



CABINET – 17TH JUNE 2015

SUBJECT: EQUALITIES AND WELSH LANGUAGE ANNUAL REPORTS

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

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- 1.1 The attached report, which informed Members of the progress made during the financial year 2014/2015 against targets in the Council's current Strategic Equality Plan and Welsh Language Scheme, was considered by the Policy and Resources Scrutiny Committee on 2nd June 2015. Cabinet approval is sought for submission of the annual monitoring and improvement reports (attached in full as appendices) to the relevant Commissions (together with publication online) before the deadline date of 30th June 2015.
 - 1.2 Members were informed that the Council has a statutory duty to produce annual monitoring reports on Equalities and Welsh Language issues under current legislation. These reports are very detailed in order to ensure that the regulatory bodies involved are provided with full evidence of the Council's compliance and commitment to these statutory duties.
 - 1.3 Officers outlined the progress made during 2014/2015 against the Council's Strategic Equality and Plan and Welsh Language Scheme. Members were asked to note achievements in respect of the number of impact assessments and consultation comments provided within Officer reports, together with details of disability audits undertaken across the Authority. Progress was also outlined in respect of Equalities and Welsh Language training courses, the treatment of Equalities complaints, the addition of Equalities data to staff payroll data, and translation requests dealt with by the Welsh Language Team. Detailed information in respect of these areas was included within the annual monitoring and improvement reports appended to the Scrutiny Committee report.
 - 1.4 Detailed discussion of the report ensued and a number of queries were raised in respect of the budget allocation and funding resources detailed within the annual monitoring and improvement reports. Officers outlined details of the core budget within the Equalities and Welsh Language Team, together with additional funding resources and agreed that they would circulate a breakdown of the Equalities and Welsh Language department budget to Members following the meeting. Officers also explained that it was difficult to specify the costs in respect of statutory duties fulfilled on behalf of other departments (in that they have their own separate budget allocations).
 - 1.5 Members raised concerns in regards to the monitoring and reporting of discriminatory bullying in schools. Officers explained that this information was regularly reported to the Education for Life Scrutiny Committee and that the number of reporting instances had increased, which indicated the effectiveness of training sessions relating to this matter. Officers agreed to circulate this information to Members following the meeting. Clarification was also provided in regards to the job titles of a number of consultees included in the Scrutiny Committee report.
 - 1.6 Members referred to performance monitoring and commented on a need to include targets and expected outcomes against the list of achievements included in the report. Officers explained that a lack of benchmarking factors made it difficult to effectively measure progress

in certain areas (such as the addressing of discrimination). A Member suggested that progress could be monitored against the number of expected attendees at training sessions and Officers confirmed that a training analysis and needs review would be taking place throughout Summer 2015. A query was received regarding the percentage of social and private landlords who had received training from the Equalities and Welsh Language Team (arising from funding provided by the Tenancy Dispute Service). Officers agreed to circulate this information to Members following the meeting.

- 1.7 Discussion took place regarding the CCBC Payroll Data Summary listed within the Strategic Equality Plan, which included data relating to staff ethnicity, religion, and language ability. A Member suggested that it could be useful for increases against language ability to be reported on a year-by-year basis. A query was raised in respect of the low reporting of staff disabilities and Officers explained that as this data was self-reported, some relevant respondents did not feel a need to declare themselves as disabled or consider themselves as having a disability.
- 1.8 Following consideration of the report, the Policy and Resources Scrutiny Committee, by a show of hands, unanimously recommended to Cabinet that for the reasons contained therein, the annual monitoring and improvement reports be endorsed and be submitted to the relevant Commissions (together with publication online) by 30th June 2015.
- 1.9 Members are asked to consider the recommendation.

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Appendices:

Appendix 1 Report to Policy and Resources Scrutiny Committee on 2nd June 2015 – Agenda Item 9