

CABINET

Date of Meeting	Tuesday, 14 March 2023
Report Subject	Strategic Equality Plan Annual Report 2021/22
Cabinet Member	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Report Author	Corporate Manager – Capital Programme and Assets
Type of Report	Strategic

EXECUTIVE SUMMARY

The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2020, fulfilling the requirements of the Public Sector Equality Duties (PSED), as set out in the Equality Act 2010.

The aim of equality objectives is to address the most significant issues and areas of inequality that face people with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

The Equality Act 2010 places specific duties on public sector organisations in Wales, requiring an annual report, which must outline progress on meeting the PSED and achieving the equality objectives, be published by 31st March each year. The attached report is the Council's annual report that highlights the Council's progress in implementing the SEP and meeting our equality objectives during 2021/2022.

RECOMMENDATIONS

1	Cabinet note the progress made during the year to meet our statutory duties in relation to equalities.
2	Cabinet endorse the progress made against the Strategic Equality Plan 2021/22, prior to publication of the annual report on the Council website.

REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN ANNUAL REPORT
1.01	<p>The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2020, fulfilling the requirements of the Public Sector Equality Duties (PSED) as set out in the Equality Act 2010 (“The Act”).</p> <p>The purpose of equality objectives is to address the most significant issues and areas of inequality that face people with protected characteristics. For example, disabled people, women, older people.</p>
1.02	<p>The Act requires that an annual report is produced which specifically outlines progress towards fulfilling each of the Council’s equality objectives and includes specified employment information, including information on training and pay (unless this has already been published). The report must be published by 31st March.</p>
1.03	<p>The Council’s Strategic Equality Plan Annual Report for 2021-22 is provided at Appendix 1. This is the second annual report for the SEP 2020-24 and highlights the Council’s progress in meeting our equality objectives during 2021/2022.</p>
1.04	<p>Areas of achievement in meeting the equality duties during 2021/22 are summarised below:</p> <ul style="list-style-type: none">• Implementation of the “Be-Kind on-line” initiative- encouraging children and adults to pledge to be kind on-line. This contributes to improving well-being and reducing identity-based bullying.• Development of a specific Dementia friendly webpage, acting as a directory of support services for people living with dementia and their carers.• 654 adaptations were made to the homes of Council tenants to ensure accommodation was suitable to their needs.
1.05	<p>Whilst the Council is able to demonstrate progress in achieving its equality objectives, a number of areas have been identified for improvement, as follows:</p> <ul style="list-style-type: none">• Data collection – systematic data collection across services to enable progress and equality outcomes to be measured more effectively. This will form part of the actions to meet Welsh Government’s (WG) Plan for an anti-racist Wales.• Impact assessments to be undertaken more consistently and where there is likely to be substantial impact. An action plan has been developed to address this and the recommendations of Audit Wales review of equality impact assessments by public bodies.

1.06	<p>Further Information</p> <p>The production and publication of the annual Workforce Information Report and the Equal Pay Audit reports contribute to the Council’s Strategic Equality Plan Annual Report. This is because as they form part of the reporting requirements of the PSED.</p> <p>The Equal Pay Annual Report for 2021/221 has been published. The Workforce Information Report 2021/22 at the time of writing has yet to be published.</p>
1.07	<p>The Corporate Equality Board will contribute to ensuring that a focussed and joined-up approach is maintained across the Council to achieve our equality objectives, address any issues raised by Welsh Government and ultimately reduce inequalities.</p>
1.08	<p>A new action plan to support the Council to meet Welsh Government’s Anti-racist Wales Plan is being developed and this has been included as an action within the new Council Plan 2023-28, which is currently in development.</p> <p>Reports on progress towards this action plan will be included within the Council Plan performance reporting.</p>
1.09	<p>New equality objectives and a new Strategic Equality Plan will be developed during 2023/24, with a view to being in place for 31st March 2024.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>Revenue/Capital: There are no revenue / capital implications</p> <p>Human Resources: There are no implications for additional capacity or for any change to current workforce structures or roles.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	<p>Integrated Impact Assessments (IIAs)</p> <p>An integrated impact assessment is not required as this is a report on progress in meeting the Council’s equality objectives, which aim to have a positive impact on people with protected characteristics. A full impact assessment was completed on the Strategic Equality Plan 2020-24.</p> <p>Under the five ways of working principles of the Well-being of Future Generations (Wales) Act 2015, this report will have the following impact:</p>

Ways of Working	Impact
Long-term	No change
Prevention	Positive impact through promoting equal access to services and information
Integration	No change
Collaboration	No change
Involvement	No change

Well-being Goals Impact

Well-being Goal	Impact
Prosperous Wales	No change
Resilient Wales	No change
Healthier Wales	Positive impact through reducing health inequalities
More equal Wales	Positive impact through increasing access to services and information for people with protected characteristics
Cohesive Wales	Positive impact through addressing hate crime and fostering good relations between people from different protected groups
Vibrant Wales	No change
Globally responsible Wales	No change

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	Relevant officers, including the Corporate Equalities Board, were consulted to update the Annual Report.

5.00	APPENDICES
5.01	Appendix 1: Strategic Equality Plan Annual Report 2021/22

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Audit Wales: Equality Impact Assessments: more than a tick box exercise Strategic Equality Plan 2020-24 Welsh Government: Anti-racist Wales action plan

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Fiona Mocko, Strategic Policy Advisor Telephone: 01352 702122 E-mail: fiona.mocko@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>Anti-racist Wales Plan: a Welsh Government plan, setting out what action will be taken to make Wales an anti-racist nation.</p> <p>Audit Wales: works to support the Auditor General as the public sector watchdog for Wales. They aim to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.</p> <p>Data collection: is the collection and analysis of information on the profile of customers and employees. For example, people’s age range, disability, gender reassignment, ethnic group, religion or belief, sex and sexual orientation to identify actual or potential inequalities.</p> <p>Equal Pay Audit: an equal pay audit compares the pay of men and women and employees with other protected characteristics who are doing equal work. The aim is to identify any differences in pay, investigate the causes of any differences and take action to eliminate unequal pay that cannot be justified.</p> <p>Protected characteristics: 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>PSED: Public Sector Equality Duty, which 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>Workforce Information Report: as part of the Public Sector Equality Duty the Council are required to collect and publish a range of information on the diversity profile of its workforce and key HR processes. This includes reports broken down by protected characteristic on recruitment and selection, those who leave the authority and employees who are subject to disciplinary and grievance procedures. The purpose is to analyse the data to identify areas where there may be potential or actual discrimination and to take action to address this.</p>

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