

East Herts Council Report

Human Resources Committee

Date of Meeting: 15 September 2021

Report by: Head of Human Resources and Organisational Development

Report title: Annual Equalities Report 2020/21

Ward(s) affected: None

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

- (a)** The Annual Equalities Report 2020/21 be noted.
- (b)** The recommendations set out in the 2021/22 action plan are considered and approved.

1.0 Proposal(s)

- 1.1 Members are invited to consider the Annual Equalities Report 2020/21.

2.0 Background

- 2.1 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.
- 2.2 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.

2.3 Public sector bodies with more than 150 employees are required to publish data on equality in their workforces annually.

2.4 Feedback from Leadership Team requested the HR team review a sample of two posts to see whether any bias had occurred in the shortlisting process. This review was undertaken and it found that those candidates who were shortlisted for interview had addressed the person specification more closely in their application forms than those BAME candidates who weren't shortlisted indicating that no bias had occurred and progression had been made on merit in line with criteria set out.

3.0 Report

3.1 Please see Appendix A for the full report.

4.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

As detailed in the report

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

As detailed in the report

Human Rights

No

Legal

No

Specific Wards

No

5.0 Background papers, appendices and other relevant material

Appendix A – Annual Equalities Report 2020/21.

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