

## Cyngor Sir CEREDIGION County Council

<b>REPORT TO:</b>	<b>Overview and Scrutiny Co-ordinating Committee</b>
<b>DATE:</b>	<b>11/09/2023</b>
<b>LOCATION:</b>	<b>Council Chamber, Penmorfa</b>
<b>TITLE:</b>	Strategic Equality Plan Monitoring Report 2022-23
<b>PURPOSE OF REPORT:</b>	To describe progress on achieving the Equality Outcomes in our Strategic Equality Plan 2020-24.
<b>REASON SCRUTINY HAVE REQUESTED THE INFORMATION:</b>	To monitor the progress that the council is making in reducing inequality in Ceredigion and in meeting our duties in relation to the Equality Act 2010 and the Public Sector Equality Duty 2011.

### **BACKGROUND:**

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 and a Strategic Equality Plan, these 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 so that our approach to the communication needs of all communities is coordinated.

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**
- 2. Fostering Good Relations and Tackling Prejudice**
- 3. Engagement and Participation**
- 4. Dignity, Respect and Access to Services**
- 5. Fair and Inclusive Education**

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

### **CURRENT SITUATION**

This is the third annual report on progress of our Strategic Equality Plan 2020-24. It outlines how the Council has progressed with our Equality Objectives between April 2022 and March 2023.

A 'BRAG' system shows us how well an action is performing or being delivered.

- 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

2022/23 figures		Blue	Red	Amber	Green
1	Equal Opportunities Employer	1	0	2	5
2	Fostering Good Relations and Tackling Prejudice	1	0	0	5
3	Engagement and Participation	1	0	4	7
4	Dignity, Respect and Access to Services	3	0	4	10
5	Fair and Inclusive Education	2	0	0	9

**Amber actions are:**

1. We will continue to promote and implement the Disability Confident Scheme, (which welcomes applications from disabled people and commits to making adaptations in the workplace).
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 continue to support the Ceredigion Disability Forum.
5. We will monitor and advise on Integrated Impact Assessments (IIAs).
6. We will adopt the principles of the Dream Team's Learning Disability Charter
7. Cylch Caron Project – we will establish community-based care to meet health and housing needs that are fit for purpose.
8. We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).
9. We will continue to support community sports clubs to achieve the Insport Disability Award.

10. We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.

### Highlights of 2022/23

- The number of staff attending equalities related training has increased significantly. In 2020-21, 514 staff completed e-learning modules and 4 training sessions were arranged. 4,021 staff completed e-learning modules and 28 training sessions were arranged in 2022-23.
- There has been an increased uptake of Carers passports which gives unpaid carers access to an additional 5 days paid leave. The Interim Hybrid working policy has allowed most corporate staff to work in a more flexible way. It is important to us to retain talent in our workforce, and we work hard to be flexible in how our work is done.
- Cabinet signed up to the [Victim Support Hate Crime Charter](#) in November 2022. We will work with Victim Support in 2023-24 to deliver actions that will enable us to become an active partner.
- Our [Engagement and Participation policy](#) has been revised. It was approved by Cabinet in October 2022 and is published on our website. Monitoring reports will be scrutinised by Corporate Resources Overview and Scrutiny Committee before they are presented to Cabinet.
- A successful event - 'Pawb a'i Farn Ceredigion 2022' – gave youth council members the opportunity to discuss key issues with Ben Lake MP, Ceredigion County Council's Chief Executive Officer, our Chief Education Officer and our Deputy Leader and Cabinet member for Through Age and Wellbeing, Cllr Alun Williams. This is an annual event.
- The percentage of female County Councillors increased from 12% to 24% following the election in May and Lampeter by-election in October, and the percentage of newly appointed female Members is significantly higher which demonstrates positive steps towards achieving diversity in democracy.
- The number of actions that are behind target has reduced from 14 to 10. None of the actions are marked Red. The number of completed actions has increased from 3 to 8.

For further details please refer to the attached Strategic Equality Plan Monitoring report, March 2022 to April 2023, included as Appendix 1.

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

**RECOMMENDATIONS:**

To receive and endorse the Council's Strategic Equality Plan Monitoring Report 2022-23 and to make recommendations as appropriate when the report is presented to Cabinet on 03/10/2023.

**REASON FOR RECOMMENDATIONS:**

It is a requirement of the Public Sector Equality Duties that we produce an Annual Strategic Equality Plan (SEP) Monitoring Report for 2022/23 and publish this on our external website by 31/03/24.

**Contact Name:** Cathryn Morgan  
**Designation:** Equalities & Inclusion manager  
**Date of Report:** 21/08/2023  
**Acronyms:**