

Meeting: **Employment Committee**

Date/Time: **Thursday, 6 February 2025 at 10.00 am**

Location: **Sparkenhoe Committee Room, County Hall, Glenfield**

Contact: **Damien Buckley (0116 305 0183)**

Email: **damien.buckley@leics.gov.uk**

Membership

Mr. L. Breckon JP CC (Chairman)

Mr. P. Bedford CC Mr. B. Harrison-Rushton CC
Mrs. L. Broadley CC Mr. T. J. Pendleton CC
Mr. B. Champion CC Mr. R. J. Shepherd CC

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 12 December 2024.	(Pages 3 - 6)
2. Question Time.	
3. Questions asked by members under Standing Order 7(3) and 7(5).	
4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
5. Declarations of interest in respect of items on the agenda.	
6. Presentation of petitions under Standing Order 35.	



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|-----|--|---------------------------------------|-----------------|
| 7. | Workforce Update 2024-25. | Director of
Corporate
Resources | (Pages 7 - 12) |
| 8. | People Strategy Update - Recruitment and Retention. | Director of
Corporate
Resources | (Pages 13 - 16) |
| 9. | Pay Gap Reporting. | Director of
Corporate
Resources | (Pages 17 - 30) |
| 10. | Organisational Change Policy and Procedure:
Action Plans. | Chief Executive | (Pages 31 - 36) |
| 11. | Any other items which the Chairman has
decided to take as urgent. | | |
| 12. | Date of Next Meeting. | | |

The next meeting of the Committee is scheduled to be held on 22 May 2025.



Minutes of a meeting of the Employment Committee held at County Hall, Glenfield on Thursday, 12 December 2024.

PRESENT

Mr. L. Breckon JP CC (in the Chair)

Mr. R. Ashman CC
Mrs. L. Broadley CC
Mr. B. Champion CC

Mrs. H. J. Fryer CC
Mr. T. J. Pendleton CC
Mrs B. Seaton CC

1. Minutes of the meeting held on 26 September 2024.

The minutes of the meeting held on 26 September 2024 were taken as read, confirmed and signed.

2. Question Time.

The Chief Executive reported that no questions had been received under Standing Order 34.

3. Questions asked by members under Standing Order 7(3) and 7(5).

The Chief Executive reported that no questions had been received under Standing Order 7(3) and 7(5).

4. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.

There were no urgent items for consideration.

5. Declarations of interest in respect of items on the agenda.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

No declarations were made.

6. Presentation of petitions under Standing Order 35.

The Chief Executive reported that no petitions had been received under Standing Order 36.

7. Attendance Management.

The Committee considered a presentation of the Director of Corporate Resources which provided an update on the Council's overall position on sickness absence, as at the end

of September 2024 (Quarter 2, 2024/25). A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

In introducing the report, the Director highlighted an error in paragraph 12 of the report. Members noted that reference to June 2024 should have read September 2024.

The Committee were pleased with a training session which had been delivered to provide members with additional information on the Council's sickness management process. Members felt assured that the Council had in place a robust and sensitive process in place for attendance management, and thanked officers for an informative session.

RESOLVED:

That the Council's overall position on sickness absence, as at the end of September 2024 (Quarter 2), be noted.

8. Terms of Reference and Work Programme 2025.

The Committee considered a report of the Director of Corporate Resources which sought approval for a proposed reporting timetable on relevant workforce matters and an updated Terms of Reference. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Arising from discussion, the following points were made:

- (i) In relation to the Terms of Reference, a member raised a question regarding the Committee not having the power to appoint subcommittees. It was agreed that further information would be provided to members outside of the meeting.
- (ii) The Committee were pleased with the proposed workforce update which would be presented at each meeting of the Committee. The updates would include information relating to the workforce profile, employee turnover and stability, recruitment trends, the nature of employment contracts and sickness absence data and analysis.
- (iii) The Chairman stated that he was confident that robust processes were in place to support employees with all workforce matters, including attendance management.

RESOLVED:

- a) That the Work Programme for 2025 and updated Terms of Reference, be approved.
- b) That the Chief Executive be requested to provide members of the Committee with further information relating to the Employment Committee not having the power to appoint subcommittees.

9. National Joint Council Pay Award and Chief Executive Pay Award 2024-2025.

The Committee considered a report of the Director of Corporate Resources which sought approval to implement the nationally negotiated National Joint Council (NJC) and Joint

National Council (JNC) chief officer pay awards for the period 2024 – 2025. A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

In introducing the report, the Director stated that there was an error in paragraph 6. The recommendation should have read that the Committee was being asked to approve the implementation of the National Joint Council (NJC) pay award for all employees on grades 2 to 17, and the chief officer pay award for employees on grades 18 to 21.

RESOLVED:

That the implementation of the National Joint Council (NJC) pay award for all employees on grades 2 to 17, and Joint National Council (JNC) chief officer pay award for employees on grades 18 to 21, be approved.

10. Organisational Change Policy and Procedure: Action Plans.

The Committee considered a report of the Chief Executive which provided an update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation. A copy of the report marked 'Agenda Item 13' is filed with these minutes.

