

County Council

10 March 2020

(Draft) Strategic Equality Plan 2020-2024

To consider and comment on the following issues:

- To approve the (Draft) Strategic Equality Plan, ready for implementation from 1 April 2020.
- To approve the (Draft) Strategic Equality Objectives and the development of a detailed action plan to underpin those 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. This will be the Council's third plan since the introduction of the Act.

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr. Cefin Campbell

Directorate

Chief Executive's

Name of Head of Service:

Noelwyn Daniel

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Designations:

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(Draft) Strategic Equality Plan 2020-24

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 2020-24 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 before 1 April 2020.

Based on the information available and initial feedback from the consultation (as explained below) this draft strategy includes four draft objectives that the Council will work towards and report on annually:

1. Being a leading employer
2. The needs and rights of people with Protected Characteristics shape the design of services
3. Safe and Cohesive communities that are resilient, fair and equal
4. Improving access to our services and access to our environment.

DETAILED REPORT ATTACHED?

YES – Draft Strategic Equality Plan 2020-24

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: **Noelwyn Daniel**

Head of ICT & Corporate Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	NONE	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.

3. 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: Noelwyn Daniel

Head of ICT & Corporate Policy

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-June 2019. The survey gathered views on how people from different backgrounds experience six major areas of life, based on the 'Is Wales Fairer 2018?' domains of:

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

The partnership included Ceredigion County Council, Carmarthenshire County Council, Pembrokeshire County Council, Powys 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, Brecon Beacons National Park and Pembrokeshire Coast National Park.

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

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

- Detailed consultation reports for the Dyfed Powys region and specifically Carmarthenshire
- Is Wales Fairer 2018?

Available through Llinos Evans