



POLICY AND RESOURCES SCRUTINY COMMITTEE – 3RD JUNE 2014

SUBJECT: EQUALITIES AND WELSH LANGUAGE ANNUAL REPORTS

REPORT BY: ACTING DIRECTOR OF CORPORATE SERVICES AND SECTION 151 OFFICER

1. PURPOSE OF REPORT

- 1.1 To inform members of the progress made during the financial year 2013/2014 against targets in the Council's current Strategic Equality Plan and Welsh Language Scheme, prior to presenting the annual monitoring and improvement reports to Cabinet for approval for submission to the relevant Commissions and publication online, before the deadline date of 30th June 2014.

2. SUMMARY

- 2.1 The Council has a statutory duty to produce annual monitoring reports on Equalities and Welsh Language issues under current legislation.
- 2.2 The requirements are very detailed as to what relevant information must be included in the annual monitoring and improvement reports (attached in full as appendices).
- 2.3 The amount of information presented is therefore in order to ensure that the regulatory bodies involved (the Equalities and Human Rights Commission and the Welsh Language Commissioner's Office) are provided with full evidence of the Council's compliance and commitment to those statutory duties.

3. LINKS TO STRATEGY

- 3.1 Equalities and Welsh Language issues are crosscutting themes of the Community Strategy and impact on every council policy, function and procedure, covering those aimed at the public and internal policies covering the Council's staff members.
- 3.2 The Strategic Equality Plan and Welsh Language Scheme have direct links with a number of other current policies and strategies, both within the Council and in terms of partnership working:-

- **Caerphilly Delivers** (the Single Integrated Plan)
- Corporate Improvement Plan
- Welsh in Education Strategic Plan
- Youth Services Strategy 2014-2019
- People Management Strategy
- Workforce Development
- 50+ Positive Action - action plan
- Communications Strategy 2014-2017

- 3.3 There are also a number of national Welsh Government strategies or regulations that the Council's Equalities and Welsh Language work links to, including **"Mwy Na Geiriau / More Than Words"** (the National Health and Social Care Welsh Language Strategy); **"Getting On Together"** (the All Wales Community Cohesion Strategy); **"Travelling to a Better Future"** - the Welsh Government's Gypsy and Traveller Framework for Action and Delivery Plan; and various aspects of Planning, Licensing and Building regulations.

4. THE REPORT

- 4.1 The Welsh Language Scheme annual monitoring and improvement report must be published by the 30th June each year.
- 4.2 Under the Public Sector Equalities duties in Wales, an annual report on the Strategic Equality Plan must be published anytime during the 12 months after the end of the financial year that is covered by that report.
- 4.3 Due to the fact that the Council operates an integrated Equalities and Welsh Language system, both reports are being presented at the same time for ease of reference.
- 4.4 There are two appendices to this committee report, the full Strategic Equality Plan annual monitoring and improvement report and the full Welsh Language Scheme annual monitoring and improvement report.

5. EQUALITIES IMPLICATIONS

- 5.1 Full Equalities and Welsh Language assessments and consultation were undertaken on the Strategic Equality Plan and Welsh Language Scheme as they were being developed, therefore no full assessment has been made on these annual reports. The reports themselves are an assessment on achievements made under the Strategic Equalities and Welsh Language Objectives and Action Plan.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no direct financial implications to this report as the annual reports cover work already undertaken in the previous financial year.
- 6.2 Since 2008, the Equalities and Welsh Language team have however, through grant-funding, regional working and service level agreements with partner organisations, brought in additional resources worth nearly £112k in order to ensure that Caerphilly CBC is well placed to meet new and increasing Equalities and Welsh Language statutory requirements.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no personnel implications to these reports, although this continues to be reviewed as the work specified in the Strategic Equality Plan and Welsh Language Scheme progress.

8. CONSULTATION

- 8.1 The reports are based on data gathered across the service areas on implementing the Strategic Equality Plan and Welsh Language Scheme during 2013/2014, however they were circulated to the officers shown at the end of this report in order for them to contribute specific reporting information for different sections.
- 8.2 Information was also gathered from all 2013-2014 Service Improvement Plans, as collated in the CCBC Equalities in SIPS Self-evaluation Report 2013-2014.

9. RECOMMENDATIONS

- 9.1 It is recommended that members note the content of these annual reports and recommend that Cabinet endorse the submission of this information to the relevant Commissions by the date noted in 1.1.

10. REASONS FOR RECOMMENDATIONS

- 10.1 By gathering all the required information together into these reports from the Council's service areas and from partnership working, and then publishing them, the Council is ensuring that it complies with its statutory duties under current Equalities and Welsh Language legislation.
- 10.2 More importantly, the reports also evidence the amount of positive work and good practice the Council is achieving to benefit those individuals and groups who fall under one or more of the protected characteristics and wider Equalities issues.

11. STATUTORY POWER

- 11.1 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
Welsh Language (Wales) Measure 2011
Human Rights Act 1998
Local Government (Wales) Measure 2011

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- Consultees - Cllr James Pritchard (Members Equalities Champion)
Howard Rees, Programme Manager (Partnership Development and Collaborative Improvement)
Jackie Dix (Policy and Research Manager)

Evidence and information gathered from the following:-

Anwen Rees (Equalities Training and Promotion Officer)
Liz Sharma (Consultation and Engagement Officer)
Rhianon Urquhart (Team Leader - Health Improvement)
Stephen Pugh (Corporate Communications Manager)
Daniel Johns (Communications and Media Officer)
Liz Vicente (HR Management Information Officer)
Ian Joynes (Human Resources)
John Thomas (Client Liaison Officer, Corporate Property)
Simon Dixon (Disability Access Officer, Corporate Property)
Derek Morris (Principal Procurement Officer)
Lowri Jones (Chief Officer, Menter Iaith Caerffili)

General consultation also undertaken with Equalities and/or Welsh Language Officers from:-

City and County of Cardiff, Torfaen CBC, Merthyr Tydfil CBC, Blaenau Gwent CBC, Rhondda Cynon Taf CBC, Monmouthshire CC.

- Appendix 1 - Strategic Equality Plan Annual Monitoring and Improvement Report 2013-2014
Appendix 2 - Welsh Language Scheme Annual Monitoring and Improvement Report 2013-2014

Background
Papers

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Strategic Equality Plan 2012
Welsh Language Scheme 2012-2015
Equalities and Welsh Language Objectives and Action Plan 2012 - 2016
Various Guidance Documents
CCBC Service Improvement Plans
CCBC Equalities in SIPS Self-evaluation Report 2013-2014
(These are available electronically for information on the relevant pages at -
www.caerphilly.gov.uk/equalities)