

Y PWYLLGOR CRAFFU – POLISI AC ADNODDAU

6 Rhagfyr 2017

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 Pwyllgor Craffu yn ystyried Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol 2016-17 ac yn nodi unrhyw argymhellion cyn i'r Bwrdd Gweithredol ei gymeradwyo.

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 chamau 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

Y BWRDD GWEITHREDOL Ymgynghorir ar 18 Rhagfyr 2017

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 - Tai

Y Gyfarwyddiaeth: Enw Pennaeth y Gwasanaeth: Wendy Walters	Adfywio a Pholisi Swyddi: Cyfarwyddwr	Rhifau ffôn / Cyfeiriadau E-bost: 01267 224112 WSWalters@sirgar.gov.uk
Awdur yr Adroddiad: Llinos Evans	Swyddog Polisi a Phartneriaeth	01267 224914 LlinEvans@sirgar.gov.uk

**EXECUTIVE SUMMARY
POLICY AND RESOURCES SCRUTINY COMMITTEE
6TH DECEMBER 2017**

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016-17

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 not.

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	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	NONE	YES	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 To be consulted on 6 December 2017

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@cararthenshire.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@cararthenshire.gov.uk / 01267 224914)