

# CYNGOR SIR CEREDIGION COUNTY COUNCIL

<b><u>Report to:</u></b>	<b>Overview and Scrutiny Co-ordinating Committee</b>
<b><u>Date of meeting:</u></b>	<b>04/03/2024</b>
<b><u>Title:</u></b>	<b>Ceredigion Strategic Equality Plan 2024-28</b>
<b><u>Purpose of the report:</u></b>	<b>To present the final Ceredigion Strategic Equality Plan 2024-28 and accompanying report on the consultation exercise.</b>

## **Reason Scrutiny have requested the information:**

**To scrutinise our 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's draft Strategic Equality Plan 2024-28 was presented to this committee on 11/09/2023. Members recommended that Cabinet endorse the draft Plan and approve that it go out to public consultation over winter 2023.

## **Current Situation**

The public consultation ran from 25/10/23 to 31/12/23. It was promoted widely and was also presented to Ceredigion Youth Council to gather the views of young people. 43 people responded to the online survey, 0 paper copies were returned and 16 members of the Youth Council provided feedback.

Respondents generally felt that our five Equality Objectives were the right Equality Objectives for Ceredigion Council – an average of 94% said 'yes'. An average of 83% of the people who responded felt that the actions in the plan would help us to achieve our objectives. There is more information in the Consultation report (Appendix 1).

The Equality and Human Rights Commission's monitor report, 'Is Wales Fairer?' was published in November 2023. The report reinforces the need for the actions set out in our draft Strategic Equality Plan 2024-28. Findings of the report have been included in the evidence base that supports our Plan.

Our Equalities Working Group is coordinated by Policy, Performance and Public Protection service and chaired by Cllr Catrin MS Davies (Equalities Champion). The group is responsible for the development and monitoring of our Strategic Equality Plan. The group met in January 2024 to review the draft Equality Plan following the public consultation. The group agreed the following amendments to the Strategic Equality Plan:

- Amend action 3.1 to include 'young people' in the success measure.
- Find out more about Electrical Hypersensitivity (EHS).
- Encourage staff to take an anonymous feedback box to face to face consultations.

- Amend our internal Engagement toolkit to offer more ways for people to tell us what they think when we consult with them.
- Amend specific actions under Objective 4 to include the term 'lived experience'.
- Change our equalities monitoring form so that it asks about a person's 'sex', and in a further question asks about their 'gender identity'
- Remove the action, "to establish an integrated model of community care and housing in Tregaron". The group felt that a variety of matters contribute to achieving this outcome, most of which are outside of the remit of the Equalities workgroup. The action is included in the Corporate Strategy 2022-27.

The Plan, attached as Appendix 2, will be presented to Cabinet on 19/03/2024 and is scheduled to be published on our website by 31/03/24.

**Wellbeing of Future Generations:**

**Has an Integrated Impact Assessment been completed? If, not, please state why.**  
Yes, attached.

**Summary of Integrated Impact Assessment:**

- 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.
- Collaboration:** There are many opportunities to collaborate with others in order to deliver the plan. For example, the new graduate scheme will require collaboration with universities; we will work with Victim Support to implement 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 draft Plan went out to public consultation in winter 2023. 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.
- Integration:** The Equalities working group includes representatives from a range of Council Services. This helps us to consider

interdependencies and possible tensions between services and the four pillars of well-being.

**Recommendation(s):**

- To recommend that Cabinet endorses Ceredigion Strategic Equality Plan 2024-28.
- To make recommendations as appropriate when the report is presented to Cabinet on 19<sup>th</sup> March 2024.

**Reasons for decision:**

The proposed 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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**Designation:** Equalities and Inclusion manager

**Date of Report:** 08/02/24

**Acronyms:** None