

SOUTH WEST WALES CORPORATE JOINT COMMITTEE

30th July 2024

Report of the Chief Executive

Report Title: Joint Equality, Diversity and Inclusion Strategy (Draft)

Purpose of Report	For Information To provide Members of the South West Wales Corporate Joint Committee (SWWCJC) with an update to the development of Joint Equality, Diversity and Inclusion Strategy (Draft) and Regional Strategic Equality Plan (SEP).
Recommendation(s)	For Information Only
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Finance Officer	Chris Moore
Legal Officer	Craig Griffiths

1. Introduction / Background:

- 1.1 Further to correspondence received from the Equality and Human Rights Commission (EHRC), the Chief Executive has met Rev Ruth Coombs Head of Wales on behalf of the Commission.
- 1.2 The Corporate Plan encompasses the commitment towards the Public Sector Equality Duty (PSED), together with the Equality Objective **“To deliver a more equal South West Wales by 2035 by contributing towards:**

(a) The achievement of the Welsh Government’s long-term equality aim of eliminating inequality caused by poverty;

(b) The achievement of the Equality statement set out in Llwybr Newydd which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,

And

(c) The achievement of the Welsh Government’s long-term equality aims of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”,



1.3 Whilst the Commission appreciated the commitment of our Corporate plan, they noted the SWWCJC were yet to publish their Strategic Equality Plan (SEP) in accordance with The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 Regulation 14. Strategic Equality Plan and Reg 7. Arrangements for collection etc. of information about compliance with the general duty

1.4 During the meeting held on 16th May 2024, the Chief Executive provided an overview of the progress made SWWCJC has made and recognised within the findings published by Audit Wales. The Chief Executive further advised that the partners of SWWCJC had robust policies and procedures in place to include Strategic Equality Plans, together with the integrated impact assessment toolkit adopted by the SWWCJC to form strategic decisions.

2. Strategic Equality Strategy and Plan :

2.1 The Chief Executive advised that SWWCJC were currently reviewing their strategic objectives in collaboration with partners to the SWWCJC and that the draft Regional Strategic Equality Plan would be presented to the SWWCJC late July 2024.

2.2 Rev Ruth Coombs was positive that the SWWCJC are working towards the planned approach in a timely manner. Further advice and guidance was offered via officers together with publications available on the Equality and Human Rights Commission website <https://www.equalityhumanrights.com/guidance/public-sector-equality-duty/public-sector-equality-duty-specific-duties-wales>.

3. Development :

3.1 The Joint Equality, Diversity and Inclusion Strategy has been developed to outline the commitment of the SWWCJC towards equality, diversity and inclusion. The strategy outlines several objectives and actions that will inform the development of the Regional Strategic Equality Plan.

3.2 Officers will continue to liaise with the Commission to gain feedback of the approach to implement the Equality, Diversity and Inclusion Strategy and to inform the Regional Strategic Equality Plan in collaboration with partners to the SWWCJC.

3.3 It is envisaged that both the Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan will be presented to the Overview and Scrutiny Sub Committee (3rd September 2024) ahead of seeking approval at SWWCJC on 12th September 2024.



4. **Timescales:**

- 4.1 Joint Equality, Diversity and Inclusion Strategy (Update) (Information) be presented to SWWCJC 30th July 2024
- 4.2 Liaise with Equality and Human Rights Commission on draft strategy by 30th July 2024
- 4.3 Present the Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan to the Overview and Scrutiny Sub Committee (3rd September 2024) for comment and endorsement.
- 4.4 Present the Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan to the South West Wales Corporate Joint Committee (12th September 2024) seeking endorsement to implement and publish.

5. **Financial Impacts:**

- 5.1 Engagement and participation development may require consultancy to ensure media planforms, stakeholder engagement planning and events. This will be considered in future reports if deemed necessary.

6. **Integrated Impact Assessment:**

- 6.1 The CJC is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
 - 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.
 - Deliver better outcomes for those people who experience socio-economic disadvantage
 - Consider opportunities for people to use the Welsh language
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

In recognition of the above duties, the CJC has adopted an Integrated Impact Assessment (IIA) Tool which allows for a two-stage approach to be undertaken to measure any potential impact of its decisions.



The final draft of the Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan will be subject to the IIA protocol to inform the strategic decision making process.

The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan includes the CJC's Equality Objective which is set out below for ease of reference:

“To deliver a more equal South West Wales by 2035 by contributing towards:

- (a) The achievement of the [Welsh Government's long-term equality aim](#) of eliminating inequality caused by poverty;
- (b) The achievement of the [Equality statement set out in Llwybr Newydd](#) which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,

And

- (c) [The achievement of the Welsh Government's long-term equality aims](#) of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”

Well-being of Future Generations (Wales) Act 2015

Alignment with CJC Corporate Plan 2023-2028 and the identified CJC Well-being objectives:

6.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

6.3 The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan contains the CJC's well-being objectives and frames the corporate direction of travel. To this end, it is considered that the recommendation(s) contained within this report align(s) to the corporate policy framework of the CJC as set out within its Corporate Plan.



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



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Well-being Objective 1

“To collaboratively deliver the Regional Economic Delivery Plan and Regional Energy Strategy thereby improving the decarbonised economic well-being of South West Wales for our future generations.”

Well-Being Objective 2

“To produce a Regional Transport Plan for South West Wales that is founded on collaboration and enables the delivery of a transport system which is good for our current and future generations of people and communities, good for our environment and good for our economy and places (rural and urban).”

Well-Being Objective 3

“To produce a sound, deliverable, co-ordinated and locally distinctive Strategic Development Plan for South West Wales which is founded on stakeholder engagement and collaboration and which clearly sets out the scale and location of future growth for our future generations.”

7. Workforce Impacts:

7.1 There are no workforce impacts associated with this report

8. Legal Impacts:

8.1 There are no legal impacts associated with this report as for information only.

9. Risk Management Impacts:

9.1 No impacts

10. Consultation:

10.1 No requirement as this report is for information only.

11. Reasons for Proposed Decision:

11.1 No requirement as this report is for information only.

12. Implementation of Decision:

12.1 No requirement as this report is for information only.

13. Appendices:

13.1 Appendix A – Joint Equality, Diversity and Inclusion Strategy (Draft)

14. List of Background Papers:

14.1 None



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