

## **Equality in Employment report 2024/25**

The People Team will offer an overview of emerging workforce equality, diversity and inclusion themes from 2024/25. The update will outline broad patterns in workforce representation, recruitment activity and staff experience, providing a sense of where progress appears to be taking shape and where further attention may be beneficial.

The update will touch on areas where positive movement has been observed—such as shifts in diversity across the workforce, developments in learning and development participation and evolving staff engagement and flexible working trends. Likewise, the update will reflect on recruitment patterns that suggest how our applicant pool and selection outcomes are changing over time.

Alongside this, the People Team will highlight some of the ongoing challenges that continue to shape the organisation, including representation gaps in certain groups, patterns in progression and retention and aspects of workforce culture that may warrant further consideration.

Looking ahead, the update will outline potential areas for future focus. These may include exploring opportunities connected to equality charters, early-career pathways, organisational culture and engagement and improvements to workforce data and onboarding processes.

Overall, this agenda item aims to give the Panel a broad sense of direction, key themes emerging from the data and areas for future exploration in support of the Council's ongoing equity ambitions.