RESOLVED:

That the update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation, be noted.

11. Date of Next Meeting.

RESOLVED:

That the next meeting of the Committee would be held on 6 February 2025 at 10:00am.

10.00 - 10.28 am
12 December 2024

CHAIRMAN

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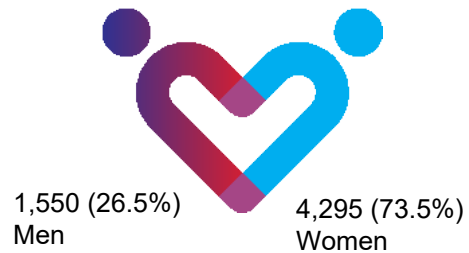
Workforce Update

2024-2025

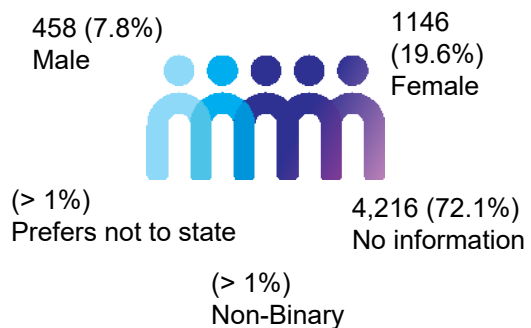
Workforce Demographic

As of 01 January 2025, we employ 5,845 people. This includes those people working for ESPO and EMSS on LCC terms and Conditions.

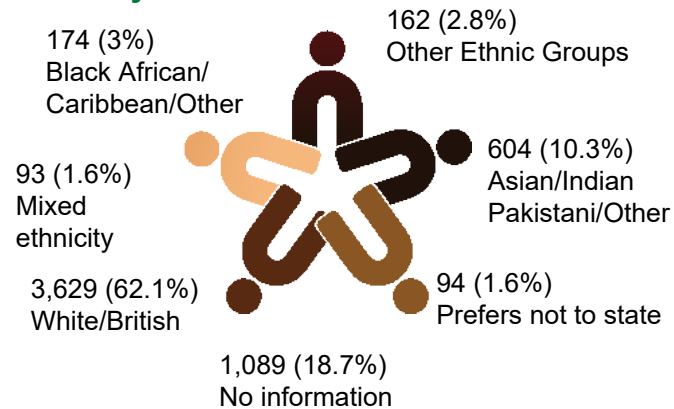
Gender



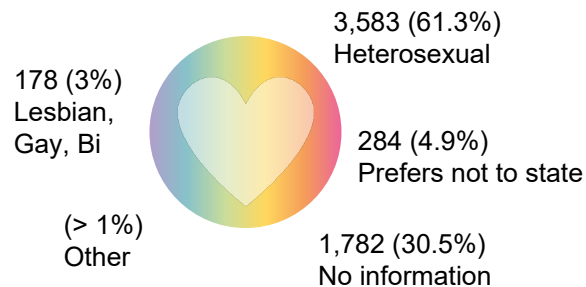
Gender identity



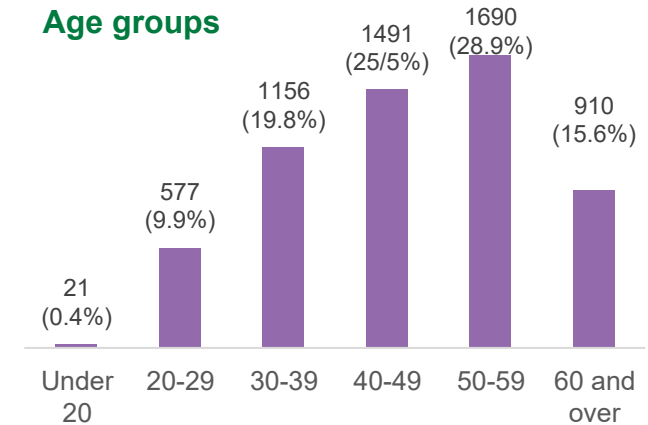
Ethnicity



Sexual orientation

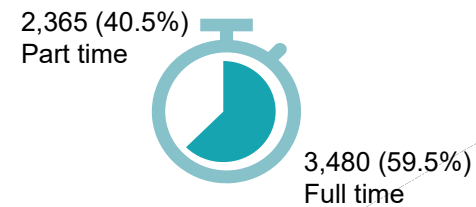


Age groups

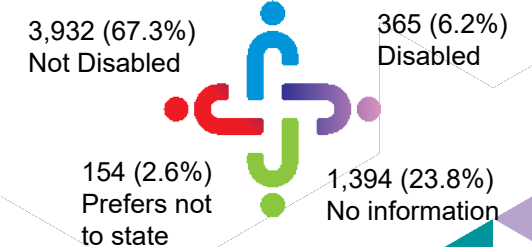


Working hours

(37 hours Full Time Equivalent)

