



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**ANNUAL EQUALITY REPORT 2021/2022**

**27<sup>TH</sup> MARCH 2023**

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

**Author: Melanie Warburton, Diversity and Inclusion Manager**

**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 2021/22.

**2. RECOMMENDATIONS**

It is recommended that Cabinet:

- 2.1 Considers the information contained within the report;
- 2.2 Note the comments and observations of the Overview & Scrutiny Committee, following pre-scrutiny of the Annual Equality Report on the [21<sup>st</sup> March 2023](#) (An overview of the comments will be presented to Cabinet)
- 2.3 Subject to any further comment by Cabinet Members agree to publish the Annual Equality Report 2021/22 as attached to this report at Appendix A

**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 2021/22 in meeting the equality objectives contained in the 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 7 Collection and publication of information

Regulation 9 Employment monitoring reporting

Regulation 16 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/ SOCIO-ECONOMIC DUTY**

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

**6. WELSH LANGUAGE IMPLICATIONS**

A Welsh Language impact assessment is not needed because the contents of the report are for information purposes only.

**7. CONSULTATION/ INVOLVEMENT**

Consultation is not needed because the contents of the report are for information purposes only, however, the report contained within Appendix A has been presented to the Overview and Scrutiny Committee for pre scrutiny prior to consideration by Cabinet, and an overview of the comments will be presented to Cabinet.

**8. FINANCIAL IMPLICATIONS**

There are no financial implications as a result of this report.

**9. LEGAL 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.

**10. LINKS TO THE COUNCIL'S CORPORATE/OTHER CORPORATE PRIORITIES/WELLBEING 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.

**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

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**Background papers: Annual Equality Report 2021/2022**

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