

## **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

### **CABINET**

**9<sup>TH</sup> MARCH 2017**

### **ANNUAL EQUALITY REPORT 2015/16**

#### **REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR G HOPKINS**

**Author:** Melanie Warburton, Equality and Diversity Adviser - 01443 424170

#### **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 2015/16.

#### **2. RECOMMENDATIONS**

It is recommended that the Cabinet:

- 2.1 Agree to publish the Annual Equality Report 2015/16.

#### **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 2015/16 in meeting the Council's Strategic Equality Plan and Equality Objectives.

#### **4. BACKGROUND**

- 4.1 The Public Sector Equality Duties in Wales, which came in to force on 6<sup>th</sup> 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**

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

## **6 CONSULTATION**

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

## **7 FINANCIAL IMPLICATION(S)**

7.1 There are no financial implications aligned to this report.

## **8 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

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

## **9 LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES/ SIP**

9.1 Equality considerations feature throughout the Single Integrated Plan.

## **10 CONCLUSION**

10.1 The Annual Equality Report has to be published by 31 March 2017 in order to comply with legal requirements.