



EMPLOYMENT COMMITTEE: 18 SEPTEMBER 2025
WORKFORCE REPORT 2025 – 2026 QUARTER 1 UPDATE
REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to provide the Committee with an update on workforce information and performance measures for Quarter 1 of 2025/2026. This includes details relating to headcount, Full Time Equivalent (FTE), absence rates and reason, and reported Annual Performance Reviews (APR).

Policy Framework and Previous Decisions

2. These procedures are governed by employment legislation and HR policy and procedures.
3. The Committee considered the Annual Workforce Report 2024/2025 on 22 May 2025.

Background

4. Background figures along with current performance is contained within the appendix to this report.

Resource Implications

5. There are no resource implications arising from the recommendations of this report.

Timetable for Decisions

6. Not applicable.

Recommendations

7. It is recommended that Employment committee note the content of the Workforce Quarter 1 Report 2025-2026.

Background Papers

8. People Strategy 2024-2028 paper – 23 May 2024:
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7424&Ver=4>
9. Workforce Update – 6 February 2025:
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7896&Ver=4>
10. Workforce Report 2024/2025 – 22 May 2025
<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7897&Ver=4>

Circulation under the Local Issues Alert Procedure

11. None.

Equality Implications

12. A breakdown of workforce by protected characteristic was reported in February 2025 and is planned to be reported annually to the Employment Committee as part of a Workforce Update, following 1 January each year, along with other statutory Equality reporting requirements.

Human Right Implications

13. The Department has worked on reporting HR cases from 01 April 2025 which is now included within the report.

Appendix

Workforce Quarter 1 Report 2025-2026

Officer to Contact

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