

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

28th November 2022

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

Matter for Decision

Wards Affected: All Wards

Equalities Employment Information 2021/22

1. Purpose of the Report

To seek Members approval for the publication of equalities employment information for the year 2021-2022, 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 and the implementation of the new HR/Payroll database, the gender pay gap information for 2022 is not included in this report. This will be available in December 2022. The report does however contain the information on the gender pay gap for 2021.

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 2021 to 31st March 2022, or, where appropriate, a snapshot of the workforce on 31st March 2022.

The data has been collated from the Vision employee record database (for 1st April 2021 to 31st October 2021) and from the new iTrent HR/Payroll database (for 1st November 2021 to 31st March 2022). Training data has been collated from a different training 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 November 2022 - January 2023.

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 the Public Sector Equality Duty.

14. Implementation

To be implemented immediately

15. Appendices

Appendix 1 – Equalities Employment Information 2021 - 2022

Appendix 2 - Disability Confident Report 2022 - 2025

Appendix 3 - Disability Confident Certificate

16. List of Background Papers

None

17. Officer Contact

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