

East Herts Council Report

HR Committee

Date of Meeting: 21 September 2022

Report by: Head of HR and OD

Report title: Annual Equalities Report 2021/22

Ward(s) affected: None

Summary

RECOMMENDATIONS FOR HR Committee:

- (a) The Annual Equalities Report 2021/22 be noted.
- (b) The recommendations set out in the 2022/23 action plan are considered and approved.

1.0 Proposal(s)

- 1.1 Members are invited to consider the Annual Equalities Report 2021/22 and approve the 2022/23 action plan.

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.
- 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.

1.4 Leadership Team approved the report and action plan on 30 September 2022.

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 2021/22.

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