

# HR Committee

27 April 2023



**Report of:** Director: Workforce & Change

**Title:** HR Dashboard – Recruitment & Retention

**Ward:** City Wide

**Officers Presenting Report:** Mark Jefferson (Reward and Analytics Manager)  
James Brereton (Head of Human Resources)

**Contact Telephone Number:** 0117 92 22000

## Recommendation

That the Committee notes the report.

## Summary

The purpose of this report is to update the Committee on the Council's latest data from the HR dashboard and employee experience surveys.



## **Policy**

- 1.** The Council has a Recruitment and Selection policy.

## **Consultation**

- 2. Internal**  
Not required because this report is for information only.
- 3. External**  
Not required because this report is for information only.

## **Context**

- 4.** This report updates the Committee on the following key trends from the HR Dashboard alongside other information on recruitment and retention:
  - a)** The council's headcount has reduced by 5% over the 12 months up to 31 March 2023. The council's number of Full Time Equivalent (FTE) positions has reduced by 4% over the same period.
  - b)** The average number of working days lost due to sickness absence has increased by 4% over the same period.
  - c)** Turnover within the council has remained broadly the same over the last 12 months at 16%.
  - d)** The number of applicants, shortlisted and offers made to Black, Asian or Minority Ethnic applicants remains below the working age population of the City.
  - e)** Representation of Disabled staff and the number of Disabled applicants shortlisted, and offers is above the Quality of Life 2020/21 to 2022/23 three-year average of 8.4%.
  - f)** Representation of women and number of female applicants shortlisted, and offers is above the working age population of the City.
  - g)** The number of applicants shortlisted and offers made to 16 to 29 years olds remains below the working age population of the City.
  - h)** The number of Lesbian, Gay or Bisexual (LGB) applicants shortlisted, and offers is above the working age population of the City, though the representation of LGB staff remains below the working age population of the City.
  - i)** Representation of staff with a religion or belief and number of applicants, shortlisted and offers is slightly below the working age population of the City.

- j) The Council's employee experience survey for starters indicates that 97% of new starters agreed that they are happy in their job and 95% feel able and supported to be themselves in the workplace. 11% did not agree that they have the equipment to do their work effectively.
- k) 47% of new starters identified career development as the main reason for joining the Council. 17% identified an interest in the public sector as their main reason.
- l) The Council's employee experience survey for leavers indicates that 76% of leavers agreed that they felt able and supported to be themselves in the workplace and 72% felt they were treated fairly as an employee. 21% did not agree that they were listened to and 20% did not agree that they were happy in their job.
- m) 33% of leavers identified career development as their main reason for leaving the Council. 13% identified personal reasons as their main reason. 31% of leavers had worked for the Council for over 10 years.

## **Proposal**

- 5. That the Committee notes this report.

## **Other Options Considered**

- 6. None.

## **Risk Assessment**

- 7. Not required because this report is for information only.

## **Public Sector Equality Duties**

- 8a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
  - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
  - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --

- remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
  - promote understanding.

8b) Not required because this report is for information only.

### **Legal and Resource Implications**

#### **Legal**

Not required because this report is for information only.

#### **Financial**

##### **(a) Revenue**

##### **(b) Capital**

Not required because this report is for information only.

#### **Land**

Not applicable.

#### **Personnel**

Not required because this report is for information only.

### **Appendices:**

None.

### **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

#### **Background Papers:**

None.