

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**GENERAL PURPOSES COMMITTEE**

**2 July 2012**

**Report of the Central Services Director**

**Part 1- Public**

**Matters for Recommendation to Council**

**1 HUMAN RESOURCES STRATEGY UPDATE**

The Human Resources Strategy (HR Strategy) provides an overview of the Council's approach to managing its employees. It is updated annually to identify "improvement priorities", such as changes to the Council's personnel policies.

This report updates the Committee on the progress in achieving the improvement priorities in the Human Resources Strategy (HR Strategy) for April 2011 – March 2012, and identifies actions to be implemented in the period April 2012 – March 2013.

The updated HR Strategy attached as Annex 1 to this report also contains the statutory equality monitoring required by the Equality Act 2010.

**1.1 Introduction**

1:1:3 Section 4 of the attached HR Strategy lists the progress made in achieving the improvement priorities for 2011/12 (identified in last year's HR Strategy). The Committee will note that all of the identified actions were achieved.

1:1:4 Section 5 of the HR Strategy reports the outcomes of the equality monitoring of staffing issues in 2011/12.

1:1:5 Section 6 of the HR Strategy advises the Committee of the improvement priorities that have been identified so far for 2012/13. This Section is referred to as The Workforce Development Plan (WDP) because periodically various external agencies, Government Departments etc request information about what they refer to as the WDP.

**1.2 Legal Implications**

1.2.1 The reporting of the outcomes of the Council's monitoring of equalities monitoring is a statutory requirement according to the terms of the Equality Act 2010.

### 1.3 Financial and Value for Money Considerations

- 1.3.1 All of the actions listed in Section 6 of the attached Annex will be resourced from existing budgets.

### 1.4 Risk Assessment

- 1.4.1 The Actions identified in Section 6 of the HR Strategy are necessary to ensure that the Authority retains a workforce that has the necessary capacity to deliver the Council's statutory functions and key priorities.

### 1.5 Equality Impact Assessment

- 1.5.1 See the Screening for equality impacts at the bottom of this report.

### 1.6 Recommendations

- 1.6.1 The Committee is commended to note the outcomes of the equality monitoring as reported in Section 5 of the HR Strategy and to recommend the actions listed in Section 6 to Council.

Background papers:

contact: Delia Gordon

Nil

Julie Beilby  
Central Services Director

Screening for equality impacts:		
Question	Answer	Explanation of impacts
a. Does the decision being made or recommended through this paper have potential to cause adverse impact or discriminate against different groups in the community?	No	The HR Strategy identifies actions that minimise the risk of causing adverse impact and discrimination.
b. Does the decision being made or recommended through this paper make a positive contribution to promoting equality?	Yes	“
c. What steps are you taking to mitigate, reduce, avoid or minimise the impacts identified above?		

*In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above.*