

STAFF: WORKFORCE PROFILE

Accountable Officer: Bev Bithell (Head of Human Resources)

Author: John Boothroyde (Senior Projects Officer) - MK253844

1. Purpose

- 1.1 To provide the Committee with an updated profile of the Council's workforce, based on the information available as at 31 August 1999.
- 1.2 To meet a specific part of the Audit Commission's Local Authority Performance Indicator requirements in respect of the Equal Opportunities indicator.

2. Background

- 2.1 The profiles presented in Annexes A to E are directly comparable with similar information presented to Personnel Committee on 6 October 1998.
- 2.2 All Councils are required to answer an Equal Opportunities indicator as part of the Audit Commission's Local Authority Performance Indicators. Specifically, the Council is asked if it carries out "formal monitoring" of its employees with respect to equal opportunities. This is defined to mean that "the results of workforce monitoring are made available through a public report, at least once a year to a committee of the authority, showing percentages of staff according to race (at least two racial categories) and gender (against at least two categories of staff grades or salary bands)". **Annexes A to D** will more than meet this requirement.

3. Summary

- 3.1 The information presented in **Annexes A to E** is as follows:

(a) Annex A

Annex A1 is a grade and gender breakdown for staff on the new MK grades (plus the CEO and Strategic Directors). **Annex A2** adds the number of staff who will be assimilated onto the MK grades at 1 Dec 1999 and those staff already on a national scheme (e.g. Youth Workers).

(b) Annex B

Grade/gender profile for all schools based staff is presented mainly under occupational categories. All these categories, except teachers, will be assimilated onto the new MK grades before next year's report.

(c) **Annex C**

Ethnic origin/gender profile for whole workforce.

(d) **Annex D**

Ethnic minority group composition and comparison with that of local population.

(e) **Annex E**

Age profile of whole workforce and comparison with that of local population

4. **Conclusion**

4.1 Gender profile in schools and in the rest of the authority is very similar to that reported last year.

4.2 The ethnic origin profile is still incomplete and needs further work to fill in missing data. Of course it may not be possible to have a total record as there will always be those who for their own reasons do not wish to supply such information to the Council. However, further efforts will be made to acquire meaningful data as soon as the Open Door programme permits.

4.3 Age profile of the authority shows a marked contrast to that of the local population particularly in the under 30 age group.

5. **Implications**

5.1 Environmental

None.

5.2 Equalities

This profiling information is a key element in the Council's commitment to monitoring the equal opportunities aspects of its workforce.

5.3 Financial

None.

5.4 Legal

This report will form part of the evidence provided to the Audit Commission in meeting the statutory requirement of the local authority performance indicators.

Background Papers: Audit Commission, 'The Publication of Information Direction 1998'