

## CABINET

<b>Date of Meeting</b>	Tuesday, 19 <sup>th</sup> December 2023
<b>Report Subject</b>	Draft Strategic Equality Plan 2024-28
<b>Cabinet Member</b>	Governance and Corporate Services including Health and Safety and Human Resources
<b>Report Author</b>	Corporate Manager – Capital Programme and Assets
<b>Type of Report</b>	Strategic

### **EXECUTIVE SUMMARY**

The purpose of this report is to present the Council's draft equality objectives and Strategic Equality Plan 2024-28 for endorsement prior to formal consultation.

All devolved public authorities in Wales are required by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to publish equality objectives and a Strategic Equality Plan every four years.

Engagement must take place with people with protected characteristics when setting equality objectives and preparing and reviewing the Strategic Equality Plan.

The aim of the Strategic Equality Plan is to reduce inequalities and ensure the delivery of positive outcomes for people with protected characteristics.

The Strategic Equality Plan for the period 2024-28 must be finalised and published by 1<sup>st</sup> April 2024.

### **RECOMMENDATIONS**

1.	Cabinet approves the draft Strategic Equality Plan 2024-28 before wider consultation with stakeholders, members of the public, and employees.
2.	That the draft Strategic Equality Plan 2024-28 is presented to Corporate Resources Overview and Scrutiny Committee for their consideration and review.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE STRATEGIC EQUALITY PLAN 2024-28</b>
1.01	<p>All public bodies are required to publish equality objectives and a Strategic Equality Plan to comply with the Public Sector Equality Duties (PSED) of the Equality Act 2010.</p> <p>The Council's current equality objectives need to be reviewed and republished with a new Strategic Equality Plan (SEP) for the period 2024-28 by 1<sup>st</sup> April 2024.</p> <p>The purpose of the Plan is to address inequalities experienced by people with protected characteristics.</p>
1.02	<p>The equality objectives have been reviewed and developed by working in partnership with other public bodies in North Wales and through consultation with stakeholders.</p> <p>Cyngor Gwynedd was also commissioned to review equality data from across the six North Wales local authority areas to identify potential inequalities.</p>
1.03	<p>Engagement has taken place with local groups and stakeholders, representing people with protected characteristics, to seek their views on the Council's current equality objectives.</p>
1.04	<p>The outcome of the research and engagement activity has shown that the current equality objectives are still important. This is not surprising, given that these cover areas where there are deeply entrenched and persistent inequalities. Therefore, the proposed new equality objectives are the same as those agreed for 2020-24, with the exception of the last equality objective which relates to the Socio-economic Duty which did not come into force until 2021.</p>
1.05	<p>The draft SEP 2024-28, which can be found at Appendix 1, has been developed with the Corporate Equalities Review Board and incorporates actions from Welsh Government's Anti-racist Wales Action Plan and the Lesbian, Gay, Bisexual, Trans, Questioning/Queer + (LGBTQ+) Action Plan for Wales.</p> <p>The measures and actions have also been developed to ensure consistency with the Council Plan 2023-28.</p>
1.06	<p>The proposed equality objectives for 2024-28 are:</p> <ul style="list-style-type: none"><li>• Improve health, well-being and social care outcomes, including outcomes for older people and disabled people.</li><li>• Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being.</li></ul>

	<ul style="list-style-type: none"> <li>• Ensure equal pay within the workplace by having fair, open, and transparent grading and salary strategies in place.</li> <li>• Improve personal safety for all protected groups.</li> <li>• Increase access to services and decision making for all protected groups.</li> <li>• Improve living standards of people with different protected characteristics.</li> <li>• Reduce the impact of poverty and embed the Socio-economic Duty within the organisation.</li> </ul>
1.07	<p>Consultation on the draft SEP 2024-28 with members of the public, employees, and other stakeholders will take place during December 2023 and January 2024.</p> <p>A report will be presented to Corporate Resources Overview and Scrutiny Committee for consideration and review at their December meeting.</p>
1.08	<p>Following the consultation period, a revised final draft of the SEP 2024-28 will be presented to Cabinet for endorsement before being published on the Council website in March 2024.</p>
1.09	<p>Schools are required to produce their own equality objectives and Strategic Equality Plans.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	<p>There are no significant resource implications arising from the Strategic Equality Plan 2024-28.</p>

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>						
3.01	<p>An Impact Assessment has been started and the draft is included in the background documents. This will be finalised following the outcomes of consultation and will be presented with the final SEP 2024-28.</p> <p>Under the five ways of working principles of the Well-being of Future Generations (Wales) Act 2015, the Strategic Equality Plan 2024-28 will have the following impact:</p> <table border="1"> <thead> <tr> <th>Ways of Working</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Long-term</td> <td>Positive - creating long term change to improve the lives of people who experience inequalities.</td> </tr> <tr> <td>Prevention</td> <td>Positive - through reducing inequalities.</td> </tr> </tbody> </table>	Ways of Working	Impact	Long-term	Positive - creating long term change to improve the lives of people who experience inequalities.	Prevention	Positive - through reducing inequalities.
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Long-term	Positive - creating long term change to improve the lives of people who experience inequalities.						
Prevention	Positive - through reducing inequalities.						

Integration	Positive - the SEP 2024-28 is aligned with the Council's Well-being objectives and Council Plan.
Collaboration	Positive – the Council are working with other public bodies in North Wales to take action to achieve similar objectives.
Involvement	Positive - people with protected characteristics have been involved in the development of equality objectives.
<b>Well-being Goals Impact</b>	
<b>Well-being Goal</b>	<b>Impact</b>
Prosperous Wales	Positive - reducing inequalities in education, and employment, and pay will contribute to a prosperous Wales.
Resilient Wales	No change.
Healthier Wales	Positive - through reducing health inequalities.
More equal Wales	Positive - through increasing access to services and information and reducing known inequalities.
Cohesive Wales	Positive - through addressing hate crime and fostering good relations between people from different protected groups.
Vibrant Wales	Positive - through increasing access to cultural activities and promoting Welsh language through community cohesion activities.
Globally responsible Wales	No change.

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	Engagement and consultation with stakeholders and services has taken place to identify potential objectives and actions for the draft SEP 2024-28.
4.02	The draft SEP 2024-28 will be released for public consultation in December 2023.
4.03	Formal consultation on the draft SEP 2024-28 will take place with Corporate Resources Overview and Scrutiny Committee, also in December 2023.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1: Draft Strategic Equality Plan 2024-28.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Draft Integrated Impact Assessment.

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<b>Contact Officer:</b> Fiona Mocko - Strategic Policy Advisor <b>Telephone:</b> 01352 702122 <b>E-mail:</b> <a href="mailto:fiona.mocko@flintshire.gov.uk">fiona.mocko@flintshire.gov.uk</a>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Protected Characteristics:</b> these are the groups protected under the Equality Act 2010. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.</p> <p><b>Public Sector Equality Duty (PSED):</b> Public Sector Equality Duty, places a General Duty and Specific Duty on public bodies. The General Duty requires public bodies to show due regard to the need to: eliminate unlawful discrimination, advance equality of opportunity between people who share a protected characteristic and foster good relations. The Specific Duty in Wales requires public bodies to develop equality objectives and publish Strategic Equality Plans. It also includes the requirement to train employees, assess impact of decisions and undertake equality monitoring.</p> <p><b>Socio-economic Duty (SED):</b> The duty places a legal responsibility on listed public bodies, when taking strategic decisions, to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage.</p>