

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

18 November 2024

Report of the Head of People & Organisational Development - Sheenagh Rees

Matter for Decision

Wards Affected: All Wards

Equalities Employment Information 2023/24

1. Purpose of the Report

To seek Members approval for the publication of equalities employment information for the year 2023-2024, prior to its publication on the Council's website, and the employment-related equality objectives.

2. Background

The general public sector equality duty under the Equality Act 2010 came into force in April 2011 and it requires public bodies to:

- 1) Eliminate discrimination
- 2) Advance equality of opportunity
- 3) Foster good relations between different groups.

In addition to the general equality duty there are specific duties which came into force within 2011. Under the specific duties, Public Bodies are required to:

- Prepare and publish one or more equality objectives

- Publish information to demonstrate compliance with the general equality duty. This includes information relating to persons who share a relevant protected characteristic who are its employees or other persons affected by its policy and practice

The duty to publish information

As set out in the Regulations of the Equality Act 2010, all Public Authorities were required to publish specified information to demonstrate their compliance with the Public Sector Equality Duty by 31st March 2012, then at subsequent intervals, of not greater than one year. Any gaps in the specified information should be clearly identified, the reasons for the gaps, and the measures that are being to address the gaps in future.

The diagram below details the characteristics that are protected under the Equality Act 2010:



In compliance with our duty to publish information the Council produces an annual employment monitoring report which presents a statistical picture of the Council's workforce from recruitment through to exit.

4. The Equalities Employment Information

The data has been analysed by the protected characteristics shown in the diagram above. The data set out in Appendix One is either for the 12 month period 1st April 2023 to 31st March 2024, or, where appropriate, a snapshot of the workforce on 31st March 2024.

All data has been collated from the iTrent HR/Payroll employee record database.

5. Financial Impact

No implications.

6. Integrated Impact Assessment

IIA attached

7. Valleys Communities Impact

No implications.

8. Workforce Impacts

No implications.

9. Legal Impacts

No implications.

10. Risk Management

No implications.

11. Recommendation

It is RECOMMENDED that the enclosed equalities employment information is APPROVED by Members.

FOR DECISION

12. Reason for Decision

To enable the information to be published on the Council's website to meet the requirements of the Public Sector Equality Duty.

13. Implementation

To be implemented immediately

14. Appendices

Appendix 1 – Equalities Employment Information 2023 - 2024

Appendix 2 - Integrated Impact Assessment

15. List of Background Papers

None

16. Officer Contact

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