

Y BWRDD GWEITHREDOL

18^{FED} o RAGFYR

ADRODDIAD BLYNYDDOL CYNLLUN CYDRADDOLDEB STRATEGOL 2016-17

Y Pwrpas:

Bod y Bwrdd Gweithredol yn cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2016-17

Yr Argymhellion / Penderfyniadau Allweddol Sydd Eu Hangen:

Bod y Bwrdd Gweithredol yn cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2016-17

Y Rhesymau:

Mae'r Ddeddf Cydraddoldeb 2010 yn cyfuno deddfwriaethau gan gryfhau a mireinio'r Gyfraith gan ei gwneud hi'n haws i bobl ddeall a chydymffurfio. Daeth y mwyafrif o'r Ddeddf i rym ar 1 Hydref 2010.

Mae Adroddiadau Blynyddol yn gyfle da i fonitro, adolygu a myfyrio ac yn gyfle i'r awdurdod i nodi ei weithgarwch parhaus ynghylch cyflawni'r dyletswyddau cyffredinol a phenodol. Mae hyn yn cynnwys myfyrio a yw'r trefniadau a chymau gweithredu yn effeithiol ac yn parhau'n briodol. Bydd adroddiadau blynyddol yn cynorthwyo awdurdodau i fonitro eu gwaith eu hunain, yn ogystal â darparu tryloywder ar gyfer rhanddeiliaid.

Disgwylir i Adroddiadau Blynyddol gynnwys gwybodaeth ynghylch y gweithlu, hyfforddiant a thâl. Paratoir yr Adroddiad Gwybodaeth am y Gweithlu gan yr Uned Rheoli Pobl.

Y pwyllgor craffu a'r dyddiad:

Ymgynghorir â'r Pwyllgor Craffu Polisi ac Adnoddau ar 06.12.17

Angen i'r Bwrdd Gweithredol wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:-

Y Cynghorydd Linda Evans

Y Gyfarwyddiaeth:

Enw Pennaeth y Gwasanaeth:

Wendy Walters

Awdur yr Adroddiad:

Llinos Evans

Adfywio a Pholisi

Swyddi:

Cyfarwyddwr

Swyddog Polisi a Phartneriaeth

Rhifau ffôn / Cyfeiriadau E-bost:

01267 224112

WSWalters@sirgar.gov.uk

01267 224914

LlinEvans@sirgar.gov.uk

EXECUTIVE SUMMARY

18TH DECEMBER 2017

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016-17

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The Equality Act 2010 includes a new public sector equality duty, replacing the separate duties on race, disability and gender equality.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Religion and belief – including lack of belief
- Disability
- Marriage and Civil Partnership
- Pregnancy and maternity
- Sexual Orientation

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

Public bodies are required to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

2. OTHER OPTIONS AVAILABLE AND THEIR PROS AND CONS

The Wales specific equality duties set out the requirement to report annually under the heading *Reports by authorities on compliance with the general duty*. This is a useful reminder that the essential purpose of the specific duties is to help authorities to have better due regard to the need to achieve the 3 aims of the General Duty. The Regulations invite authorities to produce an annual report covering *any matter* that is relevant to the authority fulfilling the general and specific equality duties.

DETAILED REPORT ATTACHED?

YES

Strategic Equality Plan Annual Report
Appendix 1: Action Plan and Strategic Objectives

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **WS Walters**

Director of Regeneration and Policy

Policy, Crime & Disorder and Equalities YES	Legal YES	Finance NONE	ICT NONE	Risk Management Issues NONE	Staffing Implications YES	Physical Assets NONE
---	---------------------	------------------------	--------------------	---------------------------------------	-------------------------------------	--------------------------------

1. Policy, Crime & Disorder and Equalities

The development and publication of a Strategic Equality Plan is a Statutory responsibility.

2. Legal

There are legal obligations to non-compliance with the Equality Act 2010.

6. Staffing Implications

The publication of a Workforce monitoring report is a statutory duty. This report is published separately, due to its detailed nature.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **WS Walters**

Director of Regeneration and Policy

1. **Scrutiny Committee** – Policy and Resources - 6th December

2. **Local Member(s)** - n/a

3. **Community / Town Council** - n/a

4. **Relevant Partners** - A variety of organisations and individuals have been consulted with to collect data and opinions.

5. **Staff Side Representatives and other Organisations** - n/a

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Equality and Human Rights Commission Guidance for the Public Sector in Wales		http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/ or through Llinos Evans (LlinEvans@carmarthenshire.gov.uk / 01267 224914)
Carmarthenshire County Council's Strategic Equality Plan 2016-20		http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx or through Llinos Evans (LlinEvans@carmarthenshire.gov.uk / 01267 224914)

