

**POLICY AND RESOURCES CABINET BOARD**

**25<sup>th</sup> March 2011**

**CHIEF EXECUTIVE'S OFFICE**

**REPORT OF HEAD OF CORPORATE STRATEGY  
P.GRAHAM**

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**PART 1 – Doc. Code: PRB-250311-REP-CE-PG**

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# **1 COMMUNITY SAFETY PROJECTS FUND: APPLICATIONS FOR DECISION**

## **Purpose of the Report:**

To decide upon applications received for grant funding from Community and Voluntary Organisations and from the Safer Neath Port Talbot Partnership.

## **Background:**

### **Introduction**

Since 2000/2001 the Council has provided financial assistance to community-based and voluntary organisations to fund projects and schemes, which are designed to contribute towards the objectives of the Community Safety Strategy. The Safer Neath Port Talbot Partnership also develops projects for the same purpose. The combined budget for these purposes for 2010/11 is £15,000.

### **The Process**

Grant application forms are available from the Council's Community Safety Team which offers advice and guidance to applicants on the eligibility criteria and completion of the application form. Applications are assessed against the eligibility criteria prior to the application being reported to the Cabinet Board for determination. Safer Neath Port Talbot Partnership submissions are agreed between the relevant partners prior to be presented for decision. Appendix 1 shows applications approved to date.

## **Submitted Applications**

### **Community-based Projects**

	<u>Organisation</u>	<u>Project</u>	<u>Grant</u>
1.	Cwmgwrach Rugby Union Juniors	Under 8's team	£ 325.00

The project involves the creation of a new tag rugby team for 5 – 8 year olds living in the village of Cwmgwrach. The funding is required to purchase 15 sub suits and 20 tag belts. The project will help keep young people out of trouble and give them an opportunity to take part in an activity which will promote their health wellbeing and teach respect for others and the community they live in.

2. Gwynfi Amateur Boxing Club                      Save Our Club                      £500.00

The club has always shared running costs with the local youth club. The youth service has now closed the youth facility and the sole responsibility now rests with the boxing club. Without assistance to meet insurance and services costs, the boxing club will close leaving the 24 young members with nothing to do and nowhere to go. The funding along with some fundraising by the young people will enable the club to remain open for another year.

3. Pontardawe Riverside Centre                      Riverside International Mural                      £500.00

This project will create a mural on the external wall of the Riverside Centre as a partnership project between a local artist, young people and international volunteers to encourage young people to use the centre and park and reduce instances of vandalism by fostering a sense of pride in the centre.

4. BRAG    Youth Activities    £500.00  
(Bryn Residents Action Committee)

BRAG has been meeting regularly with young people in the village with a view to increasing the community activities and facilities available for them. The aim of the project is to offer intervention /play activities at the local Community Centre to help reduce anti social behaviour and to promote community safety issues such as drug awareness and personal safety.

5. Port Talbot Town Cricket                                      Summer School    £500

The club will be running a week long summer school in cricket coaching for up to 50 young people aged 9 – 16 years old. During the week they will be taught the skills of playing cricket and competing in teams. At the end of the week the young people will be invited to join the Port Talbot junior league with a view to playing on a regular basis.

- |    |                        |           |      |
|----|------------------------|-----------|------|
| 6. | Afan Valley Fight Club | Equipment | £500 |
|----|------------------------|-----------|------|

The club and the activities undertaken will give young people and adults from the Afan Valley an opportunity to meet, exercise and generally improve their physical fitness. The project will also address issues of drug and alcohol abuse and their consequential effects and the intergenerational interaction will also help the young people understand the impact of anti social behaviour and crime on the community.

Voluntary Organisations Projects

<u>Organisation</u>	<u>Project</u>	<u>Grant</u>
7.	Giants Grave & Briton Ferry Boys & Girls Club	Security improvements £1,000

The club has suffered repeated vandalism and break-in's resulting in damage to and theft of property to the value of £4,000. To date the club has installed an alarm, internal shutters and door guards and now require three outer window guards for the remaining glass windows. The addition of this security will hopefully ensure that the club, which is an invaluable asset to the community, remains open to continue to provide the wealth of activities it currently has on offer.

Partnership Projects

- |    |                         |                   |        |
|----|-------------------------|-------------------|--------|
| 8. | Safer Neath Port Talbot | Feel Safe Scheme. | £3,800 |
|----|-------------------------|-------------------|--------|

The Feel Safe Scheme has been operating in Neath Port Talbot since 1998. The scheme is primarily an anti-burglary initiative and the aim is to make older residents feel safer in their own homes by offering a number of measures that increase safety and security.

Although the majority of funding has been secured from other sources there is a small shortfall in funding.

**Recommendation:**

It is recommended that the applications be approved.

**Reasons for Proposed Decision:**

The applications recommended for approval meet the eligibility criteria and the projects will contribute to the objectives of the Community Safety Strategy.

**List of Background Papers:**

Eligibility criteria and application forms.

