



Report of the Cabinet Member for Business Transformation & Performance

Cabinet – 19 September 2019

Annual Equality Review 2018/19

Purpose:	To publish the Council's Annual Equality Review for 2018/19 in line with the Public Sector Equality Duty and reporting regulations for Wales.
Policy Framework:	Strategic Equality Plan 2016 – 2020.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) Cabinet approve the report content for publication.
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Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Catherine Window

1. Introduction

- 1.1 The report attached at Appendix A is the third review of the refreshed Strategic Equality Plan (SEP) 2016 – 2020. It is the eighth review under the Public Sector Equality Duty and reflects the annual reporting regulations for Wales introduced in 2011.

2. Content

- 2.1 The report sets out progress against the refreshed Equality Objectives contained within our SEP. The report is a backward looking review of progress against the actions to meet the Objectives during 2018/19, which is set out in more detail in Appendix 1. Details on employment & training information is attached at Appendix 2. Additional information (of relevance

to the requirements of the Public Sector Equality Duty) has also been included, outlining work in areas including:

- Councillor Champions
- Engagement and co-production
- Hate crime
- Children's Rights
- Community cohesion
- Domestic abuse
- Co-production
- Education & schools
- Work with older people

3. Equality and Engagement implications

3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

3.1.1 Our Equality Impact Assessment process ensures that we have paid due regard to the above.

3.1.2 There are no direct equality and engagement implications associated with this report. However, the report sets out progress to deliver the actions to meet our Equality Objectives that are set out within the Strategic Equality Plan; these actions will have been screened or subjected to an EIA.

4. Financial Implications

4.1 There are no direct financial implications associated with this report.

5. Legal Implications

5.1 There are no direct legal implications associated with this report.

Background Papers: None

Appendices: Appendix A - Equality Review Report 2018/19
Appendix 1 - Equality Review Report 2018/19 (progress April 2019)
Appendix 2 – Employment and Training Information 2018/19
Appendix 3 – EIA Screening Form