

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**GENERAL PURPOSES COMMITTEE**

**19 June 2019**

**Report of the Director of Central Services**

**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.

The updated Hr Strategy attached as Annex 1 to this report reviews progress in achieving the improvement priorities in the Human Resources Strategy (HR Strategy) for April 2018 – March 2019, and identifies actions to be implemented in the period April 2019 – March 2020. The updated Strategy in Annex 1 also contains the statutory equality monitoring required by the Equality Act 2010.

**1.1 Overview of updates to the HR Strategy**

1.1.1 Section 3 of the updated HR Strategy lists progress against the improvement priorities identified in 2018/19.

1.1.2 Section 4 of the HR Strategy reports the outcomes of equality monitoring of staffing issues in 2018/19. The Council's Management Team have not discerned evidence of discrimination against any of the protected characteristic groupings listed in the Equality Act 2010.

1.1.3 Section 5 of the HR Strategy advises the Committee of the improvement priorities that have been so far identified for 2019/20. This section is referred to as The Workforce Development Plan (WDP) because periodically various external agencies, government departments etc. request information about the Council's WDP.

**1.2 Legal Implications**

1.2.1 The reporting of the outcomes of the Council's HR equalities monitoring is a statutory requirement of the Equalities Act 2010.

### **1.3 Financial and Value for Money Considerations**

- 1.3.1 All of the actions listed in Section 5 of the attached Annex will be resourced from existing budgets, and every opportunity will be taken to resource items such as training from relevant workshops that are provided free of charge, or low cost digital platforms such as webinars or e-learning.

### **1.4 Risk Assessment**

- 1.4.1 The Workforce Development Plan in Section 5 of the HR Strategy complies with one of the recommended requirements of the Annual Governance Statement (part of the statement of accounts). It is imperative that the Council can demonstrate that its staff are appropriately qualified and suitably skilled.

### **1.5 Recommendations**

- 1.5.1 The Committee is commended to note the outcomes of the equality monitoring as reported in Section 4 of the HR Strategy and to recommend the actions listed in Section 5 to Council.

Background papers:

contact: Delia Gordon

Nil

Adrian Stanfield  
Director of Central Services