

# **East Herts Council Report**

## **Human Resources Committee**

**Date of meeting:** Wednesday 13 September 2023

**Report by:** Head of Human Resources and OD

**Report title:** Annual Equalities Report

**Ward(s) affected:** None

**Summary** – Annual report reporting on protected equalities characteristics against EHC workforce profile including prospective employees

### **RECOMMENDATIONS FOR Human Resources Committee:**

- a) The Annual Equalities Report 2022/23 be noted.
- b) The recommendations set out in the 2023/24 action plan are considered and approved

### **1.0 Proposal(s)**

- 1.1 Members are invited to consider the Annual Equalities Report 2022/23 and approve the 2023/24 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.

- 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 Leadership Team approved the report and action plan on 1 August 2023.

### **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 2022/23.

## **Contact Officer**

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