

**COUNTY COUNCIL
10TH FEBRUARY 2016**

(Draft) Carmarthenshire County Council Strategic Equality Plan 2016-2020

EXECUTIVE BOARD RECOMMENDATION:

That Carmarthenshire County Council's Strategic Equality Plan 2016-2020 be endorsed for implementation from April 2016.

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. This will be the Council's second plan since the introduction of the Act.

Specific Duties have been introduced for Public Bodies in Wales and the development of a Strategic Equality Plan is one of those duties. Assessing for Impact in relation to our decisions, policies and plans is also a specific duty. This must be done in relation to all citizens but specifically those with protected characteristics.

EXECUTIVE BOARD:

Scrutiny Committee recommendations / comments:

Policy and Resources scrutiny recommended the Plan 25th November 2015

Exec Board Decision Required	YES
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Council Decision Required	YES
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EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr Linda Evans

Directorate	Chief Executive	Tel Nos. 01267 224112
Name of Head of Service: Wendy Walters	Designations: Assistant Chief Executive (Regeneration & Policy)	01267 22676
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EXECUTIVE SUMMARY COUNTY COUNCIL 10TH FEBRUARY 2016

SUBJECT (Draft) Strategic Equality Plan

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
- 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. 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.

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.

The (draft) Carmarthenshire County Council Strategic Equality Plan 2016-2020 has been prepared to outline how the Council will meet its duties under the Equality Act 2010 and the Specific Duties for Wales. We are required to publish our second Plan before the 2nd of April 2016.

Based on the information available and initial feedback from the consultation (as noted below) this draft strategy includes six key objectives that the Council will work towards achieving based on its role as an employer, as a provider of services and as a community leader. The draft objectives are as follows:

The Council as an employer

- Attract and retain the very best workforce.
- Work to improve employment monitoring data held by the Local Authority and ensure pay differentials are identified and acted upon.

The Council as a provider of services

- Continue work to remove the barriers to accessing Council services and give due regard to all groups when making decisions.
- Help maximise the potential of people, through the education system and by supporting the growth of the local economy.

The Council as a community leader

- Support cohesive communities by promoting community and civic engagement.
- We will encourage healthy lifestyles and promote the importance of well-being.

As noted above, significant consultation was undertaken between 17 August – 9 October 2015 as part of a regional approach to identify priorities and objectives for future delivery. The consultation process involved a purpose-designed survey and was overseen by a project group of organisations from across mid and West Wales. The consultation was undertaken jointly by Carmarthenshire, Pembrokeshire, Ceredigion and Powys County Councils, Pembrokeshire National Park, Hywel Dda University Health Board, Powys Teaching Health Board, Dyfed Powys Police, Mid and West Wales Fire and Rescue Service and Wales Ambulance Trust. 774 responses have been received (569 of those are Carmarthenshire specific). In addition, specific engagement events have also taken place across the four county areas. A detailed report on the feedback received has been prepared and the information gained will be used to develop action plans for each of the participating organisations for implementation from April 2016.

DETAILED REPORT ATTACHED?

YES:
Draft SEP
Consultation report (summary version)

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: **Wendy Walters, Assistant Chief Executive (Regeneration & Policy)**

Policy and Crime & Disorder	Legal	Finance	ICT	Risk Management Issues	People Management and Performance	Physical Assets
Yes	Yes	None	None	None	None	None

Policy and Crime & Disorder:

The development of a Strategic Equality Plan is a statutory duty.

Legal:

There are legal obligations to non-compliance with the Equality Act 2010.

CONSULTATIONS

I confirm that the appropriate consultations have taken place.

Signed: **Wendy Walters, Assistant Chief Executive (Regeneration & Policy)**

1. Scrutiny Committee

Policy & Resources Scrutiny Committee to be consulted on 25 November 2015

2. Local Member(s)

Included as part of the public consultation undertaken from 17 August – 9 October 2015.

3. Community / Town Council

Included as part of the public consultation undertaken from 17 August – 9 October 2015.

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

Included as part of the public consultation undertaken from 17 August – 9 October 2015.

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/