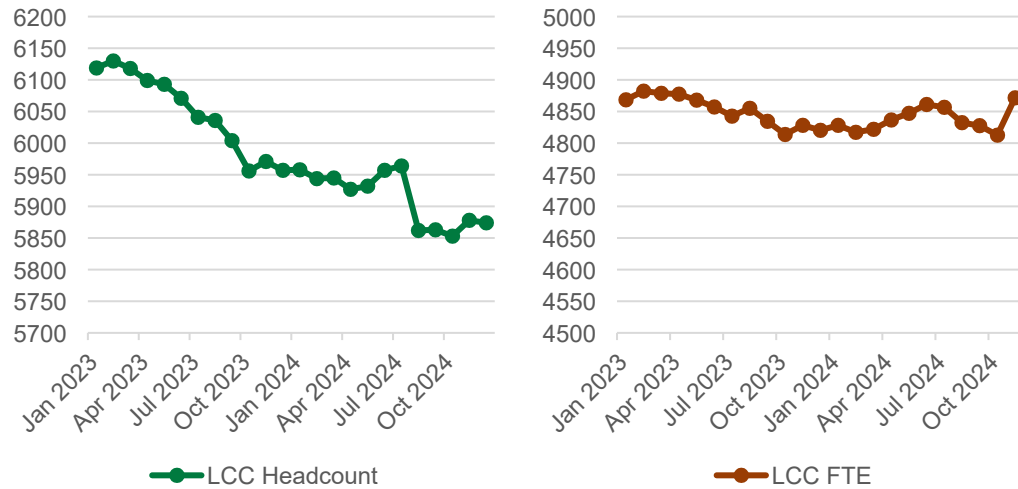


Disability status



Workforce Demographic (cont)

This includes all those people working LCC terms and conditions excluding maintained Schools.



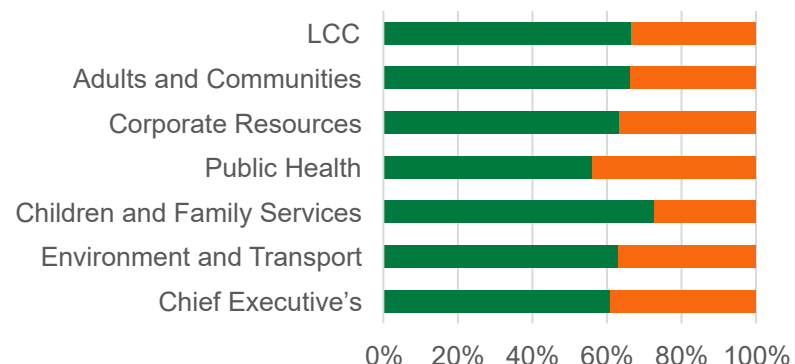
We have seen a reduction in 76 headcount, at the end of July 2024. This relates to TUPE of some of school food services moving out of LCC.

Attendance metrics

As of 01 January 2025, we employ 5,845 people. This includes those people working for ESPO and EMSS on LCC terms and Conditions.

Average FTE Absence by Department	21/22 Year End	22/23 Year End	23/24 Year End	24/25 Q1	24/25 Q2	24/25 Q3
Chief Executive's	3.13	4.14	5.91	5.57	4.89	4.81
Environment & Transport	8.34	11.44	10.21	9.17	8.71	8
Children & Family Services	10.44	10.14	8.91	8.19	8	8.46
Corporate Resources	9.92	8.84	9.57	8.38	8.42	7.9
Public Health	5.65	5.58	4.64	4.64	5.26	5.87
Adults & Communities	8.24	8.84	10.06	10.3	10.5	10.6
LCC total	8.87	9.27	9.27	8.67	8.57	8.5

Long term v short term absence
long term => 4 weeks



Cost of Absence by Department	24/25 Q3
Chief Executive's	£198,000
Environment & Transport	£810,000
Children & Family Services	£1,546,000
Corporate Resources	£955,000
Public Health	£137,000.00
Adults & Communities	£1,605,000
LCC total	£5,251,000

Percentage of FTE days lost by absence reason	21/22 Year End	22/23 Year End	23/24 Year End	24/25 Q1	24/25 Q2	24/25 Q3
Stress/depression, mental health	25.40%	26.80%	31.40%	28.70%	27.70%	27.30%
Other musculo-skeletal	17.90%	12.40%	13.20%	14.00%	13.40%	12.50%
Combined covid-19 & cough/cold & flu	18.20%	17.30%	11.50%	12.30%	12.70%	12.40%
Gastro-stomach, digestion	6.30%	6.10%	6.20%	6.10%	6.80%	7.70%
Chest & respiratory	6.20%	6.00%	4.60%	4.80%	4.50%	4.90%
Back and neck	11.10%	3.80%	4.40%	4.30%	4.50%	4.50%
Neurological	4.30%	4.40%	4.30%	4.30%	4.30%	3.90%
Cancer	4.50%	4.30%	4.70%	4.20%	3.80%	3.60%
Eye, ear, nose & mouth/dental & throat	3.00%	2.80%	3.40%	3.20%	3.10%	2.90%
Not disclosed	4.40%	5.80%	3.70%	4.00%	4.40%	5.30%

Diversity and inclusion statistics

We have seen a reduction in 76 headcount, mainly attributable to TUPE of some of school food services moving out of LCC.

