



POLICY AND RESOURCES SCRUTINY COMMITTEE – 13TH NOVEMBER 2012

SUBJECT: EQUALITIES AND WELSH LANGUAGE ANNUAL REPORTS

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 To provide Members with information on the annual progress of the Strategic Equality Plan and Welsh Language Scheme.

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 for reporting are very prescriptive as to the content of those reports, and the three documents attached as appendices, whilst being very detailed, 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, 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:-

- Community Strategy
- The Improvement Plan
- The Health, Social Care and Well-being Strategy
- 50+ Positive Action - action plan
- Safer Caerphilly County Borough action plan
- Safeguarding Children action plan
- People Management Strategy
- The Regeneration Strategy
- Children and Young Peoples Partnership Plan
- The Living Environment Strategy
- Protection of Vulnerable Adults action plan
- Community Cohesion Plan

- Welsh in Education Strategic Plan
- Workforce Development

4. THE REPORT

- 4.1 There are three appendices to this report, the Welsh Language Scheme annual monitoring and improvement report, the very first Strategic Equality Plan annual report and the 2011-2012 academic year Equalities Training report.
- 4.2 Under the new Equalities duties in Wales, an annual report must be published during the 12 months after the end of the financial year that is covered by that report. There is currently no template for reporting, only a list of requirements of the relevant information that must be included. The Strategic Equality Plan annual report attached contains information up to the 31st March 2012 and as such also contains a great deal of background context. Future reports will be more concise now that this baseline report has been produced.
- 4.3 The Welsh Language Scheme monitoring and improvement report must be published by the 30th June each year. The 2011-2012 report was submitted to the Corporate Management Team and Cabinet in order to meet the deadline and it was noted that it would be submitted as information to the Policy and Resources Scrutiny Committee later in the year.
- 4.4 Part of the requirements of both Equalities and Welsh Language reporting is that training information is gathered and published. Due to the increasing success of the training provision, the training data is so comprehensive that a separate report has to be produced and this is attached as Appendix 3.

5. EQUALITIES IMPLICATIONS

- 5.1 By gathering all the required information together and publishing these reports, the Council is complying with its statutory duties under current Equalities and Welsh Language legislation.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications to this report as the three annual reports cover work already undertaken and are for information only.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no personnel implications to this information report.

8. CONSULTATION

- 8.1 As these are monitoring reports on progress against set targets, minimal consultation has taken place. The focus of any future consultation and engagement will be on prioritising the targets themselves.

9. RECOMMENDATIONS

- 9.1 That members note the content of the three reports attached.

10. REASONS FOR RECOMMENDATIONS

- 10.1 The range of work being reported on, in order to comply with the Council's statutory Equalities and Welsh Language duties, demonstrates that Caerphilly County Borough Council can evidence best practice in many areas.

11. STATUTORY POWER

- 11.1 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, Local Government (Wales) Measure 2011.

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Appendices:

Appendix 1 Strategic Equality Plan Annual Report 2012
Appendix 2 Welsh Language Scheme Annual Monitoring and Improvement Report 2012
Appendix 3 Equalities Training Report 2011-2012

Background Papers Strategic Equality Plan 2012
Welsh Language Scheme 2012-2015
Guidance Documents
(All available electronically for information -www.caerphilly.gov.uk/equalities)