

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 11 JANUARY 2011

REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

EQUALITY AND DIVERSITY REPORT 2010/11

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To present the Equality and Diversity in Employment Report 2010/11

<u>RECOMMENDATIONS :</u>	
(A)	The Equality and Diversity Report 2010/11 be noted;
(B)	The report be published on the Council's internet to ensure the Council complies with Statute;
(C)	Recruitment processes be reviewed to ensure they are not indirectly discriminating against any of those within the protected characteristic groups.
(D)	Attendance at training courses be reviewed to establish why part-time workers are underrepresented; and
(E)	A programme of internal Equality Impact Assessments continues for 2012/13 incorporating policy reviews, service restructures and relevant HR procedures.

1.0 Background

1.1 The last Equalities and Diversity Report was 2008/09. The Equality and Diversity Report 2010/11 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 January 2012

2.0 Report

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

Equality and Diversity Report 2008/09, Human Resources Committee
October 2009

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ESSENTIAL REFERENCE PAPER 'A'

Contribution to the Council's Corporate Priorities/ Objectives:	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:	N/A
Legal:	N/A
Financial:	N/A
Human Resource:	As detailed in the report
Risk Management:	N/A