

## Bwrdd Gweithredol 7 Medi 2020

### Calendr Hyrwyddo Cydraddoldeb a'r Protocol Baneri a Goleuo

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

1. Cytuno ar Galendr Hyrwyddo Cydraddoldeb safonol i Gyngor Sir Caerfyrddin ar gyfer y flwyddyn.
2. Cytuno ar y prif sianeli cyfathrebu a hyrwyddo o fewn y calendr.
3. Cytuno'n ffurfiol ar y Protocol Baneri a Goleuo diwygiedig.

#### Y rhesymau:

- Rydym yn ymwybodol bod nifer mawr o ddyddiadau dathlu/dynodedig ar gyfer y nodweddion gwarchodedig a nodwyd yn rhan o Ddeddf Cydraddoldeb 2010.
- Ein nod, drwy ddatblygu'r calendr hwn, yw bod gennym restr o ddyddiadau awdurdodedig penodol er mwyn sicrhau amserlen gyson a theg ar draws yr holl nodweddion.
- Bydd datblygu calendr o'r fath yn helpu o ran paratoi a chyhoeddi ein Cynllun Cydraddoldeb Strategol ar gyfer 2020-2024.
- Mae'r Protocol Baneri a Goleuo yn nodi'r dyddiadau dynodedig ar gyfer chwifio baneri ac mae wedi'i ddiwygio i gynnwys y Calendr Hyrwyddo Cydraddoldeb.

Angen ymgynghori â'r pwyllgor craffu perthnasol: NAC OES

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 Cefin Campbell

#### Y Gyfarwyddiaeth

Y Prif Weithredwr

**Enw Pennaeth y  
Gwasanaeth:**

Noelwyn Daniel

Awdur yr Adroddiad:

Llinos Evans

Swyddi:

Pennaeth TGCh a Pholisi  
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# EXECUTIVE SUMMARY

## Equality Promotion Calendar and Flag & Illumination Protocol

### **Equality Promotion Calendar**

The aim of the Equality Promotion Calendar is to provide a standardised and authorised timetable of key equality and diversity celebratory / designated days. The calendar aims to provide a platform for both internal and external communication, across all of the protected characteristics, as noted in the Equality Act 2010. The protected characteristics are noted below:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

As a public sector organisation listed under the Equality Act 2010, we have a responsibility under the General Duty to have due regard to the need to:

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

Developing an Equality Promotion Calendar provides an opportunity to advance equality and foster good relations between protected groups, in a proactive manner. By having a planned calendar of designated / celebratory days it avoids the need to consider various individual requests for support which can sometimes lead to a lack of representation from across the protected groups as not all characteristics will have representative symbols / flags to display.

Feedback on the promotion activity and celebratory / designated days recognised will be reviewed on an on-going basis, at least annually, in discussion with the Executive Board Member for Equalities and any additions to the Calendar will be agreed with the Leader of the Council in consultation with all Group Leaders.

### **Flag and Illumination Protocol**

The Protocol has been amended to take into account the requirements of the Equality Promotion Calendar (subject to approval of the Calendar) and is presented for formal approval. The Protocol outlines arrangements for designated flag flying dates (as set by the Department for Digital, Culture, Media and Sport), locally agreed flag flying dates and process for requesting additional dates/events for flying of flags or illumination of Council buildings.

#### **DETAILED REPORT ATTACHED?**

1. Equality Promotion Calendar
2. Flag & Illumination Protocol

## 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>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

### 1. Policy, Crime & Disorder and Equalities

Carmarthenshire County Council is a listed body under the Equality Act 2010 and must comply with the General Duty.

### 2. Legal

Non-compliance with Act could lead to legal challenge. We must be able to evidence that we have shown due regard to the General Duty.

### 3. Finance

There may be additional staff caretaking costs in order to raise specific flags; however, we will always aim to plan well in advance in order to minimise any potential costs.

## 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

### 4. Relevant Partners

Feedback from the Equality Carmarthenshire Group, which brings together Public Sector organisations and Equality community groups, has been extremely positive, when the concept of establishing an Equality Promotion Calendar has been discussed with them.

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

List of Background Papers used in the preparation of this report: **THERE ARE NONE**