

## EAST HERTS COUNCIL

### HUMAN RESOURCES COMMITTEE – 17 OCTOBER 2012

#### REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

#### ANNUAL EMPLOYMENT EQUALITIES AND DIVERSITY REPORT

WARD(S) AFFECTED:       None

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#### **Purpose/Summary of Report**

- To approve the Annual Employment Equalities and Diversity Report

<b><u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE: That:</u></b>	
<b>(A)</b>	<b>Human Resources Committee consider and approve the Annual Equalities and Diversity Report; and</b>
<b>(B)</b>	<b>Human Resources Committee consider and approve the recommendations for 2012/13</b>

#### 1.0    Background

1.1    The last Equalities and Diversity Report was 2010/11. The Employment Equality and Diversity Report 2011/12 updates the Council on equalities and diversity data.

1.2    The Equality Act (2010) consolidates the legislation for groups protected by previous equalities legislation and expanded the definition to include; age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation. These are called 'protected characteristics

1.4    The Equality Act 2010 (Specific Duties) Regulations 2011 require public sector bodies with more than 150 employees to publish data on equality in their workforces by 31 January 2012.

#### 2.0    Report

2.1    Please see **Essential Reference Paper 'B'** for the full report

## 2.2 Recommendations

- 2.2.1 The recommendations from the 2011/12 Employment Equality and Diversity report are:
- 2.2.2 The Council has a number of equalities monitoring targets for disability and ethnicity. These should be reviewed once the relevant Census 2011 data becomes available.
- 2.2.3 The data cleanse performed in 2011 should be refreshed again as part of the HR and Payroll system upgrade. Disability status should then be refreshed every two years to ensure the data for employed staff remains accurate.
- 2.2.4 The recruitment contract with Manpower ceases in April 2012. Any new arrangements for recruitment (in-house or external) should be reviewed to ensure relevant checks are in place for recruitment monitoring and the Council's commitment under the Jobcentre Plus Disability Two Ticks scheme
- 2.2.5 Employees who undertake training through their services or via the Council's Professional and Vocational training policy should be monitored to enable this information to be reported in the 2012/13 equalities report.

## 3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

## Background Papers

- Annual Equality and Diversity Report 2010/11, Human Resources Committee January 2012

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## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	<b><i>People</i></b> This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.
Consultation:	<i>None</i>
Legal:	<i>None</i>
Financial:	<i>None.</i>
Human Resource:	<i>As detailed in the report</i>
Risk Management:	<i>The aim of this report is review the Council's Equalities Monitoring Data and ensure there is equality of treatment in all areas. The Council is required to publish an Annual Equalities report under the Equality Act (2010)</i>