

**Committee: FINANCE AND RESOURCES**  
**Date: 8 FEBRUARY 2022**

**Report: EQUALITY, DIVERSITY AND INCLUSION**

### **Purpose of the report**

1. To provide the annual update in relation to equality, diversity and inclusion matters.

### **Recommendation**

2. To note the update in relation to equality, diversity and inclusion matters.

### **Equality, Diversity and Inclusion Update**

#### **The Equality Act**

3. The Equality Act 2010 simplified and strengthened the previous anti-discrimination legislation and removed inconsistencies, delivering a modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

4. The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

#### **Responsibilities**

5. The Public Sector Equality Duty came into force on 5 April 2011, and this section of the Equality Act specifically relates to the duties for local authorities.

6. The Authority must not treat people unfairly because of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called "protected characteristics".

7. As a local authority we must:

- have due regard to the need to eliminate discrimination;
- advance equality of opportunity; and
- foster good relations between different people when carrying out their activities.

## **Equality Duty**

8. To demonstrate our compliance with the duty, the following information is prepared and published annually:

i) Equality Statement

The draft Statement is considered first by the Working Group before being presented to SMT for approval prior to publication. The current Equality Statement was published in November 2021, and can be viewed at the following link:

<https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2021/11/Equality-Statement-Nov2021.pdf>

ii) Equality objectives

We fulfil this by publishing our 'corporate planning' objectives - Management Plan and Corporate Plan - annually and highlighting the corporate planning considerations in the Equality Statement.

iii) Workforce Data Report

A statutory requirement for local authorities employing more than 150 people, the most recent report – also published on our website - is included here as an Appendix; it is based on employee data available on 31 March 2021.

## **The Equality, Diversity and Inclusion Working Group**

9. The Working Group last met remotely on 16 September 2021 to consider the Annual Equality Statement, Equality Impact Assessments and training for officers and Members.

## **Equality Impact Assessments**

10. A summary of the Equality Impact Assessments (EIA) received by the Monitoring Officer since 2018 is as follows:

<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Budget	Budget	Budget	Budget
Attracting Families	Equality, Diversity and Inclusion Policy	Public Participation by video conference and telephone at remote meetings	Review of Data Protection Policy
Management Plan	Special Qualities, Special Experiences	Green Lanes Management Framework	Blended Working
Salary benchmarking		Volunteering Strategy	Returning to the Office

## **Training**

11. Taye Training were identified as a training provider for Equality, Diversity and Inclusion briefing sessions. During 2020/21, thirteen sessions were arranged for both officers and Members. A further three sessions were arranged for 2021/22 where officers joining the Authority or officers unable to attend the training last year attended.

12. The facilitators were equality and diversity experts and the sessions discussed the Landscape Review, equality v equity, legislation, unfair treatment, protected characteristics, discrimination, human rights, privilege and unconscious bias. The Authority's EDI Policy and Values and Behaviours were also covered within the sessions.

### **Conclusion**

13. Please refer to the recommendation at paragraph 2.

**Vikki Thomas**  
**Head of HR**

4 January 2022

## Workforce Data Report 2020/21

### Introduction

The 2020/21 annual Workforce Data is based on available data on 31 March 2021.

The purpose of this report is to provide a profile of our employees as at 31 March 2021.

We promote equality of opportunity across the Equality Act 2010 protected characteristics; age, disability, gender identity, race, ethnicity, religion or belief, sex, sexual orientation, marital or civil partnership status, pregnancy and maternity.

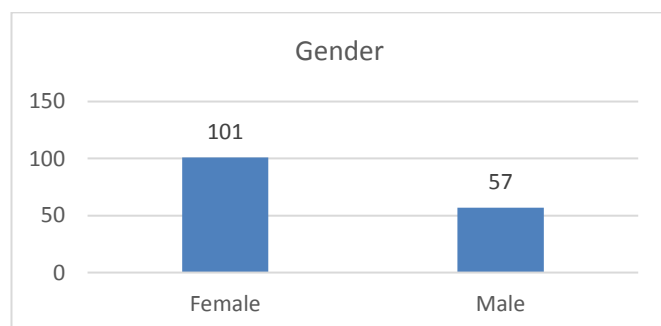
### Authority Figures as at 31 March 2021

Employee Headcount                      158

This figure includes permanent and temporary employees and does not include agency or consultancy staff.

