continues and the Council is optimistic in positively addressing this disparity in 2020-2021.

15. The Workforce Report also assesses the disability and ethnicity pay gaps. On joining Southwark Council staff are asked to share their equalities information with us as their employer, this includes disability, ethnicity and sexual orientation.
16. The Council runs annual reminders for staff to review and update their data. Sharing not declaring if you had a disability has been well received across the workforce and in 2019-2020 we have seen an increase of staff sharing they have a disability with their employer from 5% to 6.1%. The average across London boroughs is 6.2%.

Disability

17. Raising the profile of disabilities in the workplace and the provisions for workplace adjustments through acknowledging nationally recognised days and promoting #Iamconfident across Southwark Council social media and attraction/advertising has been a priority this year. To ensure that we can improve the working lives of our staff who have a disability, some of the bespoke initiatives achieved this year have been:
 - I. The expansion of the Spectrum staff network who previously focused on Autism specifically into Ncompass, an all-inclusive disability staff network, with Eleanor Kelly the Chief Executive as their lead sponsor <http://thesource/news/2019/dec/international-persons-disabilities-day/>
 - II. Ncompass have taken part in a series of activities to raise awareness of the refocused disability staff network
 - III. Continued commitment to the government scheme for Disability Confident
 - IV. The development of the health and wellbeing plan
 - V. Involvement of Ncompass in the launch of smarter working enhancing the provision of IT equipment and resources to assist disabled staff within the workforce
 - VI. Re-procurement of the Cycle to Work Scheme with a specific increased bike budget to accommodate electric and specially adapted bikes to support staff who are disabled utilising the scheme
 - VII. Disabled staff involvement in the testing and selection of new office equipment including chairs and adjustable tables.

18. To view some of the career stories of how our disabled staff are being supported in the work place to manage their disability and work please see here:
 - a. <http://thesource/news/2019/nov/iamconfident-manager-s-perspective/>
 - b. <http://thesource/news/2019/nov/iamconfident-support-disabilities-long-term-health-conditions/>
 - c. <http://thesource/news/2019/nov/world-diabetes-day/>
 - d. <http://thesource/news/2019/oct/national-dyslexia-week/>
19. The Council's continued commitment to the Time to Change pledge which places a particular focus on reducing the stigma associated with mental ill-health and is designed to encourage and support employers in creating a workplace environment where mental health issues are openly discussed and employees can feel appropriately supported was further underpinned with the launch of the government initiative Able Futures and continued promotion of MindApples events during 2019-20.
20. The sickness absence reason, 'stress/ depression/ anxiety/ mental health', has increased from 9.2% in 2018-19 to 26% in the last 12 months indicating that staff are more likely to openly share with us their employer about their mental health than in previous years.
21. In the re-procurement of our Occupational Health Service contract, key consideration was given to the support that the service can provide to support staff with mental health issues in the workplace.
22. Southwark council has a mean disability pay gap of -1.52%%. This indicates that on average, for every £10 a disabled employee earns, non-disabled employees earn £10.15. 59% of staff with a disability were given incremental progression compared to 66% of staff who are not disabled.

Ethnicity

23. When looking at broad ethnic groups the percentages of employees from Black, Asian and Minority Ethnic (BAME) communities within Southwark Council is 51% of employees compared to 49% who are White, which is a slightly better representation than our community where, 46% of the Southwark population is from a Black, Asian or Minority Ethnic community. More widely across London boroughs, those employees who classify themselves as White average 59%.
24. The percentages of BAME employees compared to White employees change through the grades. The significant change is at grades 10-12 where the percentage of BAME employees are higher than in grades 14 (JNC level, middle management positions) and above. However, representation in grades 14+ is improving, albeit slowly, as there is an increase in of 4% 17.7 % of BAME staff at grade 14+ to 21.7% in the last year. In comparison to the local community the economically active BAME population is currently 38%, so further work to increase BAME representation at senior level posts within the organisation is a key

priority.

