

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 5 OCTOBER 2016

REPORT BY HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

EQUALITY AND DIVERSITY ANNUAL REPORT 2015/16

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

To outline the Equality and Diversity Annual Report 2015/16 as now submitted.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

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| (A) | the Equality and Diversity Annual Report 2015/16 be noted; and |
| (B) | the recommendations for 2016/17, as detailed in paragraph 2.2 below, be approved. |

1.0 Background

- 1.1 The Equality and Diversity Annual Report 2015/16 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

The recommendations set out in the Equalities and Diversity report 2015/16 are:

1. To ensure that the new HR and Payroll System is able to accurately capture and report on equalities data.
2. To explore why a disproportionate percentage of male applicants were unsuccessful at the appointment stage compared to the total percentage of male applicants.
3. To continue to explore initiatives to attract more applicants in the under 20 age group to apply for careers at the council.
4. To promote the council as a Disability Confident employer and to consider progressing to be a Disability Confident Leader.
5. To consider placing job adverts in the disability press or on disability websites to attract disabled people to apply for roles at the council.
6. To continue to implement the Recruitment Review 2016 action plan to ensure that the council promotes itself as a employer of choice.
7. To collect data on sexual orientation at the recruitment stage from April 2017.
8. To undertake an exercise in conjunction with the introduction of the new HR & Payroll System to give employees the opportunity to update their personal details including equalities data e.g. on whether they consider themselves to have a disability. It is also an opportunity for those employees who originally chose not to disclose some of their personal details to disclose them should they now wish to.

9. HR to continue to undertake spot checks on PDR documentation to ensure that they are of good quality and provide sufficient evidence to justify the rating given, particularly for those achieving 'exceptional performance' and exceeding expectations.'
10. Continue to monitor equalities data for all disciplinaries and grievances.
11. Continue to explore why there are a disproportionate percentage of leavers in the 20-29 age group through exit questionnaires.
12. Continue to hold exit interviews for those employees who leave with less than 1 years' service.
13. HR to review the exit interview process.
14. To link this work with the recommendations from the Turnover Report 2015/16 that was considered and approved by the HR Committee in July 2016.
15. To conduct the next Equal Pay Audit in 2017 to include the additional obligations required by law on mandatory gender pay gap reporting.

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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