Gender



For Information only
Shift +0.4% Men
(which relates to +5 men and -81 women)

In 2024 we have received two national awards for our support relating to Menopause. Including being Menopause employer of the year.

Ethnicity



Improved performance
Improvement - 1.4% No information, which is an increase of 103 declarations.

Age groups

For Information only
44.5% of workforce is within 15 year or less of reaching retirement age which is a +0.1% compared with last year

Disability status

Maintained performance
Decline in capturing information - 1.4% No information, which is a reduction of 97 declarations.

Slight improvement in the number of disability declarations

Gender identity



Improved performance
capturing workforce data on gender identity +8.9% No information. Which is an increase of 553 declarations

Sexual orientation



Maintained performance
Decline in capturing information i.e. -2.8% No information, which is a reduction of 190 declarations.

Slight improvement in the number of LGBT declarations.

Working hours (37 hours Full Time Equivalent)



For Information only
Shift +2.1% Full time, which is a shift of 83 headcount



Committee feedback

- Format
- Data i.e. ideas for future data inclusion APR (%), Turnover rates and Mandatory and Statutory Training (%), Agency spend



EMPLOYMENT COMMITTEE – 6 FEBRUARY 2025

PEOPLE STRATEGY UPDATE - RECRUITMENT AND RETENTION

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to update the Employment Committee on progress made in relation to Recruitment and Retention projects which are part of the Council's People Strategy.

Policy Framework and Previous Decisions

2. On 23 May 2024, the Employment Committee approved the People Strategy 2024 – 2028.
3. The People Strategy identifies the workforce priorities for the Council between 2024 – 28. The Strategy provides the framework by which the Council will take key workforce priorities forward, all focused on making sure that the Council achieves its strategic objectives. It is divided into three themes: Workforce and Culture, Leadership and Management and Performance Management.
4. Key programmes of activity were identified relating to recruitment and retention and will be delivered as part of the Workforce and Culture theme.

Background

5. Recruitment and retention continues to be one of the key challenges for the Council and has been identified as a risk on the Corporate Risk Register. The progress of recruitment and retention projects are discussed and monitored as part of the Corporate Risk Register process.
6. There are a number of business of usual initiatives which support recruitment and retention challenges. These include the payment of recruitment incentive payments and the introduction of career grade schemes. In recent years, there has been an increase in the use of recruitment incentive payments (e.g. market premia and retention payments) across the Council, with an increase of these incentives being paid to lower paid employees in front line services (e.g. Waste services).

Data

7. The table below details the number of jobs advertised and the average number of applications for each job. The table also provides data on employee turnover in 2023 and 2024.

Year	No of jobs advertised	Average no. of applications per job advert	Turnover
2024	1048	8.2	10.5%
2023	936	11.5	12.4%

The data illustrates that compared to 2023 job adverts are attracting more applicants and turnover has decreased.

Progress to date – People Strategy 2020 - 24

8. A number of key pieces of work to support recruitment and retention have already been completed as part of the previous People Strategy. These include:
- i. Career grade scheme guidance;
 - ii. Revised recruitment and retention incentives policy implemented and promoted;
 - iii. Selection methodology guidance implemented and promoted;
 - iv. Promotion of Flexible Hiring as part of the recruitment process;
 - v. Introduction of CVs as part of the application process;
 - vi. Implementation of a new recruitment system, Oracle Recruitment Cloud (ORC).

People Strategy 2024 – 28: Recruitment and Retention projects

8. The first year of the People Strategy committed to the following recruitment and retention projects.
- i. Values and Behaviours represented in the recruitment process – completed.
A significant amount of work has been invested in consolidating the Values and Behaviours for the existing workforce. However, it was recognised that we were not communicating our Values and Behaviours to candidates. Therefore, reference to these values are far more visible throughout the recruitment process, including the careers website, the job advert and job description.
 - ii. Resourcing Project Work Template – completed.
The template has been produced as a guide to support HR Advisers and recruiting managers when carrying out a ‘deep dive’ in recruitment and retention challenges in a service or department.
 - iii. Oracle Recruitment Cloud (ORC) evaluation – in progress.

As the new recruitment system, ORC, has now been in place since 2022, it was deemed appropriate to carry out an evaluation to assess its impact. The evaluation will examine all aspects of the system, including the data relating to number and demographic of applicants and 'time to hire.'

- iv. ORC and R&R data and reporting – in progress.
This project will provide People Services and recruiting managers with the tools and data to monitor recruitment activity, which will help to inform areas which require focus and improvements.
- 9. The intention for Year 2 (2025/26) was to focus on long term projects, e.g. building relationships with schools and colleagues. However, the projects undertaken in 2024 highlighted the requirement to improve the end-to-end recruitment process for the hiring manager and candidate.
- 10. Therefore, a decision has been made to commence a short-medium term project which will focus on improving processes, maximising technology and the current system's functionality and improving the customer journey. This focus will free up HR resource in the medium to long term which will enable the Service to support key workforce issues, such as performance management and workforce planning.
- 11. As a result of the Council's financial position, it will be necessary for this work to be undertaken by utilising current resources. Therefore, it will be necessary to review work plans to re-prioritise People Strategy projects and business as usual activities.
- 12. In line with this approach, it will be necessary to communicate this with senior managers and departments.

