

CABINET

Date of Meeting	Tuesday, 16 th February 2021
Report Subject	Strategic Equality Plan Annual Report 2019/20
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The purpose of this report is to present the annual Strategic Equality Plan Annual Report 2019/20, attached as appendix 1.

The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2016, to meet the requirements of the Public Sector Equality Duties (PSED) as set out in the Equality Act 2010. The aim of equality objectives is to address the most significant issues and areas of inequality that face people from the protected groups (people sharing one or more protected characteristic age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

The Equality Act 2010 specific duties Wales require an annual report on progress on meeting the PSED, and to achieving the objectives set out in the SEP, be published by 31 March each year. The attached reports highlight the Council's progress implementing the SEP and meeting our equality objectives during 2019/2020.

RECOMMENDATIONS

1	Cabinet is assured that progress has been made during the year to meet our statutory duties.
2	Cabinet endorse the progress made against the Strategic Equality Plan 2019/20, prior to publication of the annual report on the Council website.

REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN ANNUAL REPORT
1.01	<p>The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2016, to meet the requirements of the Public Sector Equality Duties (PSED) as set out in the Equality Act 2010. The purpose of equality objectives is to address the most significant issues and areas of inequality that face people with protected characteristics e.g. age, disability etc.</p>
1.02	<p>The attached report is the final annual report for the SEP 2016/20 and highlights the Council's progress in meeting our equality objectives during 2019/2020.</p>
1.03	<p>The current SEP came to an end in March 2020. The new Strategic Equality Plan for the period 2020/24 is now in place. The inequalities highlighted by the impact of Covid-19 and Black Lives Matter has emphasised the importance of Strategic Equality Plans in identifying and addressing specific areas of inequality. Welsh Government (WG) has made a commitment to address these inequalities. These issues are being included within the new SEP.</p>
1.04	<p>Progress There have been some areas of achievement in meeting the equality duties during 2019/20, including:</p> <ul style="list-style-type: none"> • Supported internships for nine young adults with a learning disability through Project SEARCH. • Theatr Clwyd increased access to the arts for people with protected characteristics. Examples include their work with "Sorted", the Youth Drug and Alcohol team, to offer creative sessions for young people from deprived backgrounds. They also worked with City of Sanctuary, to hold creative session for young refugees and their families. • The Youth service has developed a youth group to support young people who are lesbian, gay, bisexual and transgender (LGBT).
1.05	<p>Although there has been progress, there has been inconsistent progress across services. Specific areas for improvement that need to be addressed are as follows:</p> <ul style="list-style-type: none"> • Data collection – more systematic data collection across services is needed to be able to measure progress and equality outcomes; and • Impact assessments to be undertaken more consistently and published where there is substantial impact.
1.06	<p>Moving Forward The production and publication of the annual Workforce Information report and annual Equal Pay Audit report are being brought forward so that in the future they will be in line with the Strategic Equality Plan annual report. The Workforce Information report and Equal Pay Audit are essential requirements of the Public Sector Equality Duty and make a significant contribution to meeting our equality objectives</p>

