

CYNGOR GWYNEDD – Cyngor Gwynedd Cabinet Report

Item title:	2022-23 Annual Report, Strategic Equality Plan 2020-24
Cabinet Member:	Councillor Menna Trenholme, Corporate Support Cabinet Member
Contact Officer:	Delyth G Williams, Equality Advisor
Meeting Report:	19 September 2023

1. Decision sought:

The Cabinet is asked to note the content and approve the 2022-23 Annual Report, Equality Scheme 2020-24.

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

Reporting progress on the Strategic Equality Plan annually 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 that has been made to the Implementation Plan of the 5 Equality Objectives worked towards during 2022-23 as set out in the Council's Strategic Equality Plan 2020-24. The Cabinet is asked to approve that 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 (which is the Equality Plan) has been identified as one of the priority projects within the Council Plan by the Cabinet. It meets the need in the Well-being of Future Generations Act to ensure a "more Equal Wales", and is in line with the 5 sustainable ways of working because it looks to the future, prevents discrimination, involves our staff and the public, promotes fairness and working together across the Council and with the public.

This is the third Annual Report to the Equality Scheme 2020-24 and it reports against the 5 objectives set out in it.

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

It is possible to say that much of the work that is identified in the Action Plan has now been completed, despite the difficult time experienced at the start of the Plan's period. The work will continue next year in order to complete the action points identified.

An Impact Assessment on the Equality Characteristics, the Welsh language and Socio-Economic Impact has been prepared for the Strategic Equality Plan. We have looked at whether there was a need to change that taking into account the general and specific equality duty under the Equality Act 2010, the Socio-Economic Duty, and the Welsh Language (Wales) Measure 2011. We have not identified a need to change the assessment at this time.

3.3 Next steps

The work will continue next year to try to complete the action points identified.

4. Statutory Officers Comments

4.1 Chief Financial 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

Attachment's List

2022-23 Annual Report, Strategic Equality Plan 2020-24
Employment Information 2022-23

List of Background Documents