

POLICY AND RESOURCES SCRUTINY COMMITTEE

6TH 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 Scrutiny Committee considers the Strategic Equality Plan Annual Report for 2016-17 and notes any recommendations prior to Executive Board approval.

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 to be consulted YES (Policy & Resources Scrutiny Committee – 06.12.17)

EXECUTIVE BOARD YES (18 December 2017)

Exec Board Decision Required YES

Council Decision Required NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr. Linda Evans - Housing

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EXECUTIVE SUMMARY
POLICY AND RESOURCES SCRUTINY COMMITTEE
6TH DECEMBER 2017

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016-17

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 not.

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 To be consulted on 6 December 2017

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@carmarthenshire.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@carmarthenshire.gov.uk / 01267 224914)