

MEETING	Cabinet
DATE	19 January 2016
TITLE	Strategic Equality Plan 2016-20
PURPOSE	To approve the Strategic Equality Plan as a draft for consultation
AUTHOR	Councillor Ioan Thomas
CONTACT OFFICER	Geraint Owen, Head of Corporate Support

1 The decision sought/purpose of the report

- 1.1 The purpose of this report is to submit the Strategic Equality Plan 2016-20 for consultation with the public.

2 Introduction

- 2.1 The purpose of Gwynedd Council's Strategic Equality Plan 2016-20 is to reduce inequality between people who have equality characteristics and the rest of Society. The plan has been prepared in accordance with the duty which has been set by the Equality Act 2010 on public authorities in Wales to produce and publish a Strategic Equality Plan, and to consult with the public as part of that.

3 Relevant Considerations

- 3.1 Our equality plan notes our Equality Objectives and the steps we will take to realise them. These objectives are based on:

- Internal information
- Voice and participation
- Data on equality characteristics

- 3.2 Having analysed the above information, the following four aims were reached:

Objective 1: To improve our arrangement to discover and use input from people who share equality characteristics

Objective 2: To improve our equality impact assessment arrangements

Objective 3: To reduce the difference between elected member representation and the county's population characteristics

Objective 4: To identify any pay differences and to act to reduce them

3.3 The plan:

3.3.1 Demonstrates the emphasis we place on receiving the comments and opinions of people who share equality characteristics and to respond to that which they are telling us when we plan our services.

3.3.2 Highlights that we are concentrating on permeating equality matters to the day to day work of the Council in order to provide services which make a difference to people who share equality characteristics.

3.3.3 Draws attention to the improvements that we want to make in order to ensure equality impact assessments which are consistent and of the highest standard.

3.3.4 Is consistent with the six regional objectives which have been agreed as part of the work of the Council with the North Wales Public Sector Equality Network.

3.4 The Equality Impact Assessment which has been prepared alongside the plan demonstrates the positive impact of the plan on the people of Gwynedd.

3.5 The progress of the plan will be monitored as part of the Council's usual performance management work. In accordance with the requirements of the act, we will publish an annual report which will demonstrate the progress that we will have made towards delivering our four objectives.

4 Reasons for Recommending the Decision

4.1 The Cabinet is asked to approve the Strategic Equality Plan 2016-20 (draft) in order to consult on its content with the public.

5 Next steps and timetable

5.1 The timetable for the consultation will end on 1 March 2016. Subject to the Cabinet's approval to changes following the consultation, the report will be published and communicated in various ways, including social media. The plan will also be available in a variety of formats and languages on request.

6 Appendices List/Bibliography

Appendix 1: Strategic Equality Plan 2016-20 (draft)

Appendix 2: Equality Impact Assessment Strategic Equality Plan 2016-20

Views of the statutory officers

The Chief Executive:

It is a statutory requirement for us to be publishing and consulting on this Plan. The Plan submitted has been subject to detailed work and there is a clear focus and rationale to the objectives it includes. I approve the document for consultation purposes.

The Monitoring Officer:

The original plan was adopted in 2012 for 4 years in accordance with the statutory duties of the Council under equality legislation. Maintaining a consultative process addresses the statutory requirements and principles regarding the establishment of such a plan. I do not have anything to add from a propriety perspective.

The Head of Finance Department:

The Council has committed to avoid inequality, although at times there is an additional cost in order to ensure that. Each plan is considered separately and services will take action within their current resources, or will finance the cost (e.g. through securing a net saving).