

# PWYLLGOR CRAFFU POLISI AC ADNODDAU 25<sup>ain</sup> O DACHWEDD 2015

## Cynllun Cydraddoldeb Strategol Cyngor Sir Caerfyrddin (Drafft) 2016-2020

### Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Bod y Pwyllgor Craffu yn ystyried cynnwys Cynllun Cydraddoldeb Strategol (drafft) ar gyfer trafodaeth trwy'r broses Ddemocrataidd a chadarnhad terfynol gan Gyngor mis Chwefror 2016 er mwyn ei weithredu o fis Ebrill 2016.

### 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. Hon fydd ail Gynllun Strategol y Cyngor yn dilyn cyflwyno'r Ddeddfwriaeth hynny.
- Yng Nghymru, mae Dyletswyddau Penodol wedi eu gosod ar gyfer cyrff cyhoeddus, ac mae datblygu Cynllun Cydraddoldeb Strategol yn un o'r rheini. Law yn llaw â hyn, mae'r dyletswydd i Asesu Effaith ein penderfyniadau, polisiau a chynlluniau. Mae'n rhaid gwneud hyn yng nghy-destun holl ddinasyddion ein sir, ac yn benodol o ran effaith ar y nodweddion a ddiogelir.

**Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: OES**

**Aelod y Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:**  
Cyng. Linda Evans (Cydraddoldeb)

Y Gyfarwyddiaeth:	Swyddi:	Rhifau Ffôn / Cyfeiriadau E-Bost:
Prif Weithredwr		
<b>Enw Pennaeth y Gwasanaeth:</b> Wendy Walters	Prif Weithredwr Cynorthwyol (Adfywio a Pholisi)	01267 224112 <a href="mailto:wswalters@sirgar.gov.uk">wswalters@sirgar.gov.uk</a>
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## EXECUTIVE SUMMARY

# POLICY & RESOURCES SCRUTINY COMMITTEE 25<sup>th</sup> NOVEMBER 2015

## (Draft) Carmarthenshire County Council Strategic Equality Plan 2016-2020

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
- 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. The Duty is compatible with the requirements of the Well-being of Future Generations Act, with 'equality' and 'cohesion' featuring strongly as two of the seven well-being goals.

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.

The (draft) Carmarthenshire County Council Strategic Equality Plan 2016-2020 has been prepared to outline how the Council will meet its duties under the Equality Act 2010 and the Specific Duties for Wales. We are required to publish our second Plan before the 2nd of April 2016.

Based on the information available and initial feedback from the consultation (as noted below) this draft strategy includes six key objectives that the Council will work towards achieving based on its role as an employer, as a provider of services and as a community leader. The draft objectives are as follows:

The Council as an employer

- Attract and retain the very best workforce.
- Work to improve employment monitoring data held by the Local Authority and ensure pay differentials are identified and acted upon.

The Council as a provider of services

- Continue work to remove the barriers to accessing Council services and give due regard to all groups when making decisions.
- Help maximise the potential of people, through the education system and by supporting the growth of the local economy.

The Council as a community leader

- Support cohesive communities by promoting community and civic engagement.
- We will encourage healthy lifestyles and promote the importance of well-being.

As noted above, significant consultation was undertaken between 17 August – 9 October 2015 as part of a regional approach to identify priorities and objectives for future delivery. The consultation process involved a purpose-designed survey and was overseen by a project group of organisations from across mid and West Wales. The consultation was undertaken jointly by Carmarthenshire, Pembrokeshire, Ceredigion and Powys County Councils, Pembrokeshire National Park, Hywel Dda University Health Board, Powys Teaching Health Board, Dyfed Powys Police, Mid and West Wales Fire and Rescue Service and Wales Ambulance Trust. 774 responses have been received (569 of those are Carmarthenshire specific). In addition, specific engagement events have also taken place across the four county areas. Detailed reports on the feedback received are currently being prepared and the information gained will be used to develop action plans for each county for delivery against its set objectives from April 2016.

<b>DETAILED REPORT ATTACHED?</b>	<b>YES</b>
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## 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: Wendy Walters      Assistant Chief Executive (Regeneration & Policy)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

- 1. Policy, Crime & Disorder and Equalities** – The development of a Strategic Equality Plan is a statutory duty under the Equality Act 2010.
- 2. Legal** – There are legal obligations to non-compliance with the Equality Act 2010.

## CONSULTATIONS

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

Signed: Wendy Walters      Assistant Chief Executive (Regeneration & Policy)

- 1. Local Member(s)** – Included as part of the public consultation undertaken from 17 August – 9 October 2015.
- 2. Community / Town Council** – Included as part of the public consultation undertaken from 17 August – 9 October 2015.
- 3. Relevant Partners** – A variety of organisations and individuals have been consulted with to collect data and opinions.
- 4. Staff Side Representatives and other Organisations** – Included as part of the public consultation undertaken from 17 August – 9 October 2015.

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW:**

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	<a href="http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/">http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/</a>