



## Executive Advisory Body

<b>Date of Meeting</b>	Tuesday 07 July 2020
<b>Subject</b>	Human Resources Update
<b>Agenda No.</b>	4
<b>Paper No.</b>	16.2 a
<b>Prepared By</b>	[Redacted]
<b>Purpose</b>	Discuss

### 1. Background

- 1.1. This paper summarises key people data metrics for the quarter ended 31 March 2020 and activity taking place within Social Security Scotland's people function.

### 2. Key points

- 2.1. The report provides information on headcount, wellbeing, diversity and inclusion.
- 2.2. The report also highlights some of the activity which has been taking place during the Covid outbreak to continue to recruit, train and support staff .

### 3. Conclusions

- 3.1. Executive Advisory Body is asked to note the contents and offer any comments.



#### 4. GOVERNANCE CHECKLIST

Please ensure that you detail which Corporate Plan Strategic Objective the paper contributes to. These strategic considerations should be used to assist you with the content of your paper.

Strategic Objective	Contribution
<p><b>Dignity, fairness and respect</b></p> <p>Delivering a service with dignity, fairness and respect at its core.</p>	<p>The paper contains information relating to the composition of the workforce and mechanisms being put in place to recruit, retain and develop staff treating them with dignity, fairness and respect and allowing them to deliver an effective service to clients.</p>
<p><b>Equality and tackling poverty</b></p> <p>Promoting equality and tackling poverty.</p>	<p>The paper contains information on the diversity composition of the workforce.</p>
<p><b>Efficiency and alignment</b></p> <p>Ensuring efficiency and aligning our activities with wider public sector for the benefit of the people we serve.</p>	<p>The paper highlights the increasing number of staff we are recruiting to deliver existing and new benefits to clients.</p>
<p><b>Economy, society and environment</b></p> <p>Contributing to our economy, society and protection of our environment.</p>	<p>The paper details the economic contribution of recruitment activity being undertaken.</p>

State here how the paper considers these areas and any consultation undertaken in the agency. Only complete the section(s) relevant to your paper.

Strategic consideration	Impact
Environment	Not applicable
Governance	Not applicable
Data	Data in this paper is drawn from published workforce information which is available on the Scottish Government website.
Finance	Not applicable



Strategic consideration	Impact
Staff	The paper summarises key activities taking place to recruit, develop and support staff within Social Security Scotland.
Equalities	The paper highlights some key diversity data.
Estates	Not applicable
Communications and Presentation	Not applicable

### Impact Assessment

Information contained in the report does not relate to the development of policy or services.

**An impact assessment must be carried out during the development of all new Agency policies and services and when making significant changes to policies and services.**

**If relevant, please lay out the key findings here.**