



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**25<sup>TH</sup> MARCH 2021**

**ANNUAL EQUALITY REPORT 2019/2020**

**REPORT OF HUMAN RESOURCES IN DISCUSSIONS WITH THE  
RELEVANT PORTFOLIO HOLDER CLLR MAUREEN WEBBER, DEPUTY  
LEADER**

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**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 2019/20.

**2. RECOMMENDATIONS**

It is recommended that the Cabinet:

Agree to publish the Annual Equality Report 2019/20.

**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 2019/20 in meeting the equality objectives contained in Council's Strategic Equality Plan.

**4. BACKGROUND**

- 4.1 The Public Sector Equality Duties in Wales, which came into 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**

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 2021 in order to comply with legal requirements.