



Report of the Cabinet Member for Better Communities

Cabinet – 17 September 2020

Annual Equality Review 2019/20

Purpose:	To publish the Council's Annual Equality Review for 2019/20 in line with the Public Sector Equality Duty and reporting regulations for Wales.
Policy Framework:	Public Sector Equality Duty and reporting regulations for Wales.
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:	Rhian Millar

1. Introduction

- 1.1 The attached report and appendices are the fourth and last report on the Strategic Equality Plan (SEP) 2016/20; a new Strategic Equality Plan 2020/24 was approved in March 2020. It is the ninth review under the Public Sector Equality Duty and reflects the annual reporting regulations for Wales introduced in 2011.

2. Content

- 2.1 The report at Appendix A summarises progress against the former Equality Objectives contained within our previous Strategic Equality Plan 2016/20. Additional information (of relevance to the requirements of the Public Sector Equality Duty) has also been included.
- 2.2 The report is a retrospective review of progress against the actions to meet the Objectives during 2019/20, which is set out in more detail in Appendix B. Details on employment & training information is attached at Appendix C.

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.

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

3.2 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 during 2019/20 that are set out within the previous Strategic Equality Plan 2016/20; these actions will have been screened or subjected to an EIA.

4. Financial Implications

4.1 There are no financial implications associated with this report.

5. Legal Implications

5.1 There are no legal implications associated with this report.

Background Papers: EIA Screening

Appendices:

Appendix A	Annual Equality Review 2019/20.
Appendix B	Equality and Diversity Review 2019/20.
Appendix C	Equalities Data Report 2019/20.