

### **13. Employment Monitoring 2010/11**

#### **Purpose of report**

1. To provide the Policy and Resources Committee with the annual Employment Monitoring report for year end 31 March 2011.
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#### **Recommendation**

***The Chief Fire Officer recommends that the Policy and Resources Committee note this report.***

#### **Background**

2. In accordance with the Authority's Equality Scheme this report provides data in relation to the Service's employment profile and monitoring data from 1 April 2010 to 31 March 2011 in relation to six of the protected characteristics i.e. race, gender, age, disability, religion/Belief and sexual orientation for the following categories:
  - Staff in post
  - Applications for employment
  - Applications for promotion
  - Staff subject to formal disciplinary procedures
  - Staff who were involved in grievance procedures
  - The number and nature of harassment and bullying
  - Staff who have left the Service

#### **Conclusion/Summary**

3. The report provides commentary to identify trends and any relevant actions that are required.

#### **Financial Considerations**

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	No	

## Legal Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are legal issues e.g. contractual and procurement, reputational issues that require consideration	No	

## Additional Considerations

4. The table below sets out any additional issues contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

Consideration	Yes/No	Reference in Report i.e. paragraph no.
<b>Resources</b> (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	No	
<b>Strategic Policy Links</b> (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Yes	Paragraph 2
<b>Risk Management / Health &amp; Safety</b> (e.g. risk management and control measures, risk register score).	No	
<b>Consultation with Representative Bodies</b>	No	

## Supporting Information

Appendix 1 - Employment Monitoring Data 2010/11

## Contact Officer

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