

CABINET

Date of Meeting	Tuesday, 17 th March 2020
Report Subject	Strategic Equality plan 2020/24
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 Council's revised equality objectives and Strategic Equality Plan (SEP) 2020/24.

All devolved public authorities in Wales are required by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to identify and publish equality objectives and a Strategic Equality Plan, every four years. We are also required to report annually on progress to meeting our equality objectives. The aim of the Strategic Equality Plan is to reduce inequalities and ensure the delivery of positive outcomes for people with protected characteristics. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This is our third Strategic Equality Plan, our current Strategic Equality Plan for the period 2016/20 will be replaced by this new Plan on 1st April 2020. Progress to meeting our SEP is reported to Cabinet and published annually.

RECOMMENDATIONS

1	To endorse the Council's equality objectives and Strategic Equality Plan (SEP) 2020/ 2024.
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REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN
1.01	<p>The Equality Act 2010 includes a Public Sector Equality Duty (PSED) comprising two parts- a general duty and a specific duty. The general duty requires the Council to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The specific duties in Wales, aim to help organisations meet the general duty. This includes the requirement to publish equality objectives and a Strategic Equality Plan, which sets out how the objectives will be met. One of the objectives we set must be to address gender pay differences or we must publish a reason why we have not done so.</p>
1.02	<p>Development of the equality objectives and Strategic Equality Plan 2020-2024</p> <p>A series of activities of engagement and consultation events were held to review the SEP 2016-2020 and equality objectives. This included a working in partnership with other public bodies in north Wales to hold a regional joint consultation event with stakeholders, representing people with protected characteristics. We also carried out a consultation through a survey on our website.</p>
1.03	<p>A review of local and regional research was also undertaken. Gwynedd County Council was commissioned to undertake research on inequalities in the region on behalf of the public bodies in north Wales. The results of this research is provided in Appendix 2.</p> <p>In addition, the Equality and Human Rights Commission (EHRC) report into inequalities in Wales in 2018 was also reviewed. Their report “Is Wales Fairer? 2018” identified six areas of life where inequalities still exist:</p> <ul style="list-style-type: none"> • education • work • living standards • health • justice and security • participation in society
1.04	<p>The outcomes of the research and consultation reflected the themes of the research by the EHRC and reinforced that the objectives originally set in 2016 were still a priority. This is not surprising, given that these are deeply entrenched and persistent inequalities, not just in Flintshire but regionally and nationally. Reducing inequalities will not happen in the short term but will be achieved over a longer period of time.</p>
1.05	<p>The Welsh Government are commencing Part 1, of the Equality Act 2010 – “the socio-economic duty”, which was not enacted by the UK Government. The socio-economic duty requires 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. This</p>

	part of the Equality Act and associated guidance will come into force on 1 st April 2020. Therefore, an equality objective to take account of this new duty has been included within the SEP.
1.06	<p>The proposed equality objectives for the period 2020-2024 have been slightly amended from the objectives set in 2016 to become more specific and reflect the socio-economic duty. The proposed objectives 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 • Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place. • Reduce inequalities in employment and reduce the pay gap between men and women • Improve personal safety for all protected groups • Increase access to participation to services and decision making for all protected groups • Improve living standards of people with different protected characteristics • Develop our knowledge of the socio-economic duty to protect people from poverty.
1.07	The SEP (Appendix 1) describes how we developed our objectives, why each objective is a priority, what we intend to do by 2024 and how we will measure achievement. The measures and actions have been developed to ensure consistency with the Council Plan.
1.08	The action plan sets out our actions for year one. It will be reviewed and updated annually, to ensure that we continue to make progress and set new actions and measures that will contribute to meeting our objectives.
1.09	<p>Monitoring and review</p> <p>Actions in the SEP will be incorporated within CAMMS, our performance management system. To assist with monitoring relevant objectives and actions will be incorporated within Portfolio Business Plans. Half yearly and annual reports on progress to meeting our equality objectives will be presented to Cabinet.</p>
1.10	Schools are required to produce their own equality objectives and Strategic Equality Plans.

