

CABINET

Date of Meeting	Tuesday, 12 th March 2024
Report Subject	Strategic Equality Plan 2024-28
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 purpose of this report is to present the Council's draft equality objectives and Strategic Equality Plan 2024-28 for approval prior to publication.

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 is presented as Appendix 1 and must be published by 1st April 2024.

RECOMMENDATIONS

1	Cabinet approves the Council's equality objectives and Strategic Equality Plan (SEP) 2024 - 2028, prior to publication.
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REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN 2024-28
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 within a new Strategic Equality Plan (SEP) covering the period 2024-28 by 1st April 2024.</p> <p>The purpose of the SEP 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 and consultation 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 for the Council are similar to those agreed for 2020-24.</p>
1.05	<p>The 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 contained within the SEP have been developed to ensure consistency with the Council Plan 2023-28.</p>

1.06	<p>The proposed equality objectives for 2024-28, as contained within the new SEP, are:</p> <ul style="list-style-type: none"> • Improve health, well-being, and social care outcomes, including outcomes for older people and disabled people. • Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being. • Take positive action to ensure the workforce represents the local population and ensure equal pay for equal work. • Improve personal safety for all protected groups. • Increase access to services and decision making for all protected groups. • Improve living standards of people with different protected characteristics. • Reduce the impact of poverty and embed the Socio-economic Duty within the organisation.
1.07	<p>Monitoring and review Actions in the SEP will be incorporated within the Council’s performance management system to assist with monitoring progress.</p> <p>Annual reports on progress to meeting our equality objectives will be presented to Cabinet.</p>
1.08	<p>Schools are required to produce their own equality objectives and SEPs.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>There are no resource implications associated with this report.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	<p>Integrated Impact Assessments (IIAs) A full Integrated Impact Assessment has been completed on the SEP 2024-28 and a summary is available in section 6 of this report. There will be a positive impact on equality, poverty, and Welsh language as the purpose of the SEP is to reduce inequalities experienced by people with protected characteristics and to reduce the impact of socio-economic disadvantage.</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	Positive impact as we worked with other public bodies in North Wales to prioritise the inequalities that need to be addressed.
Involvement	Positive impact as the views of people with protected characteristics were sought in the development of the SEP.

Well-being Goals Impact

Well-being Goal	Impact
Prosperous Wales	Positive - reducing inequalities in education and employment and pay will contribute to a prosperous Wales.
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	Positive impact through putting in place initiatives to promote the Welsh language to people from a Black and minority ethnic background.
Globally responsible Wales	Positive - reducing inequalities and addressing poverty will contribute to global well-being.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	A regional survey was undertaken in partnership with other public bodies in North Wales to identify inequalities and issues raised by people with

	protected characteristics. The Regional Community Cohesion Team also completed engagement activities with people with protected characteristics to identify the inequalities that needed to be addressed.
4.02	The draft Strategic Equality Plan 2024-28 was considered by Corporate Resources Overview and Scrutiny Committee at their December meeting.
4.03	Formal consultation with the wider public has also taken place.
4.04	Relevant officers, including the Corporate Equalities Board, were consulted.

5.00	APPENDICES
5.01	Appendix 1: Strategic Equality Plan 2024-28

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Summary - Integrated Impact Assessment

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Fiona Mocko, Strategic Policy Advisor Telephone: Cymraeg: 01267 224923 English: 01352 702122 E-mail: fiona.mocko@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
	<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>Public Sector Equality Duty (PSED): 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>Socio-economic Duty (SED): 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>