

Cyngor Sir CEREDIGION County Council

REPORT TO:	Overview & Scrutiny Co-ordinating Committee
DATE:	11/09/2023
LOCATION:	Council Chamber, Penmorfa
TITLE:	Draft Ceredigion Strategic Equality Plan 2024-28
PURPOSE OF REPORT:	To present the draft Equality Plan and accompanying engagement report.
REASON SCRUTINY HAVE REQUESTED THE INFORMATION:	To scrutinise the Draft Strategic Equality Plan 2024-28 and ensure that it meets the requirements of the Equality Act 2010 and the Public Sector Equality Duty 2011.

BACKGROUND:

Ceredigion County Council is a specified public body under the Equality Act 2010. The Specific Public Sector Equality Duty for Wales require us to set out our Equality Objectives and then review every four years. The revised objectives for 2024-28 and accompanying action plan must be published by 31st of March 2024.

CURRENT SITUATION:

A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The campaign ran from 22 May 2023 until 2 August 2023. A report about this engagement campaign is attached as Appendix 2.

The findings of the engagement campaign have been considered, along with evidence from previous consultations and discussions at Ceredigion Equalities Workgroup meetings. The result is our draft Strategic Equality Plan 2024-28.

We have reviewed our Equality Objectives in light of our engagement and research. Our conclusion is that our objectives are still fit for purpose but, due to the changing nature of society and the work we have undertaken up to now, we need to amend the actions we will take to achieve the objectives. Our Equality Objectives are:

1. To be an Exemplar Equal Opportunities Employer
2. To Foster Good Relations and Tackle Prejudice
3. To ensure Engagement and Participation

- 4. To ensure Dignity, Respect and Access to Services
- 5. To provide Fair and Inclusive Education

Once approved by Cabinet, the draft plan will go out to public consultation in Winter 2023.

When the public consultation is concluded and any required amendments are made, the final plan will be presented to the Overview and Scrutiny Co-ordinating Committee for feedback before being presented to Ceredigion Council Cabinet for approval in February 2024.

The Draft Strategic Equality plan 2024-28, attached as Appendix 1, is scheduled to be published on our website by 31st March 2024.

WELLBEING OF FUTURE GENERATIONS:	Has an Integrated Impact Assessment been completed? If, not, please state why	Yes
	<i>Summary:</i>	
	Long term:	This is a four-year plan which builds on previous plans. Long-standing equality issues can be carried from one four-year plan to the next. This enables us to address longer term needs and plan for the future.
	Integration:	The Equalities working group includes representatives from a range of Council Services. This helps us to consider interdependencies and possible tensions between services.
	Collaboration:	There are many opportunities to collaborate with others to deliver the plan. For example, the new graduate scheme will require collaboration with universities; we will work with Victim Support to achieve the Hate Crime Trustmark and we will work with the Regional Community Cohesion team on a range of actions.

Involvement:

A regional engagement campaign was undertaken to collect initial feedback on the state of equality in the Dyfed Powys area. The responses contributed to the Development of this draft Plan.

The draft Plan will go out to public consultation again in winter 2023 before it is formally approved.

The Equality plan itself includes actions to do more with groups of stakeholders from specified minority groups and to improve the way that we feedback to those who have participated in our Engagement and consultation campaigns.

Prevention:

The plan has been developed as a result of our engagement and research into the current state of equality in Ceredigion. The aim of the plan is to coordinate our resources to identify and address the root causes of inequality.

RECOMMENDATION (S):

To endorse the Daft Strategic Equality Plan 2024-28 before it goes out to public consultation over winter 2023. To make recommendations as appropriate when the report is presented to Cabinet on 3rd October 2023.

REASON FOR RECOMMENDATION (S):

The proposed Draft Strategic Equality Plan 2024-28 will progress the aim of the Council to address inequality, eliminate unlawful discrimination, harassment and victimisation and foster good relations between people who share a protected characteristic and those who do not in Ceredigion.

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Date of Report: 21/08/2023
Acronyms: