

**DEMOCRATIC SERVICES COMMITTEE**  
**28<sup>TH</sup> FEBRUARY 2022**

**DIVERSITY IN DEMOCRACY ACTION PLAN**

**RECOMMENDATIONS / KEY DECISIONS REQUIRED:**

That the Diversity in Democracy action plan be approved.

**REASONS:**

Council at its meeting held on the 14<sup>th</sup> July 2021 resolved to commit to being a 'Diverse Council' and endorsed the WLGA Council Diversity in Democracy declaration. In addition Council agreed to tasked the Democratic Services Committee with developing an Action Plan in advance of the 2022 local government election.

Scrutiny Committee consulted	Not applicable
Cabinet Decision Required	NO
Council Decision Required	YES

Relevant portfolio holder:- Cllr Emlyn Dole (Leader and WLGA Council representative); Cllr Ann Davies

<b>Directorate</b>	<b>Chief Executive's</b>	<b>Tel Nos.</b>
<b>Name of Head of Service:</b> Linda Rees Jones	<b>Designations:</b> Head of Administration & Law	01267 224012 LRJ 01267 224026 GM
<b>Report Author:</b> Gaynor Morgan	<b>Head of Democratic Services</b>	<b>E Mail Addresses:</b> <a href="mailto:gmorgan@cararthenshire.gov.uk">gmorgan@cararthenshire.gov.uk</a>

# EXECUTIVE SUMMARY

## DEMOCRATIC SERVICES COMMITTEE

### DIVERSITY IN DEMOCRACY ACTION PLAN

Council at its meeting held on the 14<sup>th</sup> July 2021 (Minute 5 refers) resolved to commit to being a 'Diverse Council' and endorsed the WLGA Council Diversity in Democracy declaration. In addition Council agreed to task the Democratic Services Committee with developing an Action Plan in advance of the 2022 local government election.

A Draft Diversity in Democracy Action Plan is set out in **Appendix A**. The objectives within the Action Plan are based on those suggested by the Welsh Government. However, others can be added if so desired.

The Local Government and Elections Wales (Act) 2021 includes a number of provisions promoting diversity in local government including:

- An entitlement to Job sharing for executive members and committee chairs.
- A duty on principal councils to produce a Public Participation Strategy encouraging people to participate in decision making and promoting awareness of how to become a member of the council.
- A duty on political group leaders to promote and maintain high standards of conduct by members of their group.
- Electronic broadcasting of full Council meetings.
- The ability to have multi-location attendance at council meetings including physical, hybrid and remote attendance.
- Provisions enabling the maximum period of absence for each type of family absence for members of local authorities to be specified within regulations and for adoptive leave to reflect that which is available to employees.

**DETAILED REPORT ATTACHED?**

**Appendix 1 – Draft Action Plan**  
**Appendix 2 - Letter from WLGA dated 15<sup>th</sup> April 2021**

## 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: Linda Rees Jones, Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>NONE</b>	<b>NOT AT THIS STAGE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

### **Policy, Crime & Disorder and Equalities**

The Local Government and Elections Wales (Act) 2021 includes a number of provisions promoting diversity in local government

The Diversity in Democracy Plan will also contribute towards the objectives of the Council's Strategic Equality 2020-2024:

- Being a leading employer
- The needs and rights of people with protected characteristics shape the design of services
- Safe and cohesive communities that are resilient, fair and equal
- Improving access to our services and access to our environment

### **Finance**

Not at this stage. However the WLGA Diversity in Democracy Programme suggests resettlement grants for senior salary holders which if laid before Welsh Government may have financial implications for the Authority.

## CONSULTATIONS

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

Signed: Linda Rees Jones, Head of Administration & Law

**1.Scrutiny Committee** Not applicable

**2.Local Member(s)** Not applicable

**3.Community / Town Council** Not applicable

**4.Relevant Partners** Not applicable

**5.Staff Side Representatives and other Organisations** Not applicable

**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Local Government & Elections Wales Act 2022		<a href="https://www.legislation.gov.uk/asc/2021/1/contents/enacted">https://www.legislation.gov.uk/asc/2021/1/contents/enacted`</a>
Council Meeting – 14 <sup>th</sup> July 2021		<a href="https://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=155&amp;MIId=4394&amp;Ver=4">https://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=155&amp;MIId=4394&amp;Ver=4</a>
WLGA Council – 5 <sup>th</sup> March 2021		<a href="http://www.wlga.wales/council-special-meeting-diversity-in-democracy">http://www.wlga.wales/council-special-meeting-diversity-in-democracy</a>