

# Y Bwrdd Gweithredol 29 Gorffennaf 2019

## Adroddiad Blynyddol Cynllun Cydraddoldeb Strategol 2018-19

### Y Pwrpas:

- I gymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2018-19.

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

- Bod y Rhag Fwrdd Gweithredol yn cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2018-19.

### 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 ystyried a ydy'r trefniadau a champau 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 is-adran Rheoli Pobl.

### Y pwyllgor craffu a'r dyddiad

Ymgynghorir â'r Pwyllgor Craffu Polisi ac Adnoddau ar 18.07.19

### Argymhellion / Sylwadau'r Pwyllgor Craffu:

### Angen i'r Bwrdd Gweithredol wneud penderfyniad OES

### Angen i'r Cyngor wneud penderfyniad NAC OES

### Aelod(au) y Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. Cefin Campbell (Cymunedau a Materion Gwledig)

Y Gyfarwyddiaeth: Prif Weithredwr

**Enw Pennaeth y Gwasanaeth:**  
Noelwyn Daniel

**Awdur yr Adroddiad:**  
Llinos Evans

**Swyddi:**

Pennaeth TG a Pholisi  
Corfforaethol

Swyddog Polisi a  
Phartneriaeth

**Rhifau Ffôn / Cyfeiriadau E-Bost:**

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**EXECUTIVE SUMMARY  
EXECUTIVE BOARD  
29<sup>TH</sup> JULY 2019**

**Strategic Equality Plan  
Annual Report 2018-19**

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 do not.

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  
Appendix 1: Objectives & Action Plan 2018-19



## 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: **Noelwyn Daniel** **Head of ICT & Corporate 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>YES</b>	<b>NONE</b>

- 1. Policy, Crime & Disorder and Equalities**  
 The development and publication of a Strategic Equality Plan is a Statutory responsibility under the Equality Act 2010.
- Equality and Diversity issues are considered alongside the Well-being of Future Generations Act responsibilities.
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- 2. Legal**  
 There are legal obligations to non-compliance with the Equality Act 2010.
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- 3. 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: **Noelwyn Daniel, Head of ICT & Corporate Policy**

- 1. Local Member(s) – N/A**
- 2. Community / Town Council – N/A**
- 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 – N/A**



**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>  or through Llinos Evans ( <a href="mailto:LlinEvans@carmarthenshire.gov.uk">LlinEvans@carmarthenshire.gov.uk</a> / 01267 224914)
Carmarthenshire County Council's Strategic Equality Plan 2016-20	<a href="http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx">http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx</a>  or through Llinos Evans ( <a href="mailto:LlinEvans@carmarthenshire.gov.uk">LlinEvans@carmarthenshire.gov.uk</a> / 01267 224914)

