

## CABINET

<b>Date of Meeting</b>	Tuesday, 16 <sup>th</sup> November 2021
<b>Report Subject</b>	Strategic Equality Plan Annual Report 2020/21
<b>Cabinet Member</b>	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
<b>Report Author</b>	Chief Executive
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

The purpose of this report is to present the Strategic Equality Plan Annual Report 2020/21.

The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2020, 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 with protected characteristics (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 for Wales require an annual report be published by 31 March each year outlining progress on meeting the PSED and achieving the equality objectives. The attached report highlights the Council's progress in implementing the SEP and meeting our equality objectives during 2020/2021.

### RECOMMENDATIONS

1	Cabinet note the progress made during the year to meet our statutory duties in relation to equalities.
2	Cabinet endorse the progress made against the Strategic Equality Plan 2020/21, prior to publication of the annual report on the Council website.

## REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN ANNUAL REPORT
1.01	The Council published its equality objectives and four year Strategic Equality Plan (SEP) in April 2020, 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.
1.02	The Act requires that an annual report is produced which specifically outlines progress towards fulfilling each of the Council's equality objectives and includes specified employment information, including information on training and pay (unless this has already been published).
1.03	The report is included at <b>Appendix 1</b> and is the first annual report for the SEP 2020-24 and highlights our progress in meeting our equality objectives during 2020/2021.
1.04	<p>Areas of achievement in meeting the equality duties during 2020/21 are set out below:</p> <ul style="list-style-type: none"> <li>• Theatr Clwyd live streamed into hospitals, care homes and directly into people's homes across North Wales. Live streaming means that people who might not be able to travel to the theatre can still access theatre from home.</li> <li>• Improvements on the Council's Traveller site included improved toilets, washrooms and kitchen facilities and the provision of street furniture for outdoor games.</li> <li>• There has been positive feedback from users of the new Fflecsi travel service providing connectivity to the existing Core Bus Network, and which is making a real difference to users lives. One such example is detailed below:</li> </ul> <p><i>One person who is partially sighted and has not used any public transport for a number of years, is now using the Fflecsi service. He feels very safe and confident with the driver and is now travelling around the community where he has previously been very isolated within his own home.</i></p>
1.05	Although there has been progress, there still needs to be more systematic data collection across services to be able to measure progress and equality outcomes. There is also a need for more employees to complete the Equality e-learning modules to ensure they understand their responsibilities.

1.06	<p><b>Moving Forward</b></p> <p>The production and publication of the annual Workforce Information Report and the Equal Pay Audit reports contribute to this report as they form part of the reporting requirements of the public sector equality duty. These documents are published separately.</p>
1.07	<p>The re-establishment of the 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 Welsh Government and to ultimately reduce inequalities.</p>
1.08	<p>A new action plan with new measures is being developed to support the Council to achieve its equality objectives and to address the recommendations of Welsh Government's report into racial inequalities highlighted during the pandemic.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	<p><b>Revenue/Capital:</b> There are no revenue / capital implications</p> <p><b>Human Resources:</b> There are no implications for additional capacity or for any change to current workforce structures or roles.</p>

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>												
3.01	<p><b>Integrated Impact Assessments (IIAs)</b></p> <p>An Impact assessment is not required as this is a report on our progress in meeting our equality objectives which aim to have a positive impact on people with protected characteristics. A full impact assessment was completed on the Strategic Equality Plan 2020-24.</p> <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"> <thead> <tr> <th>Ways of Working</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Long-term</td> <td>No change</td> </tr> <tr> <td>Prevention</td> <td>Positive impact through promoting equal access to services and information</td> </tr> <tr> <td>Integration</td> <td>No change</td> </tr> <tr> <td>Collaboration</td> <td>No change</td> </tr> <tr> <td>Involvement</td> <td>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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<b>Well-being Goals Impact</b>	
<b>Well-being Goal</b>	<b>Impact</b>
Prosperous Wales	No change
Resilient Wales	No change
Healthier Wales	Positive impact through reducing health inequalities
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
<p>The Strategic Equality Plan links to the following objectives in our Well-being Plan:</p> <ul style="list-style-type: none"> <li>• Caring Council</li> <li>• Learning Council</li> </ul>	

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	Relevant officers and the Chief Officer Team (COT) were consulted in order to update the progress report and provide information for the annual monitoring report.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1: Strategic Equality Plan Annual Report 2020/21.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<a href="#">Strategic Equality Plan 2020-24.</a>

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Fiona Mocko Strategic Policy Advisor  <b>Telephone:</b> 01352 702122  <b>E-mail:</b> <a href="mailto:fiona.mocko@flintshire.gov.uk">fiona.mocko@flintshire.gov.uk</a></p>

8.00

**GLOSSARY OF TERMS**

**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.

**Equal Pay Audit:** An equal pay audit compares the pay of men and women and employees with other protected characteristics who are doing equal work. The aim is to identify any differences in pay, investigate the causes of any differences and take action to eliminate unequal pay that cannot be justified.

**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.

**Workforce Information Report:** As part of the Public Sector Equality Duty the Council are required to collect and publish a range of information on the diversity profile of its workforce and key HR processes. This includes reports broken down by protected characteristic on recruitment and selection, those who leave the authority and employees who are subject to disciplinary and grievance procedures. The purpose is to analyse the data to identify areas where there may be potential or actual discrimination and to take action to address this.