Conclusion

- 13. Recruitment and retention continues to be a challenge for the Council. People Strategy projects and business as usual activities all support these challenges. Resources will be focused on improving the basics around recruitment with a view to looking at more long term, outward facing initiatives in the future. A future update on progress will be provided to the Employment Committee at appropriate times.

Recommendation

- 14. The Employment Committee is asked to consider and note the action taken so far and future next steps outlined in the report to address the challenge of recruitment and retention.

Background Papers

Update on the People Strategy, Employment Committee, 23 May 2024:
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CIId=212&MIId=7424&Ver=4>

People Strategy:

<https://leics.sharepoint.com/sites/peopleservices/Shared%20Documents/people-strategy.pdf?CID=cf428c10-b1bb-46a8-8cc8-0ca5f42adc65>

Circulation under the Local Issues Alert Procedure

15. None

Equality and Human Rights Implications/Other Impact Assessments

16. An Equality and Human Rights Impact Assessment will be carried out for specific policies and procedures where appropriate.

Officer to Contact

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Corporate Resources Department

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EMPLOYMENT COMMITTEE – 6 FEBRUARY 2025

PAY GAP REPORTING

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present the initial results regarding Gender Pay Gap reporting for Leicestershire County Council. This report shows results for 31 March 2024, and a comparison is also made against the results for the previous three years. For the first time the Committee is also being presented with pay gap data for ethnicity, disability and sexual orientation.

Policy Framework and Previous Decisions

2. Gender Pay Gap reporting is a statutory requirement under section 78 of the Equality Act 2010, requiring larger employers (those with more than 250 employees) to publish pay information to show whether or not there are differences in pay between their male and female employees. Moreover, the Government has announced a draft Equality (Race and Disability) Bill confirming their intention to introduce a mandatory requirement for employers of 250+ employees to publish their disability and ethnicity pay gaps.
3. Employers are required to publish their data by 30 March 2025.

Background

4. From 6 April 2017 any organisation that has 250 or more employees has been required by law to publish and report specific figures about their Gender Pay Gap.
5. The following figures have to be reported annually on the Council's website and published by central government. A glossary of terms is attached at Appendix 1:
 - a. **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees.

- b. **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees.
 - c. **Mean bonus Gender Pay Gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees.
 - d. **Median bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees.
 - e. **Proportion of males and females receiving a bonus payment** – The proportion of male and female employees who were paid bonus pay during the period.
 - f. **Proportion of males and females in each pay quartile** – The proportion of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.
6. The figures must be calculated using a specific reference date – this is called the ‘snapshot date’. For public sector organisations the snapshot date is 31 March each year. Organisations must publish within a year of the snapshot date; hence the Council will need to publish their 31 March 2024 results by 30 March 2025 to meet legislative requirements.

Results comparison: March 2022-March 2025

7. The initial results are set out below, of which all percentages are rounded to the nearest whole number.
- a. Mean Gender Pay Gap:
 - i. **March 2021:** Females mean hourly rate is **10%** lower than males;
 - ii. **March 2022:** Females mean hourly rate is **11%** lower than males;
 - iii. **March 2023:** Females mean hourly rate is **9%** lower than males;
 - iv. **March 2024:** Females mean hourly rate is **7%** lower than males.
 - b. Median Gender Pay Gap:
 - i. **March 2021:** Females median hourly rate is **6%** lower than males;
 - ii. **March 2022:** Females median hourly rate is **8%** lower than males;
 - iii. **March 2023:** Females median hourly rate is **9%** lower than males;

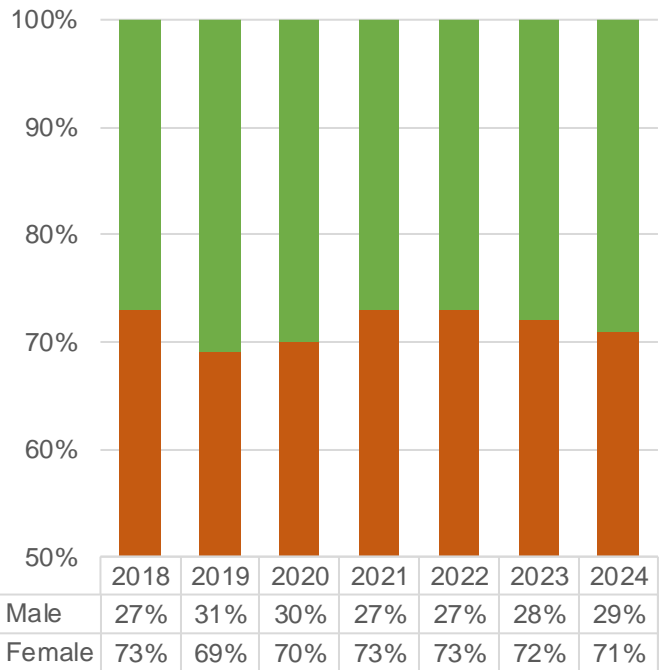
- iv. **March 2024:** Females median hourly rate is **5%** lower than males.
 - c. **Mean bonus Gender Pay Gap** – Not applicable.
 - d. **Median bonus Gender Pay Gap** – Not applicable.
 - e. **Proportion of males and females receiving a bonus payment** – Not applicable.
 - f. **Proportion of males and females in each pay quartile** – see results in Table 1 below. As at 31 March 2024 there were 73% females and 27% males employed across the Council which is the same percentage as in March 2023.
8. The Council's workforce is predominantly female, with a large number of females undertaking job roles up to and including grades 10, compared to the spread of male employees throughout all the grades.
9. As evidenced in Table 1 and Figure 1, early indications suggest that from 2023 to 2024 there has been a slight decrease in females across the lower quartiles and a slight increase in the higher quartiles which will have had an impact on the mean and median pay gap results.

