

Report of: The Director of Human Resources

Meeting of:	Date:	Ward(s):
Policy and Performance Scrutiny Committee	20 October 2022	N/A
Delete as appropriate	Exempt	Non exempt

SUBJECT: Annual Workforce Report - One Page Summary
1 Summary

- 1.1 This report sets out some context for the workforce of Islington Council. Public authorities are required under the Public Sector Equality Duty to publish data about the workforce annually. This report provides an overview of key data, including reporting of our pay gap. Information included in the report also outlines a summary of initiatives already underway and emerging areas for consideration as part of the next stage of our Challenging Inequality programme.
- 1.2 The report notes some of the progress the council has made towards actions as agreed in the 2019 Workforce Strategy and in response to priorities identified in our staff survey and ongoing commitments in our Challenging Inequality programme.
- 1.3 Islington set out a range of commitments to be delivered by 2022 including:
 - Rolling out a council-wide staff survey
 - Developing and launching a learning management system for all staff
 - Developing and launching opportunities for existing and aspiring managers
 - Increasing uptake on the FUSE programme (a funded skills development programme for in-work apprenticeships)
 - Providing training and awareness to promote better understanding of equality, diversity and inclusion
 - Developing a Diverse Recruiter's Scheme,
 - Supporting and developing staff-led groups
- 1.4 The report concludes noting workforce data insights will continue to inform our Challenging Inequality Programme, working collaboratively with staff groups to design support and opportunities are available to all in our workforce.