



Report of the Convener of the Equalities Scrutiny Inquiry Panel

Scrutiny Programme Committee – 8 July 2019

Final Scrutiny Inquiry Report: Equalities

Purpose	To present the final report for the scrutiny inquiry into equalities
Content	The final report is attached which concludes the inquiry.
Councillors are being asked to	Agree the report for submission to Cabinet
Lead Councillor	Councillor Louise Gibbard, Convener of the Equalities Scrutiny Inquiry
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1. Introduction

- 1.1 The final report arising from the Scrutiny Panel's Inquiry into Equalities is presented to the Committee for agreement so that it can be submitted to Cabinet for decision. The attached report presents the conclusions and recommendations arising from the inquiry that sought to answer the following question:

'How can the Council improve how it is meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales 2011)?'

- 1.2 The report is structured in the following way:

- Foreword: Why This Matters
- Summary of Conclusions and Recommendations
- Why We Produced this Report
- Evidence Considered
- Conclusions
- Recommendations
- Acknowledgements
- About the Inquiry Panel

1.3 The Scrutiny Programme Committee are asked to agree the report for submission to Cabinet. In considering the report the Committee should satisfy themselves that:

- Sufficient evidence has been gathered in order to address the question that the inquiry aimed to answer;
- The conclusions of the Panel are supported by the evidence gathered by the Panel;
- The recommendations of the Panel follow from their conclusions and are reasonable, achievable and capable of being actioned and monitored.

If the Committee have any issues with regard to the content of the report, these will need to be referred back to the Panel for further consideration prior to the report being re-presented to the Committee.

1.4 In considering the report the Committee may wish to emphasise aspects of the Inquiry to Cabinet. Points of this type can be included on the covering report that goes to Cabinet and will be attributed to the Committee.

1.5 The Equalities Scrutiny Panel did not have time to cover the aspects of the Equality Act that relate to Procurement matters and would refer that aspect to Scrutiny Programme Committee for consideration for inclusion in this year's scrutiny work programme.

2. Legal Implications

2.1 There are no specific legal implications at this stage.

3. Financial Implications

3.1 There are no financial implications to this report. Any potential implications will be outlined in the Cabinet response.

4. Equality and Engagement Implications

4.1 Equality and engagement issues were formally considered at the scoping stage of this inquiry and borne in mind by the panel throughout evidence gathering. The Cabinet Member will need to ensure that implications are considered via application of the corporate Equality Impact Assessment process when considering the response to the recommendations. Schools are also subject to the Public Sector Equality Duty (Wales) in their own right.

Background papers: None

Appendices:

Appendix 1: Equalities Scrutiny Inquiry Final Report