2.00	RESOURCE IMPLICATIONS
2.01	<p>Financial: There are no revenue / capital implications. The costs (if any) of any initiatives undertaken or proposed by services will be expected to be met from existing resources.</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>A full Integrated Impact Assessment has been completed on the SEP and 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>Failure to comply with the PSED could lead to enforcement action by the Equality and Human Rights Commission. Compliance with the Strategic Equality Plan is included within the Strategic Risk Register. The SEP will be incorporated within CAMMS to ensure regular monitoring and reporting.</p>										
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <p>Under the five ways of working principles of the Well-being of Future Generations Act 2015, the SEP will have the following impact:</p> <table border="1" data-bbox="320 786 1385 1473"> <tr> <td data-bbox="320 786 743 931">Long-term</td> <td data-bbox="743 786 1385 931">Positive - the SEP will address deeply entrenched and long standing areas of inequality.</td> </tr> <tr> <td data-bbox="320 931 743 1077">Prevention</td> <td data-bbox="743 931 1385 1077">Positive - the SEP aims to reduce unequal outcomes experienced by people with protected characteristics.</td> </tr> <tr> <td data-bbox="320 1077 743 1189">Integration</td> <td data-bbox="743 1077 1385 1189">Positive - the SEP is aligned with our Well-being objectives and Council Plan.</td> </tr> <tr> <td data-bbox="320 1189 743 1335">Collaboration</td> <td data-bbox="743 1189 1385 1335">Positive - we are working with other public bodies in north Wales to take action to achieve similar objectives.</td> </tr> <tr> <td data-bbox="320 1335 743 1473">Involvement</td> <td data-bbox="743 1335 1385 1473">Positive - people with protected characteristics have been involved in the development of equality objectives.</td> </tr> </table>	Long-term	Positive - the SEP will address deeply entrenched and long standing areas of inequality.	Prevention	Positive - the SEP aims to reduce unequal outcomes experienced by people with protected characteristics.	Integration	Positive - the SEP is aligned with our Well-being objectives and Council Plan.	Collaboration	Positive - we are working with other public bodies in north Wales to take action to achieve similar objectives.	Involvement	Positive - people with protected characteristics have been involved in the development of equality objectives.
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3.03	<p>Well-being Goals Impact</p> <p>Against the seven well-being goals of the Well-being of Future Generations Act 2015, the SEP will have the following impact:</p> <table border="1" data-bbox="320 1733 1385 2098"> <thead> <tr> <th data-bbox="320 1733 743 1771">Well-being Goal</th> <th data-bbox="743 1733 1385 1771">Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 1771 743 1917">Prosperous Wales</td> <td data-bbox="743 1771 1385 1917">Positive - reducing inequalities in education and employment and pay will contribute to a prosperous Wales.</td> </tr> <tr> <td data-bbox="320 1917 743 1995">Resilient Wales</td> <td data-bbox="743 1917 1385 1995">No change.</td> </tr> <tr> <td data-bbox="320 1995 743 2098">Healthier Wales</td> <td data-bbox="743 1995 1385 2098">Positive - through reducing health inequalities.</td> </tr> </tbody> </table>	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 - through reducing health inequalities.		
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	More equal Wales	Positive - through increasing access to services and information and reducing known inequalities.
	Cohesive Wales	Positive - through addressing hate crime and fostering good relations between people from different protected groups.
	Vibrant Wales	Positive - through increasing access to cultural activities and promoting Welsh language through community cohesion activities.
	Globally responsible Wales	Positive - reducing inequalities and addressing poverty will contribute to global well-being.
3.04	Well-being Objectives The SEP will contribute to all of our well-being objectives.	

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	A regional workshop was held in partnership with other public bodies in north Wales to identify inequalities and issues raised by people with protected characteristics. Consultation was also undertaken through the website.

5.00	APPENDICES
5.01	Appendix 1: Strategic Equality Plan 2020/24 Appendix 2: Background Data and Evidence Report

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Integrated Impact Assessment . This is also available in the Member's library  IIA SEP2020-24.doc

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>CAMMS: an integrated planning, risk management and programme/project management and reporting system.</p> <p>Equality and Human Rights Commission (EHRC): an independent statutory body with the responsibility to encourage equality and diversity, eliminate unlawful discrimination, and protect and promote the human rights of everyone in Britain. The EHRC enforce equality legislation.</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 duties 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>