



## **CABINET – 24TH MARCH 2021**

**SUBJECT: STRATEGIC EQUALITY PLAN – ANNUAL MONITORING AND IMPROVEMENT REPORT 2019-2020**

**REPORT BY: CORPORATE DIRECTOR - EDUCATION AND CORPORATE SERVICES**

### **1. PURPOSE OF REPORT**

- 1.1 To inform Cabinet of the progress made during the financial year 2019-2020 against targets in the Council's current Strategic Equality Plan 2016-2020, and for Cabinet to approve for publication on the Council's website.

### **2. SUMMARY**

- 2.1 The Council has a statutory duty to produce an annual monitoring report on Equalities issues under current legislation. The requirements are very detailed as to what relevant information must be included in the annual monitoring and improvement report (attached in full as an appendix).
- 2.2 The amount of information presented is therefore in order to ensure that the regulatory body involved (the Equality and Human Rights Commission) are provided with full evidence of the Council's compliance and commitment to those statutory duties.
- 2.3 The Strategic Equality Plan – Annual Monitoring and Improvement Report must be published by the 31 March the following year.

### **3. RECOMMENDATIONS**

- 3.1 For Cabinet to approve the annual monitoring and improvement report for publication on the Council's website by the 31 March deadline.

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 The council is required under the Equality Act 2010 (Statutory Duties)(Wales) Regulations 2011 to produce an annual monitoring report on the steps it has taken to meet the public sector equality duty and its own Equality Objectives.

### **5. THE REPORT**

- 5.1 Under the Public Sector Equality Duty in Wales, an annual report on the Strategic Equality Plan must be published within 12 months after the end of the financial year that is covered by that report.

5.2 Appended to this report is the Strategic Equality Plan – Annual Monitoring and Improvement Report 2019-2020

5.3 In summary however, the following performance information should be noted covering the financial year in question:

- Hate Crime Awareness week was marked by supporting regional community based initiatives. Corporately we partnered with Show Racism the Red Card and launched the *Wear Red Day* and worked with local rugby clubs who promoted Hate Crime Awareness Week in their supporting match literature and via their social media channels.
- The All Wales School Liaison Core Programme delivered 1,046 lessons with 498 of them focussing on bullying, diversity, respect or lack of respect and coercion.
- The Disability Work Programme, run by Property Services, spent £65,000 on supporting disability access improvement works.
- Significant work has been undertaken to engage with a large number of local businesses with a high percentage of EU National in their workforce to work with them regarding the European Union Settled Status Scheme. The work continues through working closely with recruitment agencies to reach a higher volume of EU Nationals and support local Brexit resilience.
- The Strategic Equality Plan 2020-2024 was developed and consulted on. The Plan was adopted by full Council in October 2020.
- A number of awareness days were celebrated or marked including Hate Crime Awareness Week, LGBT History Month, Diwrnod Shwmae, International Men's Day which focussed on mental health, Dementia Awareness Week, Pride Cymru, Welsh Language Rights Day (Mae gen i hawl) and Holocaust Memorial Day.
- Intergenerational work between Caerphilly 50+ Forum and Lewis School Pengam continues with the school working with Trafalgar Care Home in Nelson to produce poetry for a *Poetry Together* event, hosted by Gyles Brandreth and attended by the Duchess of Cornwall.
- The work of creating Dementia Friends progressed further with 1,395 people across the county borough now Dementia Friends and 10 additional Dementia Champions trained. The focus now is to involve young people and create more Dementia Friendly Schools and work to make Bargoed our first Dementia friendly town.

#### 5.4 **Conclusion**

The report demonstrates the Council's progress during the financial year 2019-2020 against targets in the Council's current Strategic Equality Plan.

### 6. **ASSUMPTIONS**

6.1 No assumptions have been made in preparing this report.

### 7. **LINKS TO RELEVANT COUNCIL POLICIES**

#### 7.1 **Corporate Plan 2018-2023.**

This report ties in with the following objectives of the Corporate Plan 2018-2023;

Objective 1 - Improve education opportunities for all

Objective 2 - Enabling employment

Objective 6 - Support citizens to remain independent and improve their well-being

7.2 There are also a number of national Welsh Government strategies or regulations that the Council's Equalities work links to;

- **“Prosperity for All”** and **“The Community Cohesion National Delivery Plan”** – the Welsh Government’s Community Cohesion Strategies
- **“Tackling Hate Crimes and Incidents: a Framework for Action”** – the Welsh Government’s commitment to challenge hostility and prejudice, with the aim to drive greater leadership and partnership work across Wales to challenge and tackle hate crimes.
- **“Travelling to a Better Future”** – the Welsh Government’s Gypsy and Traveller Framework for Action and Delivery Plan;
- **“Cymraeg 2050: Welsh Language Strategy”** – the Welsh Government’s framework to support and extend usage of the Welsh language, and various aspects of Planning, Licensing and Building regulations.