Table 1-4 - Proportion of males and females in each pay quartile

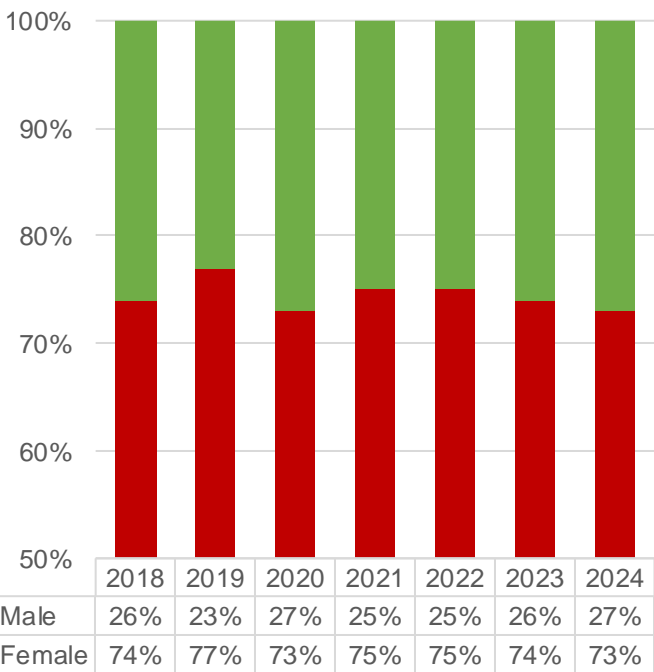
Lower quartile



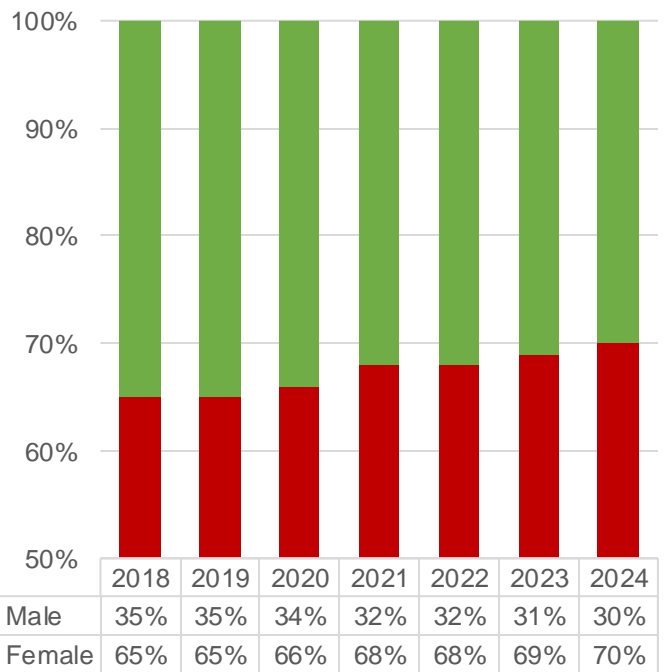
Lower middle quartile



Upper middle quartile



Upper quartile



10. The increase in female representation in more senior roles has continued along with a slight decrease in females in the lower quartile which will account for the slight decrease in the median pay gap figure for this year.
11. At this time, there are not many comparator council reports available, as they are due to be published before 31 March 2025. Oxfordshire CC has published their report with a median pay gap of 0% and a mean of 2.95%.

