

CYNGOR GWYNEDD - Report to Cyngor Gwynedd Cabinet

Title of Item:	2024-25 Annual Report, Strategic Equality Plan 2024-28
Cabinet Member:	Councillor Llio Owen, Cabinet Member for Corporate Services
Relevant officer:	Delyth G Williams, Equality Adviser and Gwenno M Owen, Equality Trainee
Date of meeting:	16 July 2025

1. Decision Sought:

The Cabinet is requested to note the content and approve the 2024-25 Annual Report of the 2024-28 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 2024-25, as noted in the Council's Strategic Equality Plan 2024-28. 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 first Annual Report for the 2024-28 Equality Plan, and it reports against the 5 objectives noted in it. It can be noted that most of the work noted for the first year has been undertaken.

The report also includes additional details in accordance with the guidelines of the Equality Act 2010 as it is implemented in Wales, including a report on our workforce's equality characteristics.

An Impact Assessment on the Equality Characteristics, the Welsh Language and Socio-economic Deprivation had been prepared for the 2024-28 Strategic Equality Plan and no reason to change was recognised during this first year.

3.3 Next steps

Work will be ongoing next year in order to complete the action points noted.

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 of acknowledged importance and relevance to all the Council's activities

List of Appendices

Annual Report 2024-25, 2020-24 Strategic Equality Plan
2024-25 Employment Information

List of Background Documents

[Strategic Equality Plan 2024-28](#)