

## **POLICY AND RESOURCES CABINET BOARD**

### **REPORT OF THE HEAD OF CORPORATE STRATEGY AND DEMOCRATIC SERVICES**

**27<sup>th</sup> NOVEMBER 2014**

#### **SECTION C – MATTER FOR MONITORING**

**WARD(S) AFFECTED: ALL**

#### **THE STRATEGIC EQUALITY PLAN ANNUAL REPORT 2013-2014**

##### **Purpose of Report**

This report presents the Strategic Equality Plan Annual Report for 2013-2014.

##### **Background**

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires the Council to provide an annual report by 31<sup>st</sup> March each year. In this instance it means reporting on 2013-2014 by 31<sup>st</sup> March 2015. The annual report includes the progress made towards fulfilling its equality objectives and how the Council has met the public sector general duty; to have due regard to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
3. foster good relations between people who share a protected characteristic and those who do not

##### **The Annual Report**

In order to represent a clearer picture of our work and the links between the equality objectives and the priorities in the Corporate Improvement Plan the publication of this equalities annual report has been brought forward from the usual timetable of March each year to the autumn. This change will pave the way to rationalising and streamlining a number of 'annual reports' into one coherent report for the Council.

Time and circumstances have overtaken those actions we originally identified to help meet the equality objectives. However, as the objectives were linked to the priorities in our Corporate Improvement Plan 2013-2016 we were still able to

make progress across a number of our equality objectives through alternative actions.

### **Next steps**

In light of budgetary and staffing constraints on the Council currently, and in the coming years, it is timely to undertake a review of the equality objectives. The new objectives will be identified through engagement with a wide range of stakeholders, including those groups we already work with, our partners, elected Members, trade unions and staff.

In setting the objectives we will be mindful not to waste our resources but to concentrate on a few priorities that will have the greatest impact, to align the equality objectives and the priorities in the Corporate Improvement Plan as well as be mindful of our work in the wider context, for example the Single Integrated Plan.

### **Appendices**

Appendix 1 - The Strategic Equality Plan Annual Report 2013-2014

### **List of Background Papers**

The Strategic Equality Plan  
The Strategic Equality Plan Action Plan

### **Officer Contact**

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