

EXECUTIVE BOARD

18TH DECEMBER 2017

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016-17

Purpose:

To endorse the Strategic Equality Plan Annual Report for 2016-17

Recommendations / key decisions required:

That the Executive Board approves the Strategic Equality Plan Annual Report for 2016-17

Reasons:

The Equality Act 2010 brings together and replaces the previous legislation and simplifies and strengthens the law, making it easier for people to understand and comply with. The majority of the Act came into force on 1 October 2010.

Annual reporting is one of the prime opportunities for review, monitoring and reflection and for an authority to capture its ongoing activity around meeting the general and specific duties. This includes any reflection on whether its arrangements and actions are effective and remain appropriate. Annual reports will assist authorities in monitoring their own work, as well as providing transparency for stakeholders.

Annual reports must include the specified employment information, including information on training and pay. The Workforce Information Report is prepared by the People Management division.

Relevant scrutiny committee consulted:

YES (Policy & Resources Scrutiny Committee – 06.12.17)

Exec Board Decision Required	YES
Council Decision Required	NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr. Linda Evans

Directorate	Regeneration & Policy	Tel Nos / E Mail Addresses:
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EXECUTIVE SUMMARY

18TH DECEMBER 2017

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016-17

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The Equality Act 2010 includes a new public sector equality duty, replacing the separate duties on race, disability and gender equality.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Religion and belief – including lack of belief
- Disability
- Marriage and Civil Partnership
- Pregnancy and maternity
- Sexual Orientation

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

Public bodies are required to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

2. OTHER OPTIONS AVAILABLE AND THEIR PROS AND CONS

The Wales specific equality duties set out the requirement to report annually under the heading *Reports by authorities on compliance with the general duty*. This is a useful reminder that the essential purpose of the specific duties is to help authorities to have better due regard to the need to achieve the 3 aims of the General Duty. The Regulations invite authorities to produce an annual report covering *any matter* that is relevant to the authority fulfilling the general and specific equality duties.

DETAILED REPORT ATTACHED?

YES

Strategic Equality Plan Annual Report
Appendix 1: Action Plan and Strategic Objectives

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **WS Walters**

Director of Regeneration and Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	NONE	YES	NONE
1. Policy, Crime & Disorder and Equalities The development and publication of a Strategic Equality Plan is a Statutory responsibility.						
2. Legal There are legal obligations to non-compliance with the Equality Act 2010.						
6. Staffing Implications The publication of a Workforce monitoring report is a statutory duty. This report is published separately, due to its detailed nature.						

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **WS Walters**

Director of Regeneration and Policy

1. **Scrutiny Committee** – Policy and Resources - 6th December
2. **Local Member(s)** - n/a
3. **Community / Town Council** - n/a
4. **Relevant Partners** - A variety of organisations and individuals have been consulted with to collect data and opinions.
5. **Staff Side Representatives and other Organisations** - n/a

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Equality and Human Rights Commission Guidance for the Public Sector in Wales		http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/ or through Llinos Evans (LlinEvans@cararthenshire.gov.uk / 01267 224914)
Carmarthenshire County Council's Strategic Equality Plan 2016-20		http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx or through Llinos Evans (LlinEvans@cararthenshire.gov.uk / 01267 224914)