

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 15 OCTOBER 2009

REPORT BY HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

6. EQUALITY AND DIVERSITY REPORT 08/09

WARD(S) AFFECTED: *None*

Purpose/Summary of Report

The Equality and Diversity Report 08/09 analyses the statistical data and sets out recommended targets and actions for 09/10.

<u>RECOMMENDATION FOR :</u>	
(A)	To note Equality and Diversity report 08/09;
(B)	To work in partnership with Manpower to address the return rate and completion rate of application monitoring forms;
(C)	The introduction of monitoring forms for corporate training courses to outline clearer analyses of attendees;
(D)	To review the Council's duties in line with the Single Equality Act 2009; and
(E)	To request employees to update equalities monitoring data in 2010/11 to ensure that accurate information is captured in time for the introduction of the new HR system in 2011.

1.0 Background

1.1 The report provides a detailed analyse of equality and diversity statistics in order to set targets and prioritise actions for 2009/10.

2.0 Report

2.1 See Essential Reference Paper 'B' (Pages 6.4 - 6.25).

3.0 Implications/Consultations

- 3.1 Unison and Heads of Service have received a copy of the report for information.
- 3.2 Information on any corporate issues and consultation associated with this report can be found within Essential Reference Paper 'A' (Page 6.3).

Background Papers

None

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ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/Objectives (delete as appropriate):	Fit for purpose, services fit for you <i>Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.</i>
Consultation:	Unison and Heads of Service have received a copy of the report for information.
Legal:	None
Financial:	None
Human Resource:	As detailed in the report.
Risk Management:	None