



CABINET – 22ND MARCH 2023

SUBJECT: STRATEGIC EQUALITY PLAN ANNUAL REPORT 2021-2022

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 2021-2022 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 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 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 2021-2022.
- 5.3 The report gives an overview of consultation and engagement exercises we undertook during 2021-2022, which include:
- The Caerphilly Conversation
 - Active Travel (Stage 3) Consultation
 - Survey of Visitors to Town Centres
 - Public Spaces Protection Orders relating to dog control
- 5.4 The report provides a brief snapshot of some key decisions the Council made during 2021-2022. Particular focus in the report has been given to:
- The Kickstart Scheme
 - The Asylum Dispersal and Afghan Relocation Scheme
 - NEETs (Not in Education, Employment or Training) Strategy
 - Five Year Welsh Language Strategy 2022-2027
- 5.5 We celebrated and marked many significant calendar dates, including:
- Mental Health Awareness Week
 - Foster Care Fortnight
 - Dementia Action Week
 - Pride Cymru
 - Armed Forces Day
 - Diwrnod Shwmae
 - Black History Month
 - Holocaust Memorial Day
 - International Women's Day
- 5.6 Also highlighted in the report are four case studies, with each in their own right making a positive difference to the lives of residents with protected characteristics. The four case studies are:
- Nurture Equip and Thrive (NET)
 - Inspire 2 Work Programme
 - Caerphilly Veterans Hub
 - Disability Sport Caerphilly

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 2021-2022 against the actions in the Council's Strategic Equality Plan 2020-2024.

5.9 The report was taken to Corporate Management Team on 16 February. CMT acknowledged the progress that had been made as well as providing a commitment to build on this work by enhanced staff training and development, adopting good practice from elsewhere and by learning from partners.

6. **ASSUMPTIONS**

6.1 No assumptions have been made in preparing this report.

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.

[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 2022. Following the temporary 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 data gathered across service areas on implementing the Strategic Equality Plan 2020-2024 and meeting the equality objectives during 2021-2022.

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: Christina Harray, Chief Executive
Richard Edmunds, Corporate Director – Education and Corporate Services
Cllr Eluned Stenner, Cabinet Member for Finance and Performance
Cllr Philippa Leonard, Equalities Champion
Sue Richards, Head of 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, Corporate Policy Manager
Allan Dallimore, Regeneration Services Manager
Christopher Hunt, Regional Community Cohesion Coordinator
Dave Beecham, Electoral Services Manager
Elizabeth Rees, HR Management Information Officer
Elizabeth Sharma, Consultation and Engagement Officer
Emma Bush, Educational Psychologist
Gareth Jenkins, Assistant Director Children's Services
Huw Jordan, Housing Strategy Officer
Jo Williams, Assistant Director Adult Services
Karen Williams, Customer Services Digital Hub Manager
Lisa Lane, Head of Democratic Services
Lisa Rawlings, Regional Armed Forces Covenant Officer
Louise Aston, Lead Employment Support Officer
Nick Rutter, Digital Communications Officer
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

Background Papers:

- **Strategic Equality Plan 2020-2024**
- **Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011**
- **Report to Cabinet on the 15 June 2022 – Welsh Language Standards Annual report 2021-2022**
- 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*)

Appendices:

Appendix 1 – Strategic Equality Plan Annual Report 2021-2022