25. Incremental progression was broadly comparable for those staff from BAME communities as to those who are White.
26. Southwark council has a mean ethnicity pay gap of -14.67%. This indicates that on average, for every £10 a Black, Asian and Minority Ethnic employee earns, white employees earn £11.14, which is a reduction on last year.
27. 48% of our staff from BAME communities undertook training compared to 51% of our White staff. To ensure that our BAME staff were aware of and have access to all learning and development a number of universal learning and development initiatives were launched in 2019-20 and communicated widely:
 - I. Increased emphasis on the importance of the career development conversation at mid-year reviews
 - II. The launch of the coaching and mentoring programme
 - III. Embedding of the career development portal
 - IV. Continued provision for the PQS
 - V. Continued provision of the equalities training for council staff and managers with the introduction of unconscious bias training
 - VI. Held a leadership network event titled 'Diverse Voices' in Autumn 2019 introducing the lived experiences of our diverse workforce and starting off conversations about race and inequality in the workplace
28. It was recognised that the Council wanted to do more to ensure that the workforce reflects the diversity of BAME communities who live in Southwark at all levels of the organisation. So in the last year there were a number of bespoke initiatives achieved:
 - I. Continued funding and support for the EMpower Network, which was sponsored by Professor Kevin Fenton, Strategic Director of Place and Wellbeing until he left in March 2020. In early 2020, Duncan Whitfield, Strategic Director of Finance and Governance joined in sponsoring the group with Professor Fenton as a co-Sponsor until Professor Fenton left and now is the sole sponsor of the staff network. EMPower have grown their membership in excess of 200 staff and provided a range of events:
 - Panel discussions
 - Workshops on topics such as interview skills, public speaking and data visualisation
 - Film screenings
 - Charity days
 - Working in collaboration with the Women's network to deliver guest speaker events covering intersectionality
 - II. Staff events and support celebrating Black History Month
 - III. Raising awareness to be anti-racist with events such as Show Racism the Red Card.

IV. Promoting role models through career development stories

29. Attracting a diverse pool of apprentices and trainees has been a key focus for Southwark for some years and this year is not exceptional where we can see 48% of apprentices/trainees were from BAME communities. In addition, we have retained and recruited into permanent or fixed term contract positions 49% of our apprentices. We have also been able to review and report that 49% of our BAME apprentices/trainees have changed grade (increasing their salary) and gained a promotion since completing their apprenticeship or training programme, a concept that demonstrates our 'grown you own' managers making slow progress.
30. In July 2019 cabinet agreed to commit to Southwark delivering 100 internal paid internships by 2022. OD recruited an Internship Manager in October 2019, developed guidance and designed the recruitment to launch a pilot of the programme. Internship hosts were identified prior to the Internship Manager taking up post and three roles were advertised on the council website over December 2019.
31. Whilst December is typically not the best time to recruit, we received 18 applications in total for the 3 advertised roles and we invited 11 to our first group participation day (assessment centre). 88% of internship applicants were from a BAME background. The participation day provided a simulated experience for the candidates and is designed to be safe and informative.
32. Currently there is no free provision in the borough that gives young people vital experience of commonly used recruitment techniques like assessment centres and there is good research to show that young people of lower socio-economic status are less practiced and do worse off than wealthier peers at assessment centres. Feedback on how each individual does during the assessment centre and how to improve is provided to all participants.
33. Our first intake of 3 interns joined in February, 2 out of the 3 interns recruited were from BAME background. All of the interns were offered opportunities following the completion of the 12-week placement.

Outcomes for the pilot interns:

- Despite COVID-19 all of the interns successfully completed their 12-week placements)
- Following two successful interviews on Teams, two of the three interns secured continued work at the council following their internships
- The roles were traineeships designed to lead on to apprenticeships in residential care (a hard to fill role for the council)
- Statistics taken from the most recent ONS report on Employee Earnings in the UK 2019 show that our youngest intern is now on a starting salary that represents 67% more than the average salary for her age range of 18-20

- The apprenticeship position that the traineeships leads to means they remain in continued employment with Southwark with very clear career paths ahead
- Both interns that managed to gain continued employment at the council do also come from our most disadvantaged groups in our community (one a care leaver and the other a homeless young person living in temporary accommodation who has declared a disability and was previously in receipt of Free School Meals).
- Our third intern was offered a role as an apprentice within his team, but he decided that he wanted to take a slightly different career pathway

34. To see the experience of our interns in their own words follow the link below

<http://thesource/news/2020/feb/meet-new-intern-mimoza-gjuta-blog/>

35. As stated in paragraph 3, in response to many events that have shaped 2020, the council is now embarking upon a programme to address racial injustice ranging from systemic and structural to the everyday experience of our Black, Asian and Minority Ethnic staff. Information regarding this is summarized in paragraphs 54 – 60.

