

## CABINET

<b>Date of Meeting</b>	Tuesday, 12 <sup>th</sup> March 2024
<b>Report Subject</b>	Strategic Equality Plan Annual Report 2022/23
<b>Cabinet Member</b>	Cabinet Member for 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 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. These include the requirement to publish an annual report by 31<sup>st</sup> March each year, which must outline progress on meeting the PSED and achieving the equality objectives. The attached annual report highlights the progress the Council has made in implementing its SEP and meeting its equality objectives during 2022/2023.

### 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 2022/23, prior to publication of the annual report on the Council website.

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE STRATEGIC EQUALITY PLAN ANNUAL REPORT 2022/23</b>
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 people with protected characteristics face. 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 31<sup>st</sup> March.</p>
1.03	<p>The Council’s Strategic Equality Plan Annual Report for 2022/23 is provided at <b>Appendix 1</b>. This is the third annual report for the SEP 2020-24 and highlights the Council’s progress in meeting its equality objectives during 2022/2023.</p>
1.04	<p>Areas of achievement in meeting the equality duties during 2022/23 are summarised below:</p> <ul style="list-style-type: none"><li>• Flintshire County Council signed Victim Support’s Hate Crime Charter. The charter sets out in detail the rights of victims and the commitments of organisations in playing a part in tackling hate crime.</li><li>• An increased number of children (286) benefitted from “Food and Fun” sessions during Summer 2022, receiving nutritious meals and participating in a range of activities.</li><li>• Social Services launched the Young Carer ID card. Local businesses offer discounts and benefits for young people carrying the Young Carers ID Card as a thank you for the work they do as a Young Carer.</li></ul>
1.05	<p>Whilst the Council can demonstrate progress in achieving its equality objectives, there are still areas for improvement.</p> <p>A key area for improvement is the collection of equality data to understand the profile of Council customers and employees. This information is important in making sure services are accessible to everyone who needs them and being able to monitor progress in meeting the equality objectives.</p> <p>It is also a requirement of the PSED to capture and publish equality data annually on specified employment areas, such as the profile of job applicants, those selected for interview, and those appointed.</p>

1.06	<p><b>Further Information</b></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 they form part of the reporting requirements of the PSED and will need to be published before, or simultaneously to, the SEP Annual Report 2022/23.</p> <p>The Workforce Information Report and Equal pay Audit are produced by HR.</p>
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<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	There are no resource implications associated with this report.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>																						
3.01	<p><b>Integrated Impact Assessments (IIAs)</b></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> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="text-align: left;">Ways of Working</th> <th style="text-align: left;">Impact</th> </tr> </thead> <tbody> <tr> <td>Long-term</td> <td>No change</td> </tr> <tr> <td>Prevention</td> <td>Positive impact through promoting equal access to services and information</td> </tr> <tr> <td>Integration</td> <td>No change</td> </tr> <tr> <td>Collaboration</td> <td>No change</td> </tr> <tr> <td>Involvement</td> <td>No change</td> </tr> </tbody> </table> <p><b>Well-being Goals Impact</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="text-align: left;">Well-being Goal</th> <th style="text-align: left;">Impact</th> </tr> </thead> <tbody> <tr> <td>Prosperous Wales</td> <td>No change</td> </tr> <tr> <td>Resilient Wales</td> <td>No change</td> </tr> <tr> <td>Healthier Wales</td> <td>Positive impact through reducing health inequalities</td> </tr> <tr> <td>More equal Wales</td> <td>Positive impact through increasing access to services and information for people with protected characteristics</td> </tr> </tbody> </table>	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 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
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	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

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

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1: Strategic Equality Plan Annual Report 2022/23

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<a href="#">Strategic Equality Plan 2020-24</a>

<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>
	<p><b>Data collection:</b> 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><b>Equal Pay Audit:</b> 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><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>

**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.

**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.