

Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 20 February 2024

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1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the Council's workforce.

2. Recommendation

The Committee is asked to note this report.

3. Summary of current issues

3.1 The Gedling Inclusion Group Support (GIGS)

The first meeting of the GIGS has taken place. The group has 13 members drawn on a voluntary basis from across most service areas across the Council.

The group has worked hard to identify its purpose and goals and has produced its terms of reference. The group has determined that it will be a driver for positive change in relation to equality, diversity and inclusion across our workplace and that it will be an objective forum away from leadership or management that staff can approach to raise concerns, queries or complaints. Also, the group will participate in any plans to encourage an awareness and celebration of equality and diversity.

The group has set a number of short-term goals that include becoming a forum for communication between employees, supporting the collection of information about the experience of staff in the workplace, becoming more knowledgeable about equality and diversity-related policies and legislation, and contributing to the calendar of events to celebrate and promote diversity and inclusion.

Longer term goals include the closer working with external partners to learn more about how others approach equality, diversity and inclusion, being an internal resource to help support and inform service-based projects, and encouraging the promotion of equality, diversity and inclusion through support of work to improve the mainstreaming of these themes into processes such as performance and development reviews (PDR).