

PWYLLGOR CRAFFU POLISI AC ADNODDAU

19 GORFFENNAF 2018

ADRODDIAD BLYNYDDOL CYNLLUN CYDRADDOLDEB STRATEGOL 2017-18

Y Pwrpas: I adrodd ar weithrediad Cynllun Strategol Cydraddoldeb ac Amcanion Cydraddoldeb y Cyngor

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

I ystyried, cynnig sylwadau a chymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2017-18.

Y Rhesymau:

Llunio barn am faterion sydd i'w cyflwyno gerbron y Bwrdd Gweithredol

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 ystyried a ydy'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. Paratwir yr Adroddiad Gwybodaeth am y Gweithlu gan yr is-adran Rheoli Pobl.

Angen cyfeirio'r mater at y Bwrdd Gweithredol: OES

- YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO: Cyng. Cefin Campbell (Cymunedau a Materion Gwledig)

Y Gyfarwyddiaeth:

Enw Pennaeth y Gwasanaeth:
Wendy Walters

Swyddi:
Cyfarwyddwr Adfywio a Pholisi

Rhifau ffôn / Cyfeiriadau E-bost:

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Awdur yr Adroddiad:
Llinos Evans

Swyddog Polisi a Phartneriaeth

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EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
19.07.2018

Strategic Equality Plan Annual Report 2017-18

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Equality Act 2010 includes a 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.

2. OTHER OPTIONS AVAILABLE AND THEIR PROS AND CONS

Annual Reporting as a Specific Duty

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 2017-18

Appendix 1: Objectives & Action Plan 2017-18

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: W S Walters Director of Regeneration & Policy

Policy, Crime & Disorder and Equalities YES	Legal YES	Finance NONE	ICT NONE	Risk Management Issues NONE	Staffing Implications YES	Physical Assets NONE
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1. Policy, Crime & Disorder and Equalities - The development and publication of a Strategic Equality Plan is a Statutory responsibility. Equality and Diversity issues are considered alongside the Well-being of Future Generations Act responsibilities.

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: W S Walters Director of Regeneration & Policy

1. Scrutiny Committee – 19 July 2018

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)