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Peterborough City Council publishes detailed equality and diversity data on its workforce. Not only is it important for staff from protected groups to receive equal treatment and for any unlawful discrimination to be eliminated, but the city council wishes to build a diverse workforce that reflects and serves well the many different groups within the city.

## Gender Pay Gap Report

Peterborough City Council is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our Council; it does not involve publishing individual employees' data. The data used for the calculations is the Council's pay data as of 31 March 2018.



[Gender Pay Gap Report \(https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/GenderPayGap-19.pdf?inline=true\)](https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/GenderPayGap-19.pdf?inline=true)  
Size: 158.19 KB File format: pdf

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## Equalities in employment annual monitoring

The Equalities in Employment Annual Monitoring Report provides the breakdown of staff in the city council in terms of ethnicity, gender, age and disability and identifies other diversity trends. The city council has published annual monitoring reports on its workforce since 2004.

The equality reporting duties of the city council are regulated by the [Equalities Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/contents) (<http://www.legislation.gov.uk/ukpga/2010/15/contents>) which replaces previous legislation. Under the act the city council has a single equality duty to consider the need to eliminate discrimination, advance equality of opportunity and foster good relations.



[Equalities in employment - annual monitoring report 2016-2017 \(https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/EqualityMonitoringReport-2016-2017.pdf\)](https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/EqualityMonitoringReport-2016-2017.pdf)  
Size: 1.28 MB File format: pdf

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## Equalities position statement

As a public sector service, Peterborough City Council welcomes the introduction of the Equality Act 2010, and the opportunity that provides for us to share our current good work with the wider community.



[Equalities position statement \(https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/StrategiesPoliciesPlans-EqualitiesPositionStatement.pdf\)](https://pcc-live.storage.googleapis.com/upload/www.peterborough.gov.uk/policies-and-plans/StrategiesPoliciesPlans-EqualitiesPositionStatement.pdf)  
Size: 86.76 KB File format: pdf

However, it is also a timely reminder that helps to identify why we do the work we do and how we make a real difference to people's lives. We need to identify any gaps and areas for improvement in promoting equality, to eliminate discrimination and build good community relations.

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## Equality objectives

The [Equality Objectives for Peterborough City Council](http://democracy.peterborough.gov.uk/ieDecisionDetails.aspx?ID=615) (<http://democracy.peterborough.gov.uk/ieDecisionDetails.aspx?ID=615>) were agreed by Cabinet at a meeting on 26 March 2012.

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## Equality impact assessments

An equality impact assessment is a way of systematically assessing the effects that a function, strategy, project or policy of the council is likely to have on groups of individuals in respect to the equality categories set out in legislation. The council is committed to making these assessments publicly available, and you may search and view them online:

### Search by premises or applicant

Enter one or more words to search by.

### Search by date

Please select the application date.

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