

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 20 NOVEMBER 2019

REPORT BY THE HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

ANNUAL EQUALITIES REPORT 2018/19

WARD(S) AFFECTED: *None*

Purpose/Summary of Report

- To outline the results of the Annual Equalities Report 2018/19

RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE	
That:	
(A)	the annual equalities report 2018/19 be noted
(B)	the recommendations set out in the 2019/20 action plan be approved

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 Please see **Essential Reference Paper 'B'** for the full report.

3.0 Implications/Consultations

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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