

Cabinet
18.03.24

(DRAFT) STRATEGIC EQUALITY PLAN 2024-28

Purpose:

To discuss and approve the (Draft) Strategic Equality Plan 2024-28

Recommendations / key decisions required:

1. To approve the (Draft) Strategic Equality Plan for discussion through the democratic process and final approval by full Council in April 2024.
2. To agree on the (Draft) Strategic Equality Objectives.

Reasons:

- The Equality Act 2010 brings together and replaces the previous legislation and simplifies / strengthens the law, making it easier for people to understand and comply with. Most of the Act came into force on 1 October 2010.
- Specific Duties have been introduced for Public Bodies in Wales and the development of a Strategic Equality Plan is one of those duties.

Cabinet Decision Required YES (18 March 2024)

Council Decision Required YES (8 May 2024)

CABINET MEMBER PORTFOLIO HOLDER:- Cllr. Ann Davies and Cllr. Philip Hughes

Directorate:

Chief Executive

Name of Head of Service:
Jason Jones

Report Author:
Gwyneth Ayers & Llinos
Evans

Designations:

Head of Regeneration,
Policy & Digital

Corporate Policy,
Performance &
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EXECUTIVE SUMMARY

(Draft) Strategic Equality Plan 2024-28

The Equality Act 2010 includes a new Public Sector Duty, replacing the separate duties on race, disability and gender equality. The General Duty of the Act covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- 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. The Duty is compatible with the requirements of the Well-being of Future Generations Act, with 'equality' and 'cohesion' featuring strongly as two of the seven well-being goals.

As a public sector organisation listed under the Equality Act 2010, we have a responsibility under the General Duty to have due regard to the need to:

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

The (draft) Carmarthenshire County Council Strategic Equality Plan 2024-28 has been prepared to outline how the Council will meet its duties under the Equality Act 2010 and the Specific Duties for Wales and builds on the Council's previous plans. We are required to publish our new plan in April 2024.

DETAILED REPORT ATTACHED?

YES

Draft Strategic Equality Plan 2024-28

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: Jason Jones, Head of Regeneration, Policy & Digital

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
YES	YES	NONE	NONE	NONE	YES	NONE	NONE

1. Policy, Crime & Disorder and Equalities

Carmarthenshire County Council is a listed body under the Equality Act 2010 and must comply with the General Duty.

2. Legal

Non-compliance with the Act could lead to legal challenge. We must be able to evidence that we have shown due regard to the General Duty. Preparing and publishing a Strategic Equality Plan is one of those legal obligations.

7. Staffing Implications

People Management play an integral role in the Strategic Equality Plan and its implementation.

CONSULTATIONS

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

Signed: Jason Jones, Head of Regeneration, Policy & Digital

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee request for pre-determination	NO
If yes include the following information: -	
Scrutiny Committee	
Date the report was considered:-	
Scrutiny Committee Outcome/Recommendations:-	

2. Local Member(s): N/A

3. Community / Town Council: N/A

4. Relevant Partners

To develop the equality objectives, we have engaged with our residents, engaged with our workforce and used relevant information. This information includes Equality and Human Rights Commission (EHRC) research reports, Welsh Government reports and policies and Carmarthenshire County Council policies.

Public services in Mid and West Wales joined together to ask the public their views on equalities. This included a survey and engagement events during May-September 2023. The survey gathered views on how people from different backgrounds experience six major areas of life, based on the 'Is Wales Fairer 2023?' domains of:

- Education
- Work
- Living Standards
- Health
- Justice and Personal Security
- Participation.

The partnership included Ceredigion County Council, Carmarthenshire County Council, Pembrokeshire County Council, Dyfed Powys Police, the Police and Crime Commissioner, Hywel Dda University Health Board, Powys Teaching Health Board, Mid and West Wales Fire and Rescue Service and Pembrokeshire Coast National Park.

5. Staff Side Representatives and other Organisations

The Strategic Equality Plan consultation was included in the staff newsletter as an opportunity for staff to contribute to the work.

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED YES	Cllr. Ann Davies & Cllr Philip Hughes
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Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:
THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Equality objectives and strategic equality plans		Equality objectives and strategic equality plans EHRC (equalityhumanrights.com)
Is Wales Fairer 2023		Equality and Human Rights Monitor 2023: Is Wales Fairer? EHRC (equalityhumanrights.com)