



Report of the Cabinet Member for Culture & Equalities

Cabinet – 17 November 2022

Annual Equality Review 2021/22

Purpose:	To publish the Council's Annual Equality Review for 2021/22 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.
Report Authors:	Richard Rowlands / Joanne Portwood
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

1.1 The attached report is the tenth 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 Strategic Equality Objectives contained within our Strategic Equality Plan 2020/24. 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 2021/22, which is set out in more detail in Appendix B. Details on employment & training information is attached at Appendix C.

3. Integrated Assessment Implications

3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, 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 Acts.
- 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.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

3.1.1 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

3.1.2 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

3.1.3 This report meets our duty to report on progress in 2021/22 meeting the Strategic Equality Objectives set out in the Strategic Equality Plan 2020/24; so there is no direct impact on people or communities.

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: None.

Appendices:

Appendix A	Equality Review Report 2021/22
Appendix B	Equalities Action Plan 2021/22
Appendix C	Equalities Data Report – Year end 31 March 2022
Appendix D	Integrated Impact Assessment Screening Form