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| Board Meeting: | 26 September 2019 | dual branding.jpg |
| Subject: | Workforce Monitoring Report 1 April 2018 to 31 March 2019 |
| Recommendation:  | Board members are asked to:

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| --- | --- |
| Discuss and Note |  |
| Discuss and Approve | **✓** |
| 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. Staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to facilitate this, it is important to collect, store and analyse data relating to the workforce. Workforce monitoring enables the GJF to assess the effectiveness of equal opportunities and human resources policies and practices.

The collection and enhancement of equality monitoring data has continued over the past year, however, further work is required.

The review and analysis of this data is ongoing to enable the Board to record and investigate trends and implement improvement plans where required.

**2 Conclusion/Recommendation**

Board members are asked to approve the publication of the Workforce Monitoring Report 1 April 2018 to 31 March 2019.

**Gareth Adkins**

**Director of Quality, Innovation and People**

**12 September 2019**

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