Supporting Women in the Workforce

12. There are a number of examples where the Council demonstrates its commitment to promoting representation at all levels in the workplace. The Council has a number of programmes in place to promote female representation in senior roles. Examples include the SpringBoard and SpringForward management training programmes, which also demonstrates the Council actively celebrating female managers as role models. International Women's Day is also celebrated annually in March. The SpringBoard programme completed in December 2024 had 28 female participants. A new SpringForward programme which is due to commence has 17 participants.
13. In September 2024, Leicestershire County Council won two awards at the Henpicked Menopause in the Workplace Award Ceremony. Firstly, the Menopause Friendly Employer of the Year for the organisation which, regardless of its size, has embedded menopause into its culture, transforming the workplace experience for all. The second award was the Best Peer-to-Peer Support Award, for the organisation that has created the best approach to enable peer to peer support, ensuring a safe and inclusive environment for conversations around menopause in the workplace.
14. In November 2024, Leicestershire County Council was one of six organisations re-accredited after three years to be a Menopause Friendly Employer. Menopause Friendly accreditation is a recognised standard of achievement, one which means that the Council satisfied an independent panel of judges that the organisation has a clear understanding of how menopause can have an effect at work. Demonstrating, the organisation is working towards long-term, sustainable change in the workplace and are fostering an inclusive culture.

Ethnicity Pay Gap

15. The draft Equality (Race and Disability) Bill will extend the legal requirement of equal pay for equal work to both ethnic minorities and disabled people. This will provide a specific framework for claims for individuals who have been paid differently to comparable colleagues.

16. Whilst the Council has collected data on the ethnicity and sexual orientation pay gaps for several years this has not previously been reported publicly.
17. Mean Ethnicity Pay Gap:
 - March 2021:** BAME mean hourly rate is **5%** lower than non BAME;
 - March 2022:** BAME mean hourly rate is **3%** lower than non BAME;
 - March 2023:** BAME mean hourly rate is **4%** lower than non BAME;
 - March 2024:** BAME mean hourly rate is **5%** lower than non BAME.
18. Median Ethnicity Pay Gap:
 - March 2021:** BAME median hourly rate is **4%** lower than non BAME;
 - March 2022:** BAME median hourly rate is **0%** lower than non BAME;
 - March 2023:** BAME mean hourly rate is **6%** lower than non BAME;
 - March 2024:** BAME mean hourly rate is **7%** lower than non BAME.
19. It should be noted that the non-declaration rate for ethnicity in 2024 (including not obtained and preferred not to state) is 23%. Commentators suggest that the Government will require a declaration rate in the region of 80% when ethnicity pay gap reporting becomes mandatory. The calculations have been made on the same basis as the current gender pay gap calculations however, it is anticipated that the requirements of the Bill will be more complex.
20. Departments are working with their business partners to encourage employees, particularly those without access to the intranet to disclose their protected characteristics.

Disability Pay Gap

21. Mean Disability Pay Gap:
 - March 2021:** Disabled mean hourly rate is **0%** lower than non disabled;
 - March 2022:** Disabled mean hourly rate is **1%** lower than non disabled;
 - March 2023:** Disabled mean hourly rate is **0%** lower than non disabled;
 - March 2024:** Disabled mean hourly rate is **1%** lower than non disabled.
22. Median Disability Pay Gap:

March 2021: Disabled median hourly rate is **0%** lower than non disabled;

March 2022: Disabled median hourly rate is **2%** higher than non disabled;

March 2023: Disabled median hourly rate is **2%** higher than non disabled;

March 2024: Disabled median hourly rate is **2%** higher than non disabled.

23. It should be noted that the non-declaration rate for disability in 2024 (including not obtained and preferred not to state) is 32%.

Sexual Orientation Pay Gap

24. Mean Sexual Orientation Pay Gap:

March 2021: LGBTQ+ mean hourly rate is **6%** higher than heterosexual;

March 2022: LGBTQ+ mean hourly rate is **7%** higher than heterosexual;

March 2023: LGBTQ+ mean hourly rate is **10%** higher than heterosexual;

March 2024: LGBTQ+ mean hourly rate is **6%** higher than heterosexual.

25. Median Sexual Orientation Pay Gap

March 2021: LGBTQ+ median hourly rate is **6%** lower than heterosexual;

March 2022: LGBTQ+ median hourly rate is **6%** higher than heterosexual;

March 2023: LGBTQ+ median hourly rate is **9%** higher than heterosexual;

March 2024: LGBTQ+ median hourly rate is **5%** higher than heterosexual.

26. It should be noted, that the non-declaration rate for disability in 2024 (including not obtained and preferred not to state) is 41%.

Recommendations

27. The Committee is asked to note the content of the report and support publication of Gender Pay Gap by 30 March 2025.

Background Papers

- a. Central government Gender Pay Gap reporting overview.
<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>
- b. List of employers publishing their Gender Pay Gap data.
<https://gender-pay-gap.service.gov.uk/Viewing/search-results>
- c. Advisory, Conciliation and Arbitration Service (ACAS) guidance
<http://www.acas.org.uk/index.aspx?articleid=5768>
- d. Government Legislation
<https://www.legislation.gov.uk/ukdsi/2017/9780111152010>
- e. Equalities & Human Rights Impact Assessments (EHRIA)
<https://www.leicestershire.gov.uk/about-the-council/equality-and-diversity/equality-human-rights-impact-assessments-ehrias/ehria-overview>

Circulation under the Local Issues Alert Procedure

28. None.

List of Appendices

Appendix 1: Glossary of key terms

Appendix 2: Comparative table with Council's that have currently published gender pay gap

Equality and Human Rights Implications/Other Impact Assessments

29. The Gender Pay Gap analysis has not identified any specific concerns, given the nature and profile of the workforce. Each department within Leicestershire County Council has also completed Equality and Human Rights Impact Assessments (EHRIA's) at least once since 2014-2015. Results from these have also not highlighted any specific concerns and there are therefore no equalities and human rights issues to address.

