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| Board Meeting: | 14 February 2019 | GJF RGB WITHOUT STRAPLINE |
| Subject: | Workforce Monitoring Report 2017/18 |
| Recommendation:  | Board members are asked to:

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| Discuss and Note |  |
| Discuss and Approve | X |
| Note for Information only |  |

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## 1 Background

The Golden Jubilee Foundation is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that staff should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to achieve this, it is important that we collect, store and analyse data relating to our workforce. Without workforce monitoring we will never know whether our equal opportunities and human resources policies and practices are effective.

Work has continued to collect and enhance equality monitoring data over the past year. We will continue to review and analyse this data in order that we can record and investigate trends and also produce action plans to act on the outcomes of these investigations.

**2. Recommendation**

Board members are asked to approve Workforce Monitoring Report for the period 1 April 2017 to 31 March 2018.

**Gareth Adkins**

**Director of Quality, Innovation and People**

**15 January 2019**

**(David Wilson, Senior Medical Staff and Workforce Information Adviser)**