1.07	Given the rising profile of equality on Welsh Government's agenda and nationally, it is proposed that the former Corporate Equality group is reconvened, chaired by a Chief Officer, in a similar model to the Welsh Language network. The Welsh Language Network has made significant progress implementing Welsh language across the Council. The network is led by the Chief Officer for Education and Youth, with support from representatives across portfolios. A Corporate Equality group will contribute to ensuring that a focussed and joined-up approach is maintained across the Council to achieve our equality objectives, address any issues raised by WG and to ultimately reduce inequalities.
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2.00	RESOURCE IMPLICATIONS
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2.01	<p>Revenue: there are no implications for the approved revenue budget for this service for either the current financial year or for future financial years.</p> <p>Capital: there are no implications for the approved capital programme for either the current financial year or for future financial years</p> <p>Human Resources: there are no implications for additional capacity or for any change to current workforce structures or roles.</p>
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3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
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3.01	An integrated impact assessment is not required for this report as it provides an overview of activities undertaken during 2019/20. .												
3.02	<p>Under the five ways of working principles of the Well-being of Future Generations Act 2015, this report will have the following impact:</p> <table border="1" data-bbox="320 1391 1382 1704"> <thead> <tr> <th data-bbox="327 1400 742 1431">Ways of Working</th> <th data-bbox="751 1400 1375 1431">Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="327 1440 742 1471">Long-term</td> <td data-bbox="751 1440 1375 1471">No change</td> </tr> <tr> <td data-bbox="327 1480 742 1512">Prevention</td> <td data-bbox="751 1480 1375 1512">Positive impact through promoting equal access to services and information</td> </tr> <tr> <td data-bbox="327 1543 742 1574">Integration</td> <td data-bbox="751 1543 1375 1574">No change</td> </tr> <tr> <td data-bbox="327 1583 742 1615">Collaboration</td> <td data-bbox="751 1583 1375 1615">No change</td> </tr> <tr> <td data-bbox="327 1646 742 1677">Involvement</td> <td data-bbox="751 1646 1375 1677">No change</td> </tr> </tbody> </table>	Ways of Working	Impact	Long-term	No change	Prevention	Positive impact through promoting equal access to services and information	Integration	No change	Collaboration	No change	Involvement	No change
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3.03	<p>Against the seven well- being goals of the Well-being of Future Generations Act 2015, this report will have the following impact:</p> <table border="1" data-bbox="320 1892 1382 2069"> <thead> <tr> <th data-bbox="327 1901 742 1933">Well-being Goal</th> <th data-bbox="751 1901 1375 1933">Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="327 1942 742 1973">Prosperous Wales</td> <td data-bbox="751 1942 1375 1973">No change</td> </tr> <tr> <td data-bbox="327 1982 742 2013">Resilient Wales</td> <td data-bbox="751 1982 1375 2013">No change</td> </tr> <tr> <td data-bbox="327 2022 742 2054">Healthier Wales</td> <td data-bbox="751 2022 1375 2054">Positive impact through reducing health inequalities</td> </tr> </tbody> </table>	Well-being Goal	Impact	Prosperous Wales	No change	Resilient Wales	No change	Healthier Wales	Positive impact through reducing health inequalities				
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Prosperous Wales	No change												
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	More equal Wales	Positive impact through increasing access to services and information
	Cohesive Wales	Positive impact through addressing hate crime and fostering good relations between people from different protected groups.
	Vibrant Wales	No change
	Globally responsible Wales	No change

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	Relevant officers were consulted in order to update the progress report and provide information for the annual monitoring report.

5.00	APPENDICES
5.01	Appendix 1: Strategic Equality Plan Annual Report 2019/20

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Strategic Equality Plan 2016/2020

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Fiona Mocko, Strategic Policy Advisor Telephone: 01352 702122 E-mail: Fiona.mocko@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Data collection: is the collection and analysis of information on the profile of customers and employees, for example, people's age range, disability, gender reassignment, ethnic group, religion or belief, sex and sexual orientation to identify actual or potential inequalities.</p> <p>Integrated impact assessments: an Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality (people with protected characteristics), health and Welsh language.</p> <p>Project SEARCH: Project SEARCH offer a range of work placements aimed at developing new skills for adults with a learning disability, which are combined with classroom sessions designed to build confidence and cover any training needs.</p>

Protected characteristics: these are the groups protected under the Equality Act 2010. The characteristics are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation.

PSED: Public Sector Equality Duty, places a General Duty and Specific Duty on public bodies. The General Duty requires public bodies to show due regard to the need to: eliminate unlawful discrimination, advance equality of opportunity between people who share a protected characteristic and foster good relations. The Specific Duty in Wales requires public bodies to develop equality objectives and publish Strategic Equality Plans. It also includes the requirement to train employees, assess impact of decisions and undertake equality monitoring.