

# NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

## PERSONNEL COMMITTEE

11th December 2023

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

#### Matter for Decision

**Wards Affected:** All Wards

### Annual Equalities in Employment Report 2022/23

#### 1. Purpose of the Report

To seek Members approval for the publication of the equalities in employment report for the year 2022-2023, 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. Attached as Appendix Two is more detailed information on our Gender Pay Gap for 2023.

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 2022 to 31st March 2023, or, where appropriate, a snapshot of the workforce on 31st March 2023.

The data has been collated from the iTrent HR/Payroll employee record database. Training data has been collated from a different training database.

**5. Financial Impact**

No implications.

**6. Integrated Impact Assessment**

A full impact is not required as there is no impact on any protected group; the report itself is a monitoring report.

**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 December 2023 - February 2024.

**12. Recommendation**

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

### **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 2022 - 2023

Appendix 2 - Gender Pay Gap Report 2023

### **16. List of Background Papers**

None

### **17. Officer Contact**

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