

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 3 OCTOBER 2018

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

ANNUAL EQUALITIES REPORT 2017/18

WARD(S) AFFECTED:            NONE

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**Purpose/Summary of Report**

- To outline the results of the Annual Equalities Report 2017/18

<b><u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:</u></b>	
<b>That:</b>	
<b>(A)</b>	<b>the annual equalities report 2017/18 is noted</b>
<b>(B)</b>	<b>the recommendations for 2018/19 as outlined be approved</b>

1.0 Background

1.1 Human Resources produce an annual equalities report which provides a detailed analysis of the council's workforce and external applicants applying for jobs, by the protected characteristics of the Equality Act 2010.

1.2 The Equality Act protects people from discrimination on the basis of protected characteristics, which include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender, sexual orientation, and marriage and civil partnership.

- 1.3 Public sector bodies with more than 150 employees are required to publish data on equality in their workforces annually.
- 2.0 Report
- 2.1 The 2017/18 report has been reformatted to be more concise and focus on the areas of concern. The main sections remain the same but graphs have been reformatted and consolidated. Where numbers are too small to be of statistical significance or there are no issues, graphs have not been included. To simplify graphs, data from previous years has been removed from the graphs and included in the narrative where relevant, i.e. when there has been a change.
- 2.3 In previous years we have reported on protected characteristics data for training course participants. This has not been included this year as previous reports have never reported any issues in this area and we are satisfied that training and development is provided on a fair and equal basis across the council.
- 2.4 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 - None

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