**Wards Affected:**

All wards

**Valleys Strategy:**

All valleys

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## **COMPLIANCE STATEMENT**

### **1 COMMUNITY SAFETY PROJECTS FUND** **APPLICATIONS FOR DECISION**

#### **(a) Implementation of Decision:**

The decision is proposed for implementation after the three day call-in period.

#### **(b) Sustainability Appraisal:**

##### **Community Plan Impacts**

Economic Prosperity	-	positive impacts
Education & Lifelong Learning	-	positive impacts
Better Health & Well Being	-	positive impacts
Environment & Transport	-	no impact
Crime & Disorder	-	positive impacts

##### **Other Impacts**

Welsh Language	-	no impact
Sustainable Development	-	no impact
Equalities	-	positive impacts
Social Inclusion	-	positive impacts

#### **(c) Consultation**

There has been no requirement under the constitution for external consultation on this item.

**2010/11**

**YOUTH RELATED PROJECTS**

<u>Scheme</u>	<u>Area of Benefit</u>	<u>Amount</u>	<u>Approved</u>
New under 16 football team	Cwmavon	£500	23/6/10
Young Fire-fighter bronze award	Neath East	£500	23/6/10
Barn Project	Briton Ferry	£500	30/7/10
Youth Reparation Project	Sandfields	£500	23/9/10
Trefelin Boys and Girls Club	Velindre	£500	11/11/10
Bulldogs Boxing Club	Sandfields & Baglan	£500	11/11/10

**VOLUNTARY ORGANISATION PROJECTS**

Afan Tawe Nedd N W Association	Promotion campaign	£979	23/6/10
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**SAFER NEATH PORT TALBOT PARTNERSHIP PROJECTS**

Christmas Campaign		£3,323	23/9/10
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**Total for 2010/11** **£7,302**

## **2 Equalities and the Single Equality Scheme**

### **Purpose of Report**

To consider the Council's position on equalities, the requirements of the Equality Act 2010 and the proposed specific duties for public bodies to be introduced by April 2012.

### **Background**

The Council introduced separate, but complementary, Equality of Opportunity in Service Delivery and Employment policies in 2001. The Equality of Opportunity in Service Delivery policy stated the Council's commitment to eliminating discrimination and providing equality of access to all of its services in a manner that is sensitive to the individual's needs.

This commitment was further expressed in the various Equality Schemes published in response to equalities legislation in recent years; The Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006.

With the introduction of the Equality Act 2010 additional equalities groups or protected characteristics are now covered by legislation. It is anticipated that each public body in Wales will be required to publish a Single Equality Scheme which will replace all current schemes from April 2012.

The report at Appendix 1 provides an update on the current equalities position within Neath Port Talbot as well as providing a possible way forward in meeting the Council's legal obligations in the future.

### **Recommendation**

A review group consisting of a number of Policy and Resources Scrutiny Committee Members is established to help develop a Single Equality Scheme for the Council.

### **Reasons for Proposed Decision**

To develop a Single Equality Scheme as required under The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.



## **Appendix**

Equalities Position Statement – Appendix 1

### **List of Background Papers**

Consultation Document: Equality Act 2010 - Performance of the Public Sector Equality Duties in Wales

Working for Equality in Wales – Equality, Diversity and Inclusion Division Welsh Assembly Government.

### **Wards Affected**

All

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## Compliance Statement

### Equalities and the Single Equality Scheme

**(a) Implementation of Decision**

The decision is proposed for implementation after the three day call-in period

**(b) Sustainability Appraisal**

**Community Plan Impacts**

Economic Prosperity	-	No impact
Education and Lifelong Learning	-	No impact
Better Health and Well Being	-	No impact
Environment and Transport	-	No impact
Crime and Disorder	-	No impact

**Other Impacts**

Welsh Language	-	Positive impact
Sustainable Development	-	No impact
Equalities	-	Positive impact
Social Inclusion	-	Positive impact

**(c) Consultation**

There has been no requirement under the constitution for external consultation on this item.

## **Equalities Position Statement**

### **Where we are with the Schemes and equalities generally**

Under legislation the Council has been required to produce and implement Equality Schemes which demonstrate how it will meet the general duty of the particular equality legislation.

#### **Race Equality Scheme**

The Scheme was first produced in May 2002 and revised in May 2005. Following dialogue with the then Commission for Race Equality further amendments were made to the Scheme in October 2005.

Further revision of the Scheme was held in abeyance due to the proposed changes to equality legislation. However, officers have continued to work to the existing Scheme as well as address issues identified through the Council's regular engagement with the local BME community.

#### **Disability Equality Scheme**

The Disability Equality Scheme, originally produced in December 2006, has subsequently been reviewed with the associated action plan being revised in light of issues identified and prioritised through engagement with disabled people, their organisations and senior management in the Council.

With the introduction of the Equality Act 2010 the production of a new action plan has been suspended. However, work continues to address those issues identified as well as issues highlighted through the Council's regular engagement with the local disability community.

#### **Gender Equality Scheme**

This Scheme was produced in response to the single Equality Act 2006. While there was no legal requirement for Welsh public bodies to produce a scheme it was considered good practice to do so until WAG obtained transfer orders to introduce a duty specific to Wales. This process was over taken by what was to become the Equality Act 2010.

