

CABINET

Date of Meeting	Tuesday, 18 October 2016
Report Subject	Strategic Equality Plan 2016/2020
Cabinet Member	Cabinet Member for Corporate Management
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The purpose of the Strategic Equality Plan (SEP) is to identify and address specific areas of inequalities. In 2012, the Council agreed its first SEP and six high level equality objectives:-

- Reduce health inequalities
- Reduce unequal outcomes in education to maximise individual potential
- Reduce inequalities in employment
- Reduce inequalities in personal safety
- Reduce inequalities in representation and voice
- Reduce inequalities in access to information and services, buildings and the environment

These equality objectives have now been reviewed and the SEP 2012/2016 has been updated to cover the period 2016/2020. The equality objectives from the SEP 2012/2016 have been carried forward into the SEP for 2016/2020 as reducing deeply entrenched inequalities will not happen in the short term but will be achieved over a longer period of time. Consultation with stakeholders also confirmed that objectives set in 2012 are still priorities.

The SEP 2016/2020 is attached as an Appendix to this report.

RECOMMENDATIONS

1	To agree the Council's equality objectives and Strategic Equality Plan (SEP) 2016/ 2020, prior to publication.
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REPORT DETAILS

1.00	EXPLAINING THE EQUALITY OBJECTIVES AND STRATEGIC EQUALITY PLAN
1.01	All devolved public authorities in Wales are required by the public sector equality duties of the Equality Act 2010 to identify and publish equality objectives and produce a Strategic Equality Plan (SEP), every four years, and report annually on progress. The aim of these duties is to ensure the delivery of positive outcomes for people with protected characteristics through evidenced based objectives. The protected characteristics are; age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
1.02	<p>The Strategic Equality Plan sets out how the Council will achieve the equality objectives and meet the general duty of the Public Sector Equality Duty (PSED):</p> <ul style="list-style-type: none"> • eliminate discrimination, harassment and victimisation; • advance equality of opportunity; and • foster good relations, between those who share a relevant protected characteristic and those who do not share it.
1.03	<p>Review of equality objectives and Strategic Equality Plan 2012-2016</p> <p>A series of activities of engagement and consultation events were held to review the SEP 2012-2016 and equality objectives. This included holding workshops with the Council's employee networks and with key stakeholders. We also worked in partnership with other public bodies in North Wales and held a regional joint consultation event with stakeholders, representing people with protected characteristics. A review of local, regional and national data and research was also undertaken.</p>
1.04	The outcomes of the research and consultation reflected that the objectives set for 2012-2016 were still a priority. This is not surprising, given that these are entrenched and persistent inequalities, not just in Flintshire but regionally. Reducing inequalities will not happen in the short term but will be achieved over a longer period of time.
1.05	<p>The equality objectives for the period 2016-2020 will continue to be:</p> <ul style="list-style-type: none"> • Reduce health inequalities • Reduce unequal outcomes in education to maximise individual potential • Reduce inequalities in employment • Reduce inequalities in personal safety • Reduce inequalities in representation and voice • Reduce inequalities in access to information and services, buildings and the environment.
1.06	The SEP describes how we developed our priorities, why each objective is a priority, what we intend to do by 2020 and how we will measure achievement. The measures and actions have been developed to ensure consistency with the Council's Improvement Plan 2016/17.

1.07	Actions from the Strategic Equality Plan will be incorporated within CAMMS and progress will be reported as part of performance management reports. The equality objectives and SEP 2016-2020 will be reviewed in line with the future Flintshire Well-being Plan, which will be put in place to meet the requirements of the Well-being and Future Generations (Wales) Act (2015). This will ensure that the SEP and Local Well-being Plan are aligned and support each other.
1.08	Schools are required to produce their own equality objectives and Strategic Equality Plans.

2.00	RESOURCE IMPLICATIONS
2.01	A training programme to ensure employees have the skills and knowledge to meet these statutory duties. A budget for equalities training is held by the Learning and Development Team.
2.02	It is difficult to assess the cost of implementing the plan. The costs (if any) of any initiatives undertaken or proposed by services will be expected to be met from existing resources.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Workshops have been held with local stakeholders in addition to a regional consultation event.

4.00	RISK MANAGEMENT
4.01	The purpose of the SEP is to ensure the Council is meeting its statutory duty to promote equality, eliminate discrimination and foster good community relations for people who live in, work and visit Flintshire. Placing equality at the heart of everything that we do will contribute to addressing poverty experienced by people across all protected groups.
4.02	Implementing the SEP will ensure that the Council is compliant with the PSED.

5.00	APPENDICES
5.01	Strategic Equality Plan 2016/2020.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Strategic Equality Plan Annual Report 2014/2015 Contact Officer: Fiona Mocko, Policy Advisor Equality and Equality

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7.00	GLOSSARY OF TERMS
7.01	<p>CAMMS: an integrated planning, risk management and programme / project management and reporting system.</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, 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>Well-being of Future Generations (Wales) Act: The Act sets out seven Well-being goals. Public Service Boards must develop a plan to contribute to achieving these goals. The Act also means that devolved public bodies will need to take into account the impact of current and future generations when they make decisions.</p> <p>Well-being Plan: To meet the requirements of the Well-being of Future Generations Act every Public Service Board must prepare and publish a Local Well-being Plan setting out its objectives and actions to meet the Well-being goals.</p>