Sexual Orientation

35. Sexual orientation it is recorded by the ONS that Southwark in 2017 has a population of 6.7% who declared they were gay, bisexual or other but not heterosexual. This is broadly reflective of the Southwark workforce who have 6% of staff who consider themselves to be gay, bisexual or other.

36. The creation, launch and growth of our LGBTQ+ staff Network has also seen a positive impact in the engagement of staff from the LGBTQ+ community. Key events have been run by the network to raise awareness and inclusiveness within Southwark workforce.

37. The group has had a positive launch and attracted a good level of membership. Some of the bespoke initiatives focusing on sexual orientation this year have been:

- I. Continued funding and support for the LGBTQ+ staff network with the support of two Chief Officer co-sponsors Michael Scorer, Strategic Director of Housing and Modernisation and David Quirke-Thorton, Strategic Director for Children's and Adults
- II. Public and internal promotion of events to support staff and raise awareness
- III. Development of the Transgender and Gender Identity Guidance which has been consulted and approved by our Corporate Trade Unions
- IV. The LGBTQ+ staff network held a number of events:
 - Celebrating LGBT History Month collaborating with local book sellers, artists and historians

- Celebrating Pride Month with film screenings, events in the Tooley Street Atrium and talks
- Celebrating Transgender Awareness Week - Film screening
- Holding an intersectionality event “3 women, 3 stories”, highlighting the lived experiences of queer women

Pregnancy and Maternity

38. This is the first year we are including Pregnancy and Maternity in the Workforce Report so there is currently no comparison to previous years. Equally, London Councils do not yet report on this data.
39. The percentage of the Children’s and Adults workforce is predominantly made up of female employees (78% of the workforce). This is where we see 44% of all maternity leave in the 2019-20 period (Reference data 55 in Appendix 1).
40. Likewise, the percentage of the Environment and Leisure workforce is predominantly made up of male employees (78% of the workforce). This is where we see 37% of all paternity leave in the 2019-20 period (Reference data 55, Appendix 1).
41. It is recognised that there were no staff nor their partners who took shared parental leave in council in the reporting year. Shared parental leave (SPL) allows parents to share leave between them. The right applies to both opposite-sex and same-sex couples, and similar rights apply to couples who are adopting a child. Shared parental leave (SPL) is available to parents whose babies were due on or after 5 April 2015 in accordance with employment legislation and to parents who adopted children on or after that date.
42. Of the women who took Maternity or Adoption leave during 2019/20 there was a significant retention rate, with 73% returning to work. 12% remain on maternity or adoption leave and 15% have left Southwark employment at the time of publishing the Workforce report. (Reference data 58).
43. Key projects during 2019-20 to support our parental workforce offer was:
 - the introduction of parental bereavement leave
 - review and updating of the parent pack aimed at support parents on their return to work following maternity, paternity and adoption leave.
44. The review of the parent pack was paused by the global C-19 pandemic and will continue within 2020-21, where the focus was re-aligned to provide support for working parents to manage during the pandemic. Key initiatives included the provision of webinar support sessions specifically for parents and leave on full pay for staff with children who have caring responsibilities and could not work.

Social Mobility

45. The Council Plan 2018-22 contains a commitment under the theme 'A full employment borough,' to make sure 100 young people from low income backgrounds get paid internships within the council. As one of London's best employers we will enable young people who may have barriers to employment to gain credible and high quality paid work experience.
46. The Council's paid internship scheme is an excellent way for young people to gain skills and relevant experience whilst receiving remuneration. By supporting young people from low income backgrounds into high quality, paid internships, the council is seeking to help address some of the inequalities that still exist with unpaid or low paid internships, which continues to act as a barrier to those who are less well off, and improve the social mobility for those who may not have the family or social networks to help them get a 'foot on the ladder'.
47. In 2019-20 the Council launched and piloted the paid internships scheme and next year will report on the success of the full programme. Paragraphs 30-33 summarise the experience of the first intake of internships.
48. Through the Council's interim staffing and agency contract with Comensura LTD, CV and interview writing courses have been run in partnership with the Venn Group to support the long term unemployed within Southwark. The aim of the social value project is to ensure contractors support the Council to develop the local workforce to be job ready with interview skills and CV writing. The initiative seeks to provide experience by securing agency placements for 'hard to fill' roles within Southwark and gain valuable paid experience in interim and temporary roles which one hopes will lead to substantive employment within the Borough.

