

15.01.25

Yr Aelod Cabinet: Y Cynghorydd Philip Hughes Y Cynghorydd Carys Jones	Y Portffolio: Polisi a'r Gweithlu Materion Gwledig, Cydlyniant Cymunedol a Pholisi Cynllunio	
Adroddiad Blynyddol Cynllun Cydraddoldeb Strategol 2023-25		
Y Pwrpas: Amlinellu cynnydd a chytuno ar yr adroddiad blynyddol ar gyfer 2023-25. Daethpwyd â dwy flynedd o adrodd blynyddol at ei gilydd i adlewyrchu'r ffaith mai'r ffocws allweddol yn ystod 2023-24 oedd adolygu a chymeradwyo'r Cynllun Cydraddoldeb Strategol.		
Yr argymhellion / penderfyniadau allweddol sydd eu hangen: Cymeradwyo Adroddiad Blynyddol Cynllun Cydraddoldeb Strategol 2023-25.		
Y Rhesymau: Mae Deddf Cydraddoldeb 2010 yn crynhoi ac yn disodli'r ddeddfwriaeth flaenorol, ynghyd â symleiddio ac atgyfnerthu'r ddeddf fel ei bod yn haws i bobl ei deall a chydymffurfio â hi. Daeth y rhan fwyaf o'r Ddeddf i rym ar 1 Hydref 2010. Adroddiadau blynyddol yw un o'r prif gyfleoedd i adolygu, monitro ac adfyfrio ac i Awdurdod gofnodi'r gwaith parhaus y mae'n ei wneud i gyflawni'r dyletswyddau cyffredinol a phenodol. Mae hyn yn cynnwys adfyfrio ynghylch a yw ei drefniadau a'i gamau 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 i randdeiliaid. Rhaid i adroddiadau blynyddol gynnwys y wybodaeth gyflogaeth benodol, gan gynnwys gwybodaeth am hyfforddiant a chyflog. Mae'r Adroddiad Gwybodaeth am y Gweithlu yn cael ei baratoi gan yr adran Rheoli Pobl.		
Y Gyfarwyddiaeth: Prif Weithredwr Enw Pennaeth y Gwasanaeth: Paul Thomas Awdur yr Adroddiad: Gwyneth Ayers Llinos Evans	Swydd Prif Weithredwr Cynorthwyol Rheolwr Polisi Corfforaethol, Perfformiad a Phartneriaeth Rheolwr Polisi a Chynnwys	E-bost PRThomas@sirgar.gov.uk GAyers@sirgar.gov.uk LlinEvans@sirgar.gov.uk

Declaration of Personal Interest (if any):

None

Dispensation Granted to Make Decision (if any):

N/A

(If the answer is yes exact details are to be provided below:)

DECISION MADE:

Signed:

DATE: _____

CABINET MEMBER

The following section will be completed by the Democratic Services Officer in attendance at the meeting

	YES / NO
Recommendation of Officer adopted	
Recommendation of the Officer was adopted subject to the amendment(s) and reason(s) specified:	
Reason(s) why the Officer's recommendation was not adopted:	

EXECUTIVE SUMMARY

15.01.25

Strategic Equality Plan Annual Report 2023-25

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.

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
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IMPLICATIONS

ALL IMPLICATIONS REQUIRE SIGN OFF BY THE DIRECTOR OR HEAD OF SERVICE

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: Paul Thomas, Assistant Chief Executive (People, Digital & Policy)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
YES	YES	NONE	NONE	NONE	YES	NONE	NONE

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.

Legal

There are legal obligations to non-compliance with the Equality Act 2010. Publishing an annual report is one of those legal obligations. Any other legal requirements would be considered on a case-by-case basis.

7. 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: Paul Thomas, Assistant Chief Executive (People, Digital & Policy)

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee

N/A

2. Local Member(s)

Name(s) of local member(s) and individual comments to be included, if appropriate.

N/A

3. Community / Town Council

Name(s) of Town/Community Councils(s) and individual comments to be included, if appropriate

N/A

4. Relevant Partners

Name(s) and individual comments to be included, if appropriate

N/A

5. Staff Side Representatives and other Organisations

Name(s) and individual comments to be included, if appropriate

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		http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/ or through Llinos Evans LlinEvans@carmarthenshire.gov.uk
Carmarthenshire County Council's Strategic Equality Plan 2024-28		https://www.carmarthenshire.gov.wales/home/council-democracy/equality-diversity/ or through Llinos Evans LlinEvans@carmarthenshire.gov.uk

