

CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of Item:	Strategic Equality Plan 2024-28
Cabinet Member:	Councillor Menna Trenholme, Cabinet Member for Corporate Support
Relevant Officer:	Delyth G Williams, Equality Adviser
Date of meeting:	12 March 2023

1. Decision Sought:

To accept and adopt the Strategic Equality Plan so it can be implemented over the next four years (2024-28).

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

According to the specific duty placed on Welsh public organisations as part of the Equality Act 2010 in Wales, a Statutory Equality Plan must be created every four years. As part of this it is necessary to amend our Equality Objectives.

3. Introduction and Rationale

3.1 Background/Introduction

The Cabinet has already identified Ensuring Fairness for All, namely the Strategic Equality Plan, as one of the Council's priorities through the Council's Plan. As the Act requires action on a 4-year cycle, the current Plan period is coming to an end, and a new one is required.

3.2 Rationale and justification for recommending the decision

We have undertaken an extended period of opinion gathering on the objectives with a variety of people. You have already heard about the engagement period between April and August 2023, which gave us a range of information for adapting our equality objectives in order to create an Equality Objectives Consultation Document. After the Cabinet agreed for the document to be released, a period of consultation on the draft objectives was held. This included a questionnaire in various formats, with the equality officers meeting again with groups of people with protected characteristics. A report on the consultation can be found as an appendix.

As a result of the consultation, we have adapted the objectives. This includes simplifying the wording and making the action points more specific. We have also added some action points and have divided one of the Objectives into two.

As expected of such a document, the Impact Assessment, which has been amended following the consultation, shows that the Objectives have a positive impact on people with equality characteristics and the three aims of the equality duty.

It also has a positive impact on socio-economic disadvantage, something we are required to look at under the Socio-economic Duty 2021. Data shows that people with some protected characteristics are more likely to live in financial poverty or be affected more frequently or harshly by factors such as digital poverty or to live far away from services. The fact that the Objectives have a positive effect on people with those characteristics therefore means that we are reducing the socio-economic gap.

It can also be seen that the Objectives generally have a positive impact on the Welsh language, and that specific steps are proposed for removing any potentially negative impact.

The Impact Assessment also looks at the Well-being of Future Generations (Wales) Act 2015. It shows that the Objectives, and the way we have acted, comply with the Sustainable Development Duty under the Act, by addressing the five ways of working.

3.3 Next steps

Should the Cabinet accept the Strategic Equality Plan for 2024-28, we will create a comprehensive Action Plan for each action point within the objectives to commence the work as soon as possible.

We will report upon this work as one of the Council's projects and prepare Annual Reports that will be presented to the Cabinet.

The impact assessment is a live document, and we will amend it as required, with individual ones being prepared for every Objective.

4. Views of the Statutory Officers

4.1 Chief Finance Officer

I support the decision sought to adopt the Strategic Equality Plan for 2024-2028. I am comfortable that the cost of the implementation plan will be comparatively low. I expect that it will be possible to meet these costs within existing revenue budgets but if not, additional funding will need to be sought through the usual arrangements

4.2 Monitoring Officer

In accordance with the Council's statutory duties under equality legislation the Council needs to create a Strategic Equality Plan and thereby review its Equality Objectives. Carrying out an engagement process meets statutory requirements and principles regarding carrying out a review. It is important that the Cabinet is satisfied that what is recommended

represents an appropriate response to the consultation. There is nothing further to add in terms of propriety.

List of Appendices

Strategic Equality Plan 2024-28

Impact Assessment on the Equality Characteristics, Welsh Language and Socio-economic Impact

A report on the Consultation

List of Background Documents

[Microsoft Word - 2023 Equality in North Wales Data and evidence report.docx \(llyw.cymru\)](#)

[Microsoft Word - Analysis of the Engagement.docx \(llyw.cymru\)](#)