

POLICY & RESOURCES SCRUTINY COMMITTEE

19.07.2018

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2017-18

Purpose: To report on the implementation of the Council's Strategic Equality Plan and Equality Objectives

To consider and comment on the following issues:

To consider, comment and approve the Strategic Equality Plan Annual Report for 2017-18

Reasons:

To formulate views for submission to the Executive Board

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.

To be referred to the Executive Board for decision: YES

- EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr. Cefin Campbell (Communities and Rural Affairs)

Directorate

Chief Executive's

Name of Head of Service:

Wendy Walters

Report Author:

Llinos Evans

Designations:

Director of Regeneration & Policy

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**EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
19.07.2018**

Strategic Equality Plan Annual Report 2017-18

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Equality Act 2010 includes a 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

Annual Reporting as a Specific Duty

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
	<p>Strategic Equality Plan Annual Report 2017-18</p> <p>Appendix 1: Objectives & Action Plan 2017-18</p>

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: **W S Walters** Director of Regeneration & Policy

Policy, Crime & Disorder and Equalities YES	Legal YES	Finance NONE	ICT NONE	Risk Management Issues NONE	Staffing Implications YES	Physical Assets NONE
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1. Policy, Crime & Disorder and Equalities - The development and publication of a Strategic Equality Plan is a Statutory responsibility. Equality and Diversity issues are considered alongside the Well-being of Future Generations Act responsibilities.

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: **W S Walters** Director of Regeneration & Policy

1. Scrutiny Committee – 19 July 2018

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)