

Y CABINET
13eg Medi 2021

ADRODDIAD BLYNYDDOL
CYNLLUN CYDRADDOLDEB STRATEGOL
2020-21

Y Pwrpas:

I gymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2020-21.

Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

- Bod y Cabinet yn cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2020-21.

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 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 is-adran Rheoli Pobl.

Y Pwyllgor Craffu a'r dyddiad Ymgynghorwyd â'r Pwyllgor Craffu Polisi ac Adnoddau ar 21.07.2021

Angen i'r Cabinet wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

Aelod(au) y Cabinet sy'n gyfrifol am y Portffolio:

- Cyng. Ann Davies (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

Strategic Equality Plan Annual Report 2020-21

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: Action Plan 2021-24

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 |
|---|------------|-------------|-------------|------------------------|-----------------------|-----------------|
| 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 under the Equality Act 2010.

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.

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. Scrutiny Committee

The Policy and Resources Scrutiny Committee at its meeting held on the 21st July 2021 UNANIMOUSLY RESOLVED that the report be approved.

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:

THESE ARE DETAILED BELOW:

| Title of Document | File Ref No. / Locations that the papers are available for public inspection |
|-------------------|--|
|-------------------|--|

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|---|---|
| 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@carmarthenshire.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@carmarthenshire.gov.uk / 01267 224914) |