

CABINET

Date of Meeting	Tuesday, 22 nd October 2019
Report Subject	Strategic Equality Plan Annual Report 2018/19
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The purpose of this report is to present the annual Strategic Equality Plan Annual Report 2018/19 and Performance Progress Report (Appendices 1 and 2 respectively).

The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2016, to meet 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 from the protected groups (people sharing one or more protected characteristic age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

The Equality Act 2010 specific duties Wales require an annual report on progress on meeting the PSED, and to achieving the objectives set out in the SEP, be published by 31 March each year. The attached reports highlight the Council's progress implementing the SEP and meeting our equality objectives during 2018/2019.

The current SEP will come to an end in March 2020. The equality objectives need to be reviewed and republished by 1st April 2020 and a new Strategic Equality Plan produced for the period 2020/24.

RECOMMENDATIONS

1	Cabinet is assured that progress has been made during the year to meet our statutory duties.
2	Cabinet endorse the progress made against the Strategic Equality Plan 2018/19, 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>Strategic Equality Plan</p> <p>The Equality Act 2010 placed a specific duty on public bodies which requires them to :-</p> <ul style="list-style-type: none">• draw up a strategic equality plan• prepare and publish equality objectives• publish objectives to address pay differences• produce an annual report by 31 March each year. <p>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, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p>
1.02	<p>The equality objectives set out in the Strategic Equality Plan are:</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.
1.03	<p>There have been some areas of achievement in meeting the equality duties during 2018/19, including:</p> <ul style="list-style-type: none">• increasing the number of Dementia Friendly Businesses.• retaining the “Disability Confident Employer” Award, which helps employers recruit and retain disabled people.• successfully gaining re-accreditation with the White Ribbon Campaign, which aims to end male violence against women.

	<ul style="list-style-type: none"> • implementing a new electronic system to record identity based bullying in schools. • the Youth Service has been working with Young Traveller boys within a secondary school. The team use a Rights Based Approach to empower young people to be heard and listened to. The boys have now undergone training with the Children’s Commissioner for Wales and have been recruited onto the Commissioner’s Community Ambassador Project. • Theatr Clwyd offer sign language, audio and subtitles to increase access for people with sensory impairments and has introduced “Dementia Friendly” screenings in cinemas.
1.04	<p>In addition, the production and publication of the annual Workforce Information report and annual Equal Pay Audit report are being brought forward so that in the future they will be in line with the Strategic Equality Plan annual report. The Workforce Information report and Equal Pay Audit are essential requirements of the Public Sector Equality Duty and make a significant contribution to meeting the Council’s equality objectives.</p>
1.05	<p>Although there are positive areas of progress, some issues remain as areas for improvement:</p> <p>Although there has been progress, there has been inconsistent progress across services. Specific areas for improvement that need to be addressed are as follows:</p> <ul style="list-style-type: none"> • Data collection – more systematic data collection across services is needed to be able to measure progress and equality outcomes; • Impact assessments to be undertaken more consistently and published where there is substantial impact; and • An increasing number of employees need to complete the equality e-learning modules –reminders have been posted on the intranet, further workforce communications are planned.
1.06	<p>Moving Forward</p> <p>The relevant actions from the Strategic Equality Plan have now been incorporated into CAMMS, the Council’s Performance Management system, to facilitate easier monitoring and reporting for Portfolios in the future. This will also save duplication where performance indicators for the Council Plan are also replicated within the Strategic Equality Plan.</p>
1.07	<p>SEP 2020/24</p> <p>The equality objectives will be reviewed during 2019/20 to inform the new SEP for 2020/2024. Welsh Government are currently reviewing the equality aims for their own SEP and are asking other public bodies to adopt these and incorporate within revised SEPs, ensuring a coordinated approach to addressing inequality in Wales.</p>
1.08	<p>The proposed approach to reviewing and updating the current equality objectives and developing the SEP 2020/24 is set out as follows:</p>

	<ul style="list-style-type: none"> • undertaking a workshops with representatives from Council services and portfolios with follow-up meetings if required - October 2019. • consulting with stakeholders, including employees – October – December 2019. • draft equality objectives and SEP to be presented to Cabinet - February/ March 2020. <p>The revised SEP 2020/24 will need to be published April 1st 2020.</p>
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2.00	RESOURCE IMPLICATIONS
2.01	<p>Revenue: there are no implications for the approved revenue budget for this service for either the current financial year or for future financial years.</p> <p>Capital: there are no implications for the approved capital programme for either the current financial year or for future financial years</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>An integrated impact assessment is not required for this report. The aim of the Strategic Equality Plan is to reduce inequalities experienced by people with protected characteristics and to eliminate discrimination and harassment.</p> <p>Risks associated with compliance with the PSED are managed through the Strategic Risk Register.</p>												
3.02	<p>Under the five ways of working principles of the Well-being of Future Generations Act 2015, this report will have the following impact:</p> <p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1" style="width: 100%;"> <thead> <tr style="background-color: #d9d9d9;"> <th style="width: 50%;">Ways of Working</th> <th style="width: 50%;">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>Positive impact through engaging with stakeholders in developing the SEP 2020/24.</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	Positive impact through engaging with stakeholders in developing the SEP 2020/24.
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3.03	<p>Against the seven well-being goals of the Well-being of Future Generations Act 2015, this report will have the following impact:</p> <p>Well-being Goals Impact</p> <table border="1"> <thead> <tr> <th>Well-being Goal</th> <th>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</td> </tr> <tr> <td>Cohesive Wales</td> <td>Positive impact through addressing hate crime and fostering good relations between people from different protected groups.</td> </tr> <tr> <td>Vibrant Wales</td> <td>No change</td> </tr> <tr> <td>Globally responsible Wales</td> <td>No change</td> </tr> </tbody> </table>	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	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
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4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	Relevant officers were consulted in order to update the progress report and provide information for the annual monitoring report.

5.00	APPENDICES
5.01	<p>Appendix 1: Strategic Equality Plan Annual Report 2018/19</p> <p>Appendix 2: Strategic Equality Plan Performance Progress Report 2018/19</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Strategic Equality Plan 2016/2020

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

8.00

GLOSSARY OF TERMS

CAMMS: an integrated planning, risk management and Programme / project management and reporting system.

Council Plan: the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish a Council Plan.

Diversity Audit: 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.

Integrated impact assessments: an Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality (people with protected characteristics), health and Welsh language.

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.

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.