

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

21st February 2022

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

Matter for Decision

Wards Affected: All Wards

Equalities Employment Information 2020/21

1. Purpose of the Report

To seek Members approval for the publication of equalities employment information for the year 2020-2021, 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. Due to limited capacity in the HR Team, the implementation of the new HR/Payroll database and sickness absence, we have not included the gender pay gap information for 2021 in this report. This will be available in March 2022. The report does however contain the information on the gender pay gap for 2020.

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 1 is either for the 12 month period 1st April 2020 to 31st March 2021, or, where appropriate, a snapshot of the workforce on 31st March 2021.

The data has been collated from the Vision employee record database and the employee portal, 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

No implications.

6. Integrated Impact Assessment

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring purposes.

7. Valleys Communities Impact

No implications.

8. Workforce Impacts

No implications.

9. Legal Impacts

No implications.

10. Risk Management

No implications.

11. Consultation

This report will be discussed with all recognised trade unions at meetings of the various collective bargaining groups during the period March - June 2022.

12. Recommendation

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

FOR DECISION

13. Reason for Decision

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

14. Implementation

To be implemented immediately

15. Appendices

Appendix 1 – Equalities Employment Information 2020 - 2021

16. List of Background Papers

None

17. Officer Contact

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