

EQUALITY DATA – WHAT, WHY AND HOW?

WHAT IS EQUALITY DATA?



Equality data is data collected on Ethnicity, Race, Religion, Marital Status, Disability, Sex, Sexuality and Gender Reassignment status



WHY DO WE COLLECT THIS?



As an employer, the council has to ensure that its recruitment processes and employment practices are fair, nobody is put at a disadvantage because of any protected characteristic, and that it considers how its employees can do their jobs effectively.




HOW DO I UPDATE MY EQUALITY DATA?






IS IT EASY TO
UPDATE ESS?




This is completed by you via the Employee Self-Service portal. You use this portal to add your bank details too, so all the information is in the same place. [ESS LINK](#)



Updating your information is straight forward. All employees have 24/7 access to the Employee Self-Service portal (ESS). Your username and password will have been emailed out to you by the Payroll department when you started, but if you need help resetting it please get in touch with Payroll at payroll@moray.gov.uk



WHEN SHOULD I
UPDATE MY DATA?



***PLEASE** have a look at your data now to make sure it is accurate and by doing so, you'll help the Council understand the make-up of our workforce and assess more accurately that we are meeting our equality obligations. Thank you*