

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 14 JANUARY 2015

REPORT BY HEAD OF PEOPLE AND PROPERTY SERVICES

EQUALITY AND DIVERSITY ANNUAL REPORT

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To approve the Equality and Diversity Annual Report 2014/15

<u>RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:</u>

That:

the Equality and Diversity Annual Report 2013/14 be approved
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1.0 Background

1.1 The last Equality and Diversity Annual Report was produced in 2012/13. The Equality and Diversity Annual Report 2013/14 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

1.3 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.

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 2013/14 Equality and Diversity Annual report are:

2.2.2 To ensure that equalities data is collected at the shortlist and interview stage for all applicants to enable a wider analysis of the equalities data.

2.2.3 To ensure that all recruitment panel members are trained in the Council's Recruitment Policy and Equal Opportunities, and that panels are balanced particularly in terms of gender.

2.2.4 To ensure that equalities data is captured for course participants attending *all* training courses, not just HR-lead courses.

2.2.5 To review data from exit questionnaires to explore why there are a disproportionate number of male leavers compared to the total number of male employees.

2.2.6 To link this work with the recommendations from the Turnover Report that was considered and approved by the Corporate Management Team in August 2014.

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 - None

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