

## CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

<b>Title of Item:</b>	2023-24 Annual Report, Strategic Equality Plan 2020-24
<b>Cabinet Member:</b>	Councillor Menna Trenholme, Cabinet Member for Corporate Support
<b>Relevant officer:</b>	Delyth G Williams, Equality Adviser
<b>Date of meeting:</b>	16 July 2023

### 1. Decision Sought:

The Cabinet is requested to note the content and approve the 2023-24 Annual Report and the 2020-24 Equality Plan.

### 2. The reason why the Cabinet needs to make the decision:

Reporting progress annually on the Strategic Equality Plan is a duty in accordance with the Equality Act 2010 as it is implemented in Wales. It is also good practice within the Council for the Cabinet to be aware of the progress.

### 3. Introduction and Rationale

#### 3.1 Background/Introduction

The intention of the Annual Report is to note the progress made in relation to the Action Plan for the 5 Equality Objectives that were worked on during 2023-24, as noted in the Council's Strategic Equality Plan 2020-24. The Cabinet is requested to approve this progress.

#### 3.2 Rationale and justification for recommending the decision

The purpose of the Strategic Equality Plan is to reduce inequality between people with protected characteristics and people without those characteristics in accordance with our duty under the Equality Act 2010. The Ensuring Fairness for All Project (namely the Equality Plan) has been identified as one of the priority projects within the Council Plan by the Cabinet. It fulfils the need in the Well-being of Future Generations Act to ensure "a more equal Wales", and complies with the 5 sustainable ways of working by looking to the future, preventing discrimination, including our staff and the public, promoting fairness and working collaboratively across the Council and with the public.

This is the fourth Annual Report for the 2020-24 Equality Plan and it reports against the 5 objectives noted in it. As this is the final Plan for the 2020-24 Strategic Equality Plan, it also looks at the progress during the period and what will happen next.

The report also includes additional details in accordance with the guidelines of the Equality Act 2020-24 as it is implemented in Wales, including a report on our workforce's equality characteristics.

It is good to note that the majority of the work noted in the Action Plan has now been completed, despite the difficult time experienced at the beginning of the Plan's period. Any work that has not been completed has been included in the 2024-28 Strategic Equality Plan, which was approved by the Cabinet in March, especially as much of the work was long-term and will take time to be completed.

An Impact Assessment on the Equality Characteristics, the Welsh Language and Socio-economic impact had been prepared for the 2020-24 Strategic Equality Plan and has been consistently updated. A new one was prepared for the 2024-28 Strategic Equality Plan.

### **3.3 Next steps**

We have now started on the work for the 2024-28 Strategic Equality Plan.

## **4. Views of the Statutory Officers**

### **4.1 Chief Finance Officer**

I am satisfied that approving the Annual Equality Report will not create additional spending commitments. I support the report, and I do not have further comments from the perspective of financial propriety.

### **4.2 Monitoring Officer**

I welcome this Annual Report on performance against a duty which is relevant to all the Council's activities.

## **List of Appendices**

Annual Report 2023-24, 2020-24 Strategic Equality Plan  
2023-24 Employment Information  
2023-24 Equality Complaints

## **List of Background Documents**