

# Cyngor Sir CEREDIGION County Council

<b>REPORT TO:</b>	<b>Overview and Scrutiny Co-ordinating Committee</b>
<b>DATE:</b>	<b>23<sup>rd</sup> November 2022</b>
<b>LOCATION:</b>	<b>Council Chamber, Penmorfa/Virtual</b>
<b>TITLE:</b>	<b>Strategic Equality Plan Monitoring Report 2021-22</b>
<b>PURPOSE OF REPORT:</b>	To ensure that the Authority is meeting its requirements in relation to the Equality Act 2010 and the Public Sector Equality Duty 2011.
<b>REASON SCRUTINY HAVE REQUESTED THE INFORMATION:</b>	To ensure that the report is fit for purpose and accurately reports progress with regards to the Authority meeting its Public Sector Equalities Duties and to make recommendations as appropriate when the report is presented to Cabinet.
<b>BACKGROUND:</b>	

The Equality Act 2010 places a duty on Local Authorities to consider the needs of all individuals when carrying out our day to day work. The Act includes Specific Public Sector Equality Duties for Wales which require the Council to set Equality Objectives within a Strategic Equality Plan, which must be reviewed every four years.

The promotion and use of the Welsh Language is set out in the Welsh Language Measure 2011, rather than the Equality Act. However, we consider Welsh language requirements alongside the protected characteristics of the Equality Act to encourage a holistic approach.

An action plan ensures the delivery of the Council's Strategic Equality Plan 2020-24, grouped under five Equality Objectives, which are:

## **1. An Exemplar Equal Opportunities Employer**

To be an equal opportunities employer, with staff trained and aware of equality related needs and issues. To continue to close the gender pay gap.

## **2. Fostering Good Relations and Tackling Prejudice**

To foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice. Everyone should be able to live without the fear of violence and abuse and to be treated with respect.

## **3. Engagement and Participation**

To ensure that we engage effectively with people who share protected characteristics. To enable people to influence decisions and to have the opportunity to participate in political and everyday life.

#### **4. Dignity, Respect and Access to Services**

To ensure fair and equal access to all services. We will do this by ensuring that people with protected characteristics are treated with dignity and also meeting their needs where they are different from the needs of other people.

#### **5. Fair and Inclusive Education**

We want to ensure that children and young people reach their full potential. The right to education and training should also ensure accessibility and an environment free from bullying or harassment. This also includes lifelong learning.

The plan and related documents can be found at [Strategic Equality Plan & Objectives - Ceredigion County Council](#)

### **CURRENT SITUATION**

This is the second annual report on progress of our 2020-24 Strategic Equality Plan. It outlines how the Council has progressed with our Equality Objectives between 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022.

A 'BRAG' system shows us how well an action is performing or being delivered, compared to last year.

- Blue: Action completed
- Red: Action not started/there are concerns that it will not be completed
- Amber: Action slightly behind target
- Green: Action progressing to plan

2021/22 figures (2020/21 figures in brackets)		Blue	Red	Amber	Green
1	Equal Opportunities Employer	0 (0)	0 (0)	2 (4)	6 (4)
2	Fostering Good Relations and Tackling Prejudice	1 (0)	0 (0)	0 (0)	5 (6)
3	Engagement and Participation	0 (0)	0 (0)	9 (4)	3 (8)
4	Dignity, Respect and Access to Services	2 (1)	0 (0)	4 (4)	11 (12)
5	Fair and Inclusive Education	0 (0)	0 (0)	2 (2)	9 (9)

#### **Amber actions are:**

1. We will improve staff awareness of equality issues and the Public Sector Equality Duty through training.

2. We will work towards reducing gender segregation and under-representation of ethnic minorities and disabled people in apprenticeships, including working with our contractors through applying Community Benefits as core to all relevant Council procurement contracts.
3. We will engage with the people of Ceredigion, including people with protected characteristics and link in to local, regional and national groups.
4. We will revise and implement our Engagement Policy.
5. We will implement our Children and Young Persons' Participation Strategy and take account of the United Nations' Convention on the Rights of the Child, (UNCRC) in our decision making.
6. We will support programmes and plans to increase representation in local politics and decision making, particularly for women, disabled people or BME people.
7. We will support engagement with 16 and 17 year olds when the voting age is lowered in Wales.
8. We will continue to support the Ceredigion Disability Forum.
9. We will maintain the equalities page on the council's website to signpost to relevant information and to publish our Strategic Equality plan and reports.
10. We will review the Integrated Impact Assessment (IIA) process.
11. We will adopt the principles of the Dream Team's Learning Disability Charter
12. We will provide targeted support such as "Cynllun Cyfeirio" and "Ymuno" Projects to enable children with additional needs to attend mainstream activities.
13. Cylch Caron Project – we will establish community based care to meet health and housing needs that are fit for purpose.
14. We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).
15. We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.
16. NEET (not in employment, education or training) – we will increase the opportunities and provisions for vulnerable young people who are supported by an alternative curriculum. We will ensure that Community Benefits are applied as a core requirement to all relevant Council procurement contracts and that the % of

Education, Employment and Training opportunities created increase on previous year.

- 17.** We will support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.

## **Highlights of 2021/22**

- A revised pregnancy risk assessment has been introduced. This now better reflects the current Public Health Wales guidance on pregnant people in the workplace.
- The regional Community Cohesion team continue to work with partners to encourage people to raise awareness of, and report hate crime. Events and awareness raising campaigns to tackle hate crime included Hate Crime Awareness Week, a 'Blue Light' event for refugees, Online Hate Pilot Sessions and Small Steps Right Wing Training.
- Lloyd Warburton, a Penglais School pupil, was elected as the new Member of Wales Youth Parliament for Ceredigion and was also an active member of the Ceredigion Youth Council.
- The Accessible Housing Register and Accessible Housing Policy have been in place since June 2016. As a result, the number of people using the accessible housing register and subsequently receiving offers continues to increase.
- Performance of Ceredigion pupils with Special Education Needs/Additional Educational Needs is good. There is an increase in the number of pupils who are diagnosed with severe autism in the early years, and in the pupils with complex needs.
- The Covid-19 pandemic has had a big impact on the progress of learners with English as an Additional Language (EAL), although we have exceeded targets: 9.5% of pupils moved up a level (target = 5%). 3.4% made 2 or more levels of progress (target = 1%). 77.7% of EAL pupils are on codes C-E. Of these, 56.9% are competent (D) or fluent (E).

For further details please refer to the attached Strategic Equality Plan Monitoring report, March 2021 to April 2022.

<b>WELLBEING OF FUTURE GENERATIONS:</b>	<b>Has an Integrated Impact Assessment been completed? If not, please state why Summary:</b> <b>Long term:</b> N/A <b>Integration:</b> N/A <b>Collaboration:</b> N/A	No, as this report is not related to a new policy or a change in service
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<b>Involvement:</b>	N/A
<b>Prevention:</b>	N/A

**RECOMMENDATIONS:**

To receive and endorse the Council's Strategic Equality Plan Monitoring Report 2021-22 and to make recommendations as appropriate when the report is presented to Cabinet on 06/12/2022.

**REASON FOR RECOMMENDATIONS:**

It is a requirement under the Equality Act that we produce an Annual Strategic Equality Plan (SEP) Monitoring Report for 2021/22 and publish this on our external website by 31/03/23.

**Contact Name:** Cathryn Morgan  
**Designation:** Equalities & Inclusion manager  
**Date of Report:** 01/11/2022  
**Acronyms:**