Age

49. With an ageing workforce, and with an average age of 46 years old, with the majority of staff (39%) in the 40 to 54 years old age range supporting the needs of both our younger and older workforces is equally as important to us.
50. This year the revision of the Trade and Craft Operative terms and conditions of service intentionally has recognised the importance of a career graded scheme and the introduction of the Lead trade and craft operative role, creating posts for experienced staff who can train, coach and mentor newly qualified trades people as a key position, valuing the experience of often long serving staff and investing in our newly qualified recruits and apprentices.
51. In conjunction the Council has continued to invest in our apprentices (of all ages) and trainees with our 'grow your own' approach to talent

management. With 151 apprentices and 26 trainees in 2019-20. With 55 aged between 16 -24, 49 aged 25-39 and 5 aged 40-55 years of age.

52. Other bespoke initiatives that are being offered to support our ageing workforce of different ages:
 - I. Recognition of their long public service with the Annual Long Service Awards
 - II. Annual Apprenticeship awards
 - III. Planning for your retirement courses
 - IV. Pensions planning events
 - V. Financial planning support through the employee assistance programme
53. Workplace adjustments to retain our more mature staff despite ill health challenges as demonstrated by the low level of capability dismissals (1) and ill health retirements (5) in the year 2019-20.

Southwark Stands Together and the Councils Equalities Plan 2021 and beyond

54. As stated in paragraph 3, a multi workstream programme – Southwark Stands Together – was set up in response to the illuminating injustices highlighted over much of 2020. The bulk of the activity falls out of the time scope of this paper however it would be remiss of us to omit an update on where the programme is from a workforce perspective. Below is a brief summary with the intention to continue to update via the Southwark Stands Together programme’s existing reporting.
55. There is a specific workstream (the workforce workstream) that is looking at how we respond as a Council to our own workforce to the systemic injustices that exist within our workplace. The work to date has followed a five step process of engagement as outlined by the Consultation Institute (tCI). We are yet to complete the five steps but below summarises our current situation:
 - **Step One – Exploring** – A wellbeing survey was sent to our workforce to complete which included a section on the impact that the recent Public Health England report into the impact of COVID-19 on BAME communities and the killing of George Floyd was having on our workforce. We also began a review of our workforce statistics with a longitudinal analysis into workforce elements around ethnicity.
 - **Step Two – Listening** – We engaged with our provider for Equality, Diversity and Inclusion (EDI) learning offer, Inclusive Employers, to deliver a number of ‘listening circles’ with our BAME colleagues to explore the topics covered in the wellbeing survey. The outcome of these listening circles and the wellbeing survey have been shared back with staff in interactive sessions in October and November to progress into the third step where we currently are. We have also set

up new anonymous and open communication channels for staff to share experiences.

- **Step Three – Solution Exploration** – We have begun playing back the results collated to date and are finalising the selection of an EDI specialist to develop more thematic focus groups following the employee lifecycle. This will run alongside an analysis of the data collated by the workforce workstream with a view to begin developing measures and targets

56. The fourth step involves continued collaboration on how we make this happen to further inform action planning. It means working with a wide representative group of people, drawn from those likely to have been or could be affected by discrimination, plus other 'relevant parties' in order to appraise solutions
57. The fifth and final step is evaluation and review of the Southwark Stands Together engagement approach in relations to the overarching roadmap and action planning, evidencing early success and embedding a long term sustained approach to engagement.
58. We have been providing support to staff who have lived through the trauma of racism through sessions with our Occupational Health Provider, Optima. These have been offered weekly since the start of summer and will run until the end of the year. The sessions have been well received by the participants who have attended.
59. Early feedback from the listening circles identified that Black staff did not feel as valued and celebrated therefore for Black History Month (and beyond), we have initiated a 'Shining a light' campaign to highlight the careers of our Black managers and ensure that they are visible to the whole workforce particularly our Black staff in our lower grade positions. This will have continued focus and will be a key initiative in highlighting the contributions of our Black, Asian and Minority Ethnic staff in the year ahead.
60. To view the 'shining a light' celebrating the careers of some of our black managers:
 - I. <http://thesource/news/2020/oct/black-history-month-celebrating-achievements-black-managers/>
 - II. <http://thesource/news/2020/oct/black-history-month-celebrating-achievements-black-managers-tashoy-ashley-amp-derrick-tawiah/>
 - III. <http://thesource/news/2020/oct/black-history-month-celebrating-achievements-black-managers-genette-laws-abi-oguntokun/>

