



## **CABINET – 6TH MARCH 2024**

**SUBJECT: STRATEGIC EQUALITY PLAN ANNUAL REPORT 2022-2023**

**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 2022-2023 against actions in the Council's current Strategic Equality Plan 2020-2024, 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 report on equalities issues under current legislation. The requirements are very detailed as to what relevant information must be included in the annual report (attached in full as Appendix 1).
- 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 Report must be published by the 31 March the following year.

### **3. RECOMMENDATIONS**

- 3.1 For Cabinet to approve the annual 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 report on the steps it has taken to meet the Public Sector Equality Duty, and its own equality objectives as set out in the Strategic Equality Plan 2020-2024.

## **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 in Appendix 1 is the Strategic Equality Plan Annual Report 2022-2023.
- 5.3 The report gives an overview of consultation and engagement exercises we undertook during 2022-2023, which include:
- The Caerphilly Conversation – Council Budget Setting 2023-2024
  - Pontllanfraith Centre for Vulnerable Learners
  - Childcare Sufficiency Assessment
- 5.4 The report provides a brief snapshot of some key decisions the Council made during 2022-2023. Particular focus in the report has been given to:
- The Education Strategy 2022-2025 (Pursuing Excellence Together)
  - The Ukraine Resettlement Scheme
  - Participation Strategy 2023-2027
  - Review of Welsh Language Recruitment Practices
- 5.5 We celebrated and marked many significant calendar dates, including:
- Mental Health Awareness Week
  - Foster Care Fortnight
  - Gypsy, Roma and Traveller History Month
  - Armed Forces Day
  - Pride Month
  - Youth Work Week
  - Ukraine Independence Day
  - Black History Month
  - White Ribbon Day
  - Welsh Language Rights Day (Mae Gen i Hawl)
  - Holocaust Memorial Day
  - LGBT History Month
  - St. David's Day
  - International Women's Day
- 5.6 Also highlighted in the report are two case studies, with each in their own right making a positive difference to the lives of residents with protected characteristics. The two case studies are:
- Communities for Work Plus (CfW+)
  - Policy on Awarding Grants (Welsh Language)
- 5.7 Overall, progress against the actions in the Strategic Equality Plan 2020-2024 are progressing well, if not already completed.
- 5.8 **Conclusion**

The report demonstrates the Council's progress during the financial year 2022-2023 against the actions in the Council's Strategic Equality Plan 2020-2024.

- 5.9 The report was taken to CMT on 1<sup>st</sup> February, and Corporate and Regeneration Scrutiny Committee as an information only item on 20 February.

## **6. ASSUMPTIONS**

- 6.1 No assumptions have been made in preparing this report.

The information and data detailed in the report are progress updates from across service areas on implementing the Strategic Equality Plan 2020-2024 and meeting the equality objectives during 2022-2023.

## **7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

- 7.1 A full Equalities Impact Assessment and consultation was undertaken on the Strategic Equality Plan 2020-2024 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 Strategic Equality Plan 2020-2024 and progress against the actions.

**[Link to Strategic Equality Plan 2020-2024 - Impact Assessment](#)**

## **8. FINANCIAL IMPLICATIONS**

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

## **9. PERSONNEL IMPLICATIONS**

- 9.1 Equalities data is included in the Workforce Development Strategy 2021–2024. In accordance with the action plan contained within the Strategy, work is ongoing to refine and enhance our equalities data with a view to reporting and publishing data to align with March 2023. Following the additional funding for Workforce Development staff, the collation of training data is also a focus in line with the action plan.

## **10. CONSULTATIONS**

- 10.1 The report is based on information and data gathered across service areas on implementing the Strategic Equality Plan 2020-2024 and meeting the equality objectives during 2022-2023.
- 10.2 This report has been sent to the Consultees listed below and all comments received are reflected in this report.

## **11. STATUTORY POWER**

- 11.1 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017  
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: Dave Street, Deputy Chief Executive  
Richard Edmunds, Corporate Director – Education and Corporate Services  
Cllr Eluned Stenner, Cabinet Member for Finance and Performance  
Cllr Philippa Leonard, Cabinet Member for Planning and Public Protection -  
Equalities Champion  
Sue Richards, Head of Transformation and Education Planning and Strategy  
Lynne Donovan, Head of People Services  
Keri Cole, Chief Education Officer  
Robert Tranter, Head of Legal Services and Monitoring Officer  
Kathryn Peters, Service Manager – Service Improvement and Partnerships  
Allan Dallimore, Regeneration Services Manager  
Christopher Hunt, Regional Community Cohesion Coordinator  
Elizabeth Rees, HR Management Information Officer  
Elizabeth Sharma, Consultation and Engagement Officer  
Emma Bush, Educational Psychologist  
Geraint Ashton, Policy Officer – Equalities and Welsh Language  
Huw Jordan, Housing Strategy Officer  
Jamie Duggan, School Improvement Officer  
Jo Williams, Assistant Director Adult Services  
Karen Pugh, Senior Manager, Libraries  
Karen Williams, Customer Services Digital Hub Manager  
Kevin Eadon-Davies, Green Space Strategy and Cemeteries Manager  
Lewis John, Principal Information Officer  
Lisa Lane, Head of Democratic Services and Deputy Monitoring Officer  
Lisa Rawlings, Regional Armed Forces Covenant Officer  
Louise Aston, Lead Employment Support Officer  
Marcus Lloyd, Head of Infrastructure  
Mike Headington, Green Spaces and Transport Services Manager  
Nick Rutter, Digital Communications Officer  
Nick Taylor-Williams, Head of Housing  
Paul Jones, Area Adult Education Manager  
Rhian Kyte, Head of Planning and Regeneration  
Ros Roberts, Business Improvement Manager  
Sarah Mutch, Early Years and Partnerships Manager  
Shaun Sansom, Innovation and Transformation Enterprise Architect

**Background Papers:**

- Strategic Equality Plan 2020-2024
- Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011
- Report to Cabinet on the 14 June 2023 – Welsh Language Standards Annual Report 2022-2023
- Various Guidance Documents (*These are available electronically for information on the Intranet Portal and on the Council's website at [www.caerphilly.gov.uk/equalities](http://www.caerphilly.gov.uk/equalities)*)

**Appendices:**

**Appendix 1 – Strategic Equality Plan Annual Report 2022-2023**