

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 4 OCTOBER 2013

REPORT BY INTERIM HEAD OF PEOPLE, AND PROPERTY SERVICES

EQUALITY AND DIVERSITY REPORT 2012/13

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- To present the Equality and Diversity in Employment Report 2012/13

<b><u>RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:</u></b>	
<b>That:</b>	
<b>(A)</b>	<b>The annual Equalities and Diversity report be approved:</b>
<b>(B)</b>	<b>the report be published on the Council's internet to ensure compliance with statute (Equality Act 2010) (specific duties) by 31 March 2014;</b>
<b>(C)</b>	<b>a data cleanse be refreshed as part of the Human Resources and Payroll upgrade and that Disabilities Status be refreshed very two years;</b>
<b>(D)</b>	<b>Training and evaluation forms be reviewed.</b>

1.0 Background

- 1.1 The last Equalities and Diversity Report was 2011/12. The Equality and Diversity Report 2012/13 updates the Council on equalities and diversity data.
- 1.2 The Equality Act (2010) builds on the duties the Council had under the Race Relations (Amendment) Act 2000, the Equalities Act 2006 and the Disability Act 2005 to monitor and report.
- 1.3 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 March 2014.

## 2.0 Report

2.1 Please see **Essential Reference Paper 'B'** for the full report which details the equality and diversity represented within the workforce, with the recruitment going in-house, the next report will be able to clearly identify the recruitment profile for the Council. Furthermore with a fresh data cleanse on the system, we can obtain a clearer picture of more of the equality strands.

2.2 The report be published on the Council's internet to ensure the Council complies with the Equality Act 2010 (Specific Duties) requirement to publish data on equality in the workforces by 31 March 2014.

## 3.0 Recommendations

3.1 The recommendations from the 2012/13 Employment Equality and Diversity report are:

- 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.
- The recruitment contract with Manpower ceased in April 2013. Any new arrangements for recruitment (in-house) 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.
- Training evaluation forms will be reviewed to ensure that equality information is being captured.

## 4.0 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 - none

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