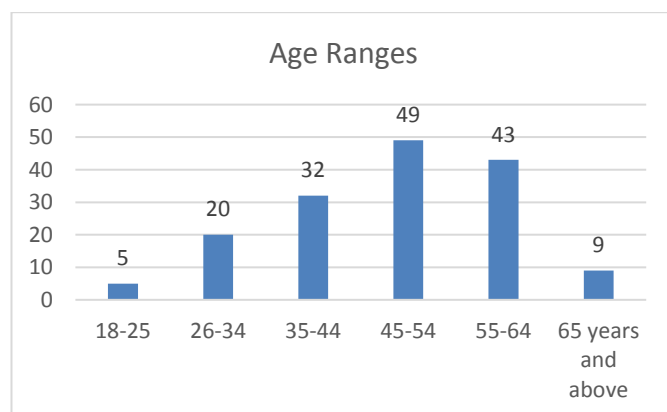
### Gender

We employ almost twice as many females (101) as males (57).



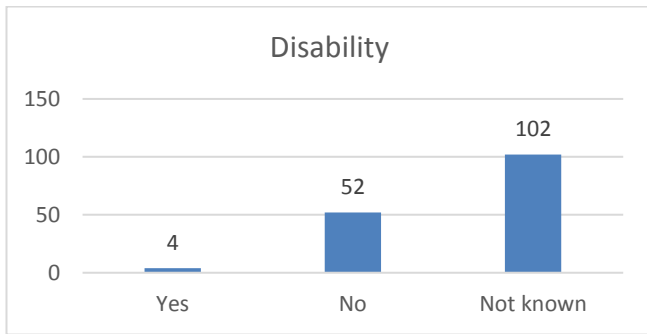
### Age

The majority of employees (92) are aged between 45-64.



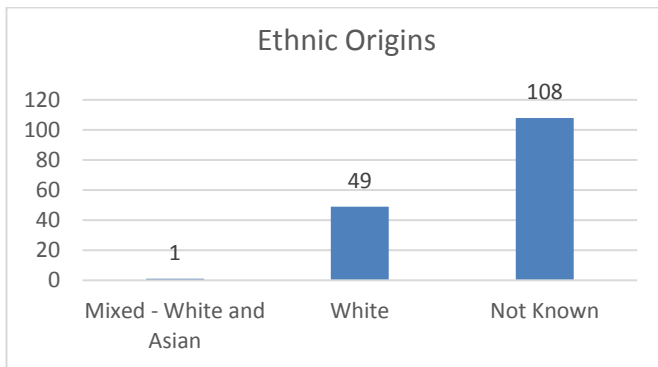
## Disability

From the data available only four employees have declared themselves as having a disability.

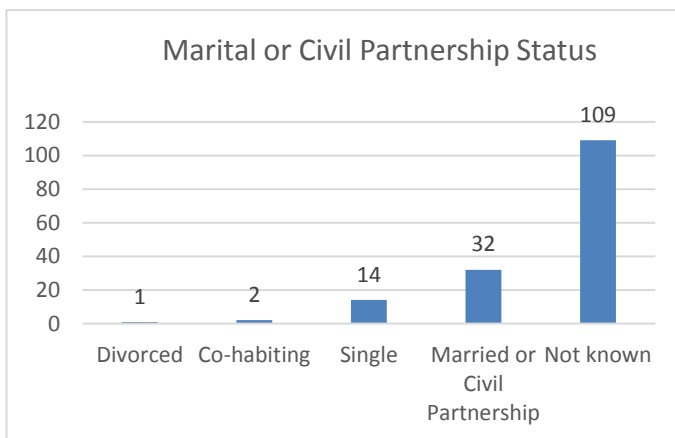


## Ethnicity

From the data available only one employee has declared themselves as having an ethnic background that is not white.



## Marital or Civil Partnership Status



It is clear from the available data employees have either not declared their workforce data, or it has not been requested of them. This has been highlighted as an area for future development to enable enhanced monitoring which will be able to inform and influence ongoing planning.