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Glossary of key terms in this report

Full-pay Employees	'Full-pay Employees' are employees that are paid their full usual pay during the pay period in which the snapshot date falls (31 March 2021 for the Council)
Mean	The mean can be defined as the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values
Median	The median can be defined as the middle number in a ranked list of numbers. The median can be used to determine an approximate average.
Quartile	<p>Quartiles divide ranked data into four quarters. These are:</p> <ul style="list-style-type: none"> • Lower quartile - The lowest 25% of numbers • Lower middle quartile - The second lowest 25% of numbers • Upper middle quartile - The second highest 25% of numbers • Upper quartile - The highest 25% of numbers

Appendix 2

Comparative table showing the Council against other councils who have already published their results for March 2024 (rounded to nearest whole figure)

	Leicestershire County Council <small>(over 5K employees)</small>	Oxfordshire County Council <small>(1K to 5K employees)</small>	Medway Council <small>(1K to 5K employees)</small>
Mean	7% lower than Males	2.6% lower than Males	5.96% lower than Males
Median	5% lower than Males	0% lower than Males	7.93% lower than Males
Lower quartile	18% Male 82% Female	Report total workforce distribution 33.93% Male 66.07% Female	24.0% Male 76.0% Female
Lower middle quartile	29% Male 71% Female		23% Male 77% Female
Higher middle quartile	27% Male 73% Female		24.4% Male 75.6% Female
Upper quartile	30% Male 70% Female		30.3% Male 69.7% Female

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EMPLOYMENT COMMITTEE – 06 FEBRUARY 2025

ORGANISATIONAL CHANGE POLICY AND PROCEDURE

SUMMARY OF ACTION PLANS

REPORT OF THE CHIEF EXECUTIVE

Purpose of the Report

1. The purpose of this report is to present the Employment Committee with an update of the current Action Plans which contain provision for compulsory redundancy and details of progress on their implementation.

Policy Framework and Previous Decisions

2. At its meeting on 11 February 2010, the Committee approved a new Organisational Change Policy and Procedure (replacing the 'Policy in the Event of Redeployment and Redundancy') together with revised arrangements through which the Committee would exercise its oversight of the implementation of that procedure. In accordance with that decision, summaries of current Action Plans are attached to this report.

Background

3. Following the decisions made on 11 February 2010, the arrangements also involve presenting a summary of any outstanding comments or concerns raised by members of the Committee.
4. There are no outstanding comments or concerns on this occasion.
5. Members are asked to indicate where they wish a representative of the department concerned to be present to answer any questions in relation to any particular Action Plan, if they have not already done so.

Recommendations

6. That the update provided on the current Action Plans which contain provision for compulsory redundancy, and details of progress in their implementation, be noted.

Background Papers

7. None

Circulation under the Local Issues Alert Procedure

8. None.

Equality Implications/Other Impact Assessments

9. The Organisational Change Policy and Procedure is designed to ensure that changes which impact on employees are implemented in a fair and non-discriminatory manner.

Human Right Implications

10. There are no human rights implications arising from the recommendations in this report.

List of Appendices

Appendix A – Summary of Current Action Plans - Implementation Completed.

Appendix B – Summary of Current Action Plans - Implementation Underway.

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EMPLOYMENT COMMITTEE – 06 FEBRUARY 2025

SUMMARY OF CURRENT ACTION PLANS - IMPLEMENTATION COMPLETED

Action Plan	Date Approved	Actual Completion Date	Outcome Number of compulsory redundancies
Environment & Transport - RHWS Future Service Offer	26/06/2024	19/12/2024	0
Children & Families - Business Support (IM&Technology&ApplicableEducation Services)		30/10/2024	1
Children & Families - Standby Payments - Service Managers	11/11/2024	19/12/2024	0
Children & Families - Music Services 2024	29/08/2024	16/12/2024	2
Children & Families - Music Service AP	25/08/2024	09/09/2024	2
Chief Executives - Grants and Funding		13/01/2025	0

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EMPLOYMENT COMMITTEE – 06 FEBRUARY 2025
SUMMARY OF CURRENT ACTION PLANS - IMPLEMENTATION UNDERWAY

Action Plan	Date Approved	Current Position	Next Steps	Predicted Compulsory Redundancies
Adults & Communities - Melton Short Breaks/Supported Living and Day Services	01/08/2024	Now live 3 employees in scope, all have comparable jobs	New structure implemented in October 2024, no further action (will show as complete on the next report)	0
Children & Families - Standby Payments - Fostering Team Managers	11/11/2024	Discrepancies between payroll data and standby statements need to be checked.	Service, Strategic HR and Corp HR meeting on 19/12/24 to resolve. Payments to be made in January.	0

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