## **8. WELL-BEING OF FUTURE GENERATIONS**

8.1 Equalities issues are crosscutting themes of the Well-being Goals within the Well-being of Future Generations Act (Wales) 2015 and impact on every council policy, function and procedure, covering those aimed at the public and internal policies covering the Council’s staff members. The report contributes to the following Well-being Goals:

- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh Language
- Long Term – Ensuring that the Council provides services which are delivered in accordance with the needs of its residents.
- Prevention – The report evidences the work that has been undertaken to ensure that staff are trained and that services are delivered in an inclusive, non-discriminatory manner.
- Integration – Integrating equalities and Welsh language into the policies and plans the council has in place will ensure consistency in meeting objectives and reporting duties and build a stronger joined-up link between services.
- Collaboration – The report evidences work that has taken place through joint working with a number of the council’s partners.
- Involvement – It is very important that we involve people and partners in the work that we do, so that the work is joined up and consistent but also so that people from a range of diverse backgrounds can influence change through service delivery and policies.

## **9. EQUALITIES IMPLICATIONS**

9.1 A full Equalities assessment and consultation was undertaken on the Strategic Equality Plan when being developed, therefore no full assessment has been made on this annual report. The report itself is an assessment of work and progress made by the Council under the Plan.

## **10. FINANCIAL IMPLICATIONS**

10.1 There are no direct financial implications to this report as the annual report covers work already undertaken in the previous financial year.

## **11. PERSONNEL IMPLICATIONS**

11.1 There are no personnel implications to this report, although this continues to be reviewed as the work specified in our Strategic Equality Plan progresses.

## 12. CONSULTATIONS

- 12.1 The report is based on data gathered across the service areas on implementing the Strategic Equality Plan during 2019-2020.
- 12.2 This report has been sent to the Consultees listed below and all comments received are reflected in this report.

## 13. STATUTORY POWER

- 13.1 Equality Act 2010 (Statutory Duties)(Wales) Regulations 2011  
Welsh Language (Wales) Measure 2011  
Well-being of Future Generations Act (Wales) 2015  
Human Rights Act 1998  
Local Government (Wales) Measure 2011

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Consultees: Christina Harrhy – Chief Executive,  
Richard Edmunds – Corporate Director – Education and Corporate Services  
Cllr Eluned Stenner – Cabinet Member for Performance and Customer Service  
Cllr James Pritchard – Chair of Policy and Resources Scrutiny Committee  
Sue Richards – Head of Education Planning and Strategy  
Robert Tranter – Head of Legal Services and Monitoring Officer  
Lynne Donovan – Head of People Services  
Keri Cole – Chief Education Officer  
Mark Williams – Interim Head of Property Services  
Kathryn Peters – Service Improvement and Partnerships Manager  
Ros Roberts – Business Improvement Manager  
Christopher Hunt – Community Cohesion Coordinator (West Gwent)  
Hayley Lancaster – Senior Communications Officer  
Elizabeth Sharma – Consultation and Engagement Officer  
Louise Saddler – Web Specialist  
Nick Rutter – Digital Communications Officer  
Sian Wolf-Williams – Policy Officer  
Mark Jennings – Housing Strategy Officer  
Lisa Rawlings – Regional Armed Forces Covenant Officer  
Emma Bush – Educational Psychologist  
Lyndon Samuel – Regional School Liaison Coordinator, Gwent Police  
Phil Diamond – Service Manager – Regional Partnership Board

### Background Papers:

- Strategic Equality Plan 2016-2020
- Equalities and Welsh Language Objectives and Action Plan 2016-2020
- Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011
- Report to Cabinet on the 18th January 2017 – Welsh Language Strategy 2017-2022
- Various Guidance Documents (These are available electronically for information on the Intranet Portal and on the Council's website using this link - [Caerphilly Council/Equalities](#))

### Appendices:

Appendix 1 Strategic Equality Plan – Annual Monitoring and Improvement Report 2019-2020