

# Policy & Resources Scrutiny Committee

21 July 2021

## STRATEGIC EQUALITY PLAN ANNUAL REPORT 2020-21 AND ACTION PLAN 2021-24

### Purpose:

To discuss the agreement of the Annual Report on the implementation of the Strategic Equality Plan 2020-21

### To consider and comment on the following issues:

To consider the Annual Report for 2020-21 and the Action Plan for 2021-24

### Reasons:

The Equality Act 2010 brings together legislation strengthening and refining the Law making it easier for people to understand and comply. The majority of the Act came into force on 1 October 2010.

Annual Reports provide a good opportunity for monitoring, review and reflection and an opportunity for the authority to identify its ongoing activity in meeting the general and specific duties. This includes considering whether the arrangements and actions are effective and still appropriate. Annual reports will assist authorities in monitoring their own work, as well as providing transparency for stakeholders.

Annual Reports are expected to include workforce, training and pay information. 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. Ann Davies, Executive Board Member for Communities and Rural Affairs

Directorate: Chief Executive's

Name of Head of Service:

Noelwyn Daniel

Report Author:

Llinos Evans

Designations:

Head of ICT & Corporate  
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**EXECUTIVE SUMMARY**  
**POLICY & RESOURCES SCRUTINY COMMITTEE**  
**21 JULY 2021**

**Strategic Equality Plan Annual Report 2020-21 and Action Plan 2021-24**

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 not.

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**  
**Annual Report 2020-21**  
**Action Plan 2021-24**

## 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   | NONE    | NONE | NONE                   | YES                   | NONE            |

### 1. Policy, Crime & Disorder and Equalities

The development and publication of a Strategic Equality Plan is a Statutory responsibility under the Equality Act 2010.

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.

### 3. 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: Noelwyn Daniel, Head of ICT & Corporate Policy

1. Local Member(s) – N/A

2. Community / Town Council – N/A

3. Relevant Partners – A variety of organisations and individuals have been consulted with to collect data and opinions.

4. 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:

**THESE ARE DETAILED BELOW:**

| 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 | <a href="http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/">http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/</a><br>or through Llinos Evans ( <a href="mailto:LlinEvans@carmarthenshire.gov.uk">LlinEvans@carmarthenshire.gov.uk</a> / 01267 224914) |
| Carmarthenshire County Council's Strategic Equality Plan 2020-24             | <a href="http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx">http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx</a><br>or through Llinos Evans ( <a href="mailto:LlinEvans@carmarthenshire.gov.uk">LlinEvans@carmarthenshire.gov.uk</a> / 01267 224914)   |