

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

3rd September 2018

Report of the Head of Human Resources - Sheenagh Rees

Matter for Decision

Wards Affected:

All Wards

Equalities Employment Information 2017/2018

1. Purpose of the Report

To seek Members approval for the publication of equalities employment information for the year 2017 - 2018, 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.

Gender Pay Gap

In addition to the requirements above, the legislation now requires us to include a gender pay objective within this annual report. Therefore, in order to reflect the new obligation of the legislation, we have calculated and will be reporting our gender pay gap. Please see Appendix 2.

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 of gender, race, disability and age and by specific criteria. The data in relation to these characteristics is of good quality. However, there are gaps in the information that the Council is currently able to collect in relation to the following protected characteristics: gender reassignment, pregnancy and maternity, religion and belief and sexual orientation.

The data set out in Appendix 1 is either for the 12 month period 1st April 2016 to 31st March 2017, or, where appropriate, a snapshot of the workforce on 31st March 2017.

The data has been collated from the Vision employee record database, with the exception of recruitment (for which there is a separate database) and training (for which there is limited use of the corporate database).

5. Financial Impact

There are no financial impacts associated with this report.

6. Consultation

This report will be discussed with all recognised trade unions at meetings of the various collective bargaining groups during the period September to December 2018.

The employment equality objectives will be reviewed in this way. These discussions will be in the context of financial cuts and recruitment freezes and therefore any equality initiatives must be within existing resources, with limited opportunity to change the make-up of the workforce.

7. Recommendations

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

FOR DECISION

8. Appendices

Appendix 1 – Equalities Employment Information 2017 - 2018

Appendix 2 - Gender Pay Gap Information

9. List of Background Papers

None

10. Officer Contact

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