

GWYNEDD COUNCIL CABINET



Report to a meeting of Gwynedd Council Cabinet

Date of meeting: 3 November 2020
Cabinet Member: Councillor Nia Jeffreys
Contact Officer: Delyth G Williams, Equality and Policy Officer
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Title of Item: Annual Equality Report 2019-20

1 THE DECISION SOUGHT

The Cabinet is asked to note and accept the information in the report.

2 THE REASON FOR THE NEED FOR A DECISION

The purpose of this report is to provide an update on the work that is ongoing in the field of equality as a result of the Strategic Equality Plan 2016-20, and more widely. The report is an accurate record of what has been done during the year.

It is also a statutory duty on the Council to complete an Annual Report and to note employment information each year (Equality Act 2010).

As this is the last Annual Report for the 2016-20 Plan it includes an assessment of the work undertaken over the four years and also recognises the relationship with the 2020-24 Statutory Equality Plan which was adopted by the Cabinet on 10 March 2020.

3 INTRODUCTION

In March 2016, the Council published its Strategic Equality Plan for the period of 2016-20 in order to reduce inequality between people who have equality characteristics and the rest of society. Those characteristics are:

- Age
- Gender reassignment
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

(Equality Act 2010)

In the Strategic Equality Plan, the Council noted four objectives to work towards over the next four years. The objectives were chosen based on a variety of evidence including internal information, the voice and participation of members of the public and data on equality characteristics. A fifth objective (the last in the list below) was added in the 2017-18 Annual Report, again on the basis of evidence.

The objectives are:

- Improve our arrangements to discover and use the opinion of people who share equality characteristics
- Improve our equality impact assessment arrangements
- Create circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member
- To identify any employment and pay inequalities and to take action to reduce them.
- Improve our information provision for people who do not use Welsh as English as a first language or need information in different formats

The document also includes an appendix which gives employment details according to protected equality characteristics.

4 NEXT STEPS AND TIMETABLE

The work of implementing the Strategic Equality Plan 2020-24 Objectives has begun.

5 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

There was no need to adjust the Strategic Equality Plan's Equality Impact Assessment this time,

The Views of the Statutory Officers

i) Chief Finance Officer

I understand that the Cabinet is asked to accept the report for information. Hence, I have nothing to add to the report from a financial propriety perspective.

ii) Monitoring Officer

The annual report reflects progress and provides an overview of this important area. Equality considerations are embedded in the Council's decision-making processes and this is to be welcomed a propriety point of view.