Policy implications

61. Some action points may require amendments to existing HR policy as part of the development of the workforce strategy and will be subject to the appropriate approval process.

Community impact statement

62. Analysis and ongoing evaluation of the equality impact is fundamental to the Workforce Strategy. Our workforce reporting provides information demonstrating compliance with the Equality Duty and considers how the strategy affects people who share different protected characteristics. The workforce report informs the strategy and assesses the impact upon:

- composition of the workforce
- pay equality issues; reporting on profile at different grades;
- recruitment and retention rates;
- learning and development opportunities;
- grievances and disciplinary issues for staff with different protected characteristics.

63. This analysis of the reporting information informs our workforce equality action plan which sets out our proposals to address equality concerns within the workforce.

64. Any policy changes will be subject to impact assessments.

Resource implications

65. There are no specific implications arising from this report. Existing resources are already in place to meet the strategic aims. Any actions arising which have resource effects will be subject to separate decision-making process and reallocation within existing budget.

Consultation

66. Consultation has been undertaken with the Councils recognised Trades Unions and the Council's Equality and Diversity Officer.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

67. The report asks cabinet to note the contents of the appended Annual Workforce Report and the analysis of that as set out in the report. Cabinet are also asked to note that officers will develop the Council's Workforce Equality Plan in light of the recommendations as set out in the Southwark Stands Together Workforce Workstream. and will continue to implement the Workforce Strategy

68. Cabinet will note that the Southwark Stands Together Workforce Workstream was the subject of a separate report previously presented to cabinet on 20th October 2020.

69. Cabinet are reminded of the PSED General Duty under section 149 of the Equality Act 2010 to have due regard to the need to:

- (i) Eliminate discrimination, harassment, victimisation or other prohibited conduct;
- (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it;
- (iii) Foster good relations between person who share a relevant protected characteristic and those who do not share it.

The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Marriage and civil partnership are protected in relation to (a) only.

70. The PSED General Duty is a continuing one. The production of the Annual Workforce Report, the continued implementation of the Workforce Strategy and the development of the Workforce Equality Plan in light of the recommendations of the Southwark Stands Together Workforce Workstream, will assist the council in complying with that General Duty.

71. Cabinet are also reminded of the requirement, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, for public authorities to publish specified information relating to the gender pay gap in their organisation in addition to the existing requirements under the duty to annually publish proportionate equality information in respect of their workforce (Specific PSED Duty), to demonstrate their compliance with the General PSED Duty.

72. In producing and publishing the Annual Workforce Report as appended to this report the council is meeting that Specific PSED Duty.

Strategic Director of Finance and Governance (FC20/018)

73. The strategic director of finance and governance notes the recommendations in this report. Where the updates to the council's workforce strategy have financial implications, these will be managed within the existing agreed budgets for the council's general fund and housing revenue account.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Workforce Strategy Refresh 2019-2022, item 16.	Organisation Transformation	Kam Khan
http://moderngov.southwark.gov.uk/documents/s83854/Report_Southwark_Workforce_Strategy_refresh_2019-2022.pdf		
Southwark Stands Together Roadmap	Chief Executives	Juliet Seymor
http://moderngov.southwark.gov.uk/documents/g6663/Public%20reports%20pack%20Tuesday%20-Oct-2020%2016.00%20Cabinet.pdf?T=10		

APPENDICES

No.	Title
Appendix 1	Annual Workforce Report 2019-20

AUDIT TRAIL

Cabinet Member	Councillor Rebecca Lury, Finance and Resources	
Lead Officer	Eleanor Kelly, Chief Executive	
Report Author	Kate Enver, Strategic Lead – HR Policy and Projects	
Version	Final	
Dated	26 November 2020	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		26 November 2020