The Council did produce a Scheme which drew upon actions and initiatives that had been identified and were being progressed by various services.

## Consultation and Engagement

The work undertaken for equalities has been informed by the views and comments gathered through a variety of consultation and engagement events and initiatives over the years. These have included Have Your Say events (on general and specific topics) for both disabled and older people; consultation on a variety of Council and partnership strategies and plans; engaging regularly with existing groups and fora, e.g. Black and Minority Ethnic Forum, Youth Council, Older Persons' Council and the Disability Network.

## **The Equality Act 2010.**

Previous requirements under equalities legislation on public bodies have, since the commencement of the Equality Act in October 2010, been repealed. The majority of the provisions under the Act came into force in October 2010; including protection against direct and indirect discrimination, harassment and victimisation; changing the definition of gender reassignment; clearer protection for breastfeeding mothers; introducing a new concept of "discrimination arising from disability"; extending protection from 3rd party harassment to all protected characteristics; making it more difficult for disabled people to be unfairly screened out when applying for jobs, etc.

From April 2011 public bodies, under the public sector general duty, must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

These 'different groups' or 'protected characteristics' are:

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

Legal requirements, known as specific duties, are placed on public bodies to help fulfil the general duty. In Wales these specific duties are currently being finalised and are expected to come into force on 6<sup>th</sup> April 2011.

### **What's likely to be included for implementation in April 2012.**

The Welsh Assembly Government's (WAG) consultation on its proposals for the specific duties has recently ended and while these are yet to be finalised there is some indication of what will be included.

The draft proposals, 16 in total, cover the following areas:

- Setting equality objectives by April 2012
- Reporting progress on objectives
- Collecting and reporting employee related equality data
- Assessing impact of policies and practices
- Engagement – including involvement and consultation – accessibility
- General reporting
- Procurement

Unlike the rest of Great Britain it is anticipated that public bodies in Wales will be required to produce a Single Equality Scheme. It is proposed that these Schemes will be published by 2<sup>nd</sup> April 2012 and will include an overview of arrangements for complying with the regulations; a statement setting out information on the equality objectives; a description of the authority; other related matters and engagement provision.

At present it is not anticipated that these specific duties will apply to governing bodies of schools, town and community councils or community health councils although they will be subject to the general public sector duty.

The specific duties are timetabled for debate by the National Assembly for Wales on 29<sup>th</sup> March 2011, coming into force on 6<sup>th</sup> April 2011.

### **What we plan to do by April 2012.**

In order to meet the legislative requirements in relation to the specific duty the Council will publish its Single Equality Scheme by 2<sup>nd</sup> April 2012. However a significant amount of work will have to be undertaken prior to this date to ensure that the information contained in the Scheme is appropriate for the

County Borough, relevant and meaningful to residents, officers and members alike.

The focus of the specific duty is the collection of information to assist public authorities to set objectives that are designed to enable them to better comply with the general duty. WAG's aim is to make the whole process more outcome focussed rather than the process driven requirements in the past.

The identification of meaningful equality objectives will be the first piece of work to be undertaken. This will involve the utilisation of existing engagement mechanisms with residents, officers and members as well as holding specific events to capture the views of those sections of the community that are not always keen to or are unable to get involved. Another vital source of information will be that captured from by the various systems reviews that have been undertaken over recent months.

It is anticipated that training for staff will be a legal requirement under the specific duty. Training on various aspects of equalities has been undertaken by both staff and members over recent years, however, with the introduction of new protected characteristics in the Equality Act it would be opportune to develop a training programme to fully address these changes.

The Single Equality Scheme will be the vehicle to convey the Council's values and work in equalities within Neath Port Talbot along with the legally required information yet to be finalised. The Scheme will build on information already obtained through various engagement opportunities routinely held by the Council and in partnership with other organisations. Further engagement events and initiatives will be held for the various protected characteristics when appropriate.

### **What's next?**

Although the specific duty is yet to be finalised it is apparent that the publication of at least one equality objective in respect of a particular protected characteristic will come into force in April 2012. As this will be a major component of the new scheme it is important that the objectives are appropriate, achievable and relevant for all concerned.

It is anticipated that the objectives will be determined by examining information already received through previous engagement activities with officers and members and any issues identified through the myriad of ongoing and new engagement activities that are undertaken.

Options to be considered for taking this work forward include:

### **Member Involvement**

The need to produce a Single Equality Scheme provides an important opportunity to review what citizens with protected characteristics (and the organisations which represent them) think about council services.

Member input at key stages in the development of the Single Equality Scheme will help ensure a greater understanding of the issues from a variety of different perspectives is gained, as well as help champion the importance of equalities across the Council and the communities of Neath Port Talbot.

It is being proposed therefore that the Single Equality Scheme becomes a specific review for Policy and Resources, resulting in a number of Policy and Resources Scrutiny Committee Members meeting as a review group to consider identified equality issues in some depth before reporting back to a full meeting of the Scrutiny Committee. In particular, it would be very helpful if those scrutiny chairs undertaking the WLGA action learning set training on equalities could be members of the review group.