



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

19th MARCH 2019

ANNUAL EQUALITY REPORT 2017/18

REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSIONS WITH CLLR M WEBBER, DEPUTY LEADER.

Author: Melanie Warburton, Equality and Diversity Adviser, Telephone 01443 444531

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide information on the Council's Annual Equality Report, for the year 2017/18.

2. RECOMMENDATIONS

It is recommended that the Cabinet:

Agree to publish the Annual Equality Report 2017/18.

3 REASONS FOR RECOMMENDATIONS

- 3.1 The Annual Equality Report has been developed to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties.
- 3.2 The report contains progress made in year 2017/18 in meeting the Council's Strategic Equality Plan and Equality Objectives.

4. BACKGROUND

- 4.1 The Public Sector Equality Duties in Wales, which came into force on 6th April 2011, included a requirement for public authorities (including Local Authorities and Schools) to report annually on how it has met the General Equality Duty set out in the Equality Act 2010.

4.2 Reporting requirements are set out in the following regulations;

- Regulation Seven Collection and publication of information
- Regulation Nine Employment monitoring reporting
- Regulation Sixteen Reporting on compliance with the General duty

4.3 The Council must report the above information on an annual basis, and publish by 31 March each year.

5 EQUALITY AND DIVERSITY IMPLICATIONS

An Equality Impact Assessment is not needed because the contents of the report are for information purposes only.

6 CONSULTATION / INVOLVEMENT

Consultation is not needed because the contents of the report are for information purposes only.

7 FINANCIAL IMPLICATION(S)

There are no financial implications aligned to this report.

8 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

The Council's Annual Equality Report has been developed in line with legislative requirements and guidance produced by the Equality and Human Rights Commission.

9 LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

Equality considerations feature throughout Corporate and National priorities and specifically the contents of this report contributes to a more Equal Wales and a Wales of Cohesive Communities.

10 CONCLUSION

The Annual Equality Report must be published by 31 March 2019 in order to comply with legal requirements.