

**Strategic Equality Plan 2015-2019**

**Extension to April 2020**

The Strategic Equality Plan 2015-2019 was adopted by Council on 14 October 2015.

The Plan was published six months earlier than was legally required due to the changing legislative landscape and requirements for the production of corporate plans. This included the change in corporate planning requirements from the setting of improvement objectives (Local Government (Wales) Measure 2009) to the setting of well-being objectives (Well-being of Future Generations (Wales) Act 2015).

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires the Council to set equality objectives and to publish them in a Strategic Equality Plan and the 2015 Strategic Equality Plan was published six months early in order to align the above planning and improvement arrangements.

However, the reporting requirements for the above arrangements are different and over time it has been difficult to provide a comprehensive picture of the difference the two plans are making in terms of equalities.

By extending the current Strategic Equality Plan to April 2020, more time will be available to improve the alignment of the Plan for the period 2020-2024 with the Corporate Plan 2020-2023 which is currently being developed (also to be published in April 2020). This will also provide more time to consider the reporting arrangements to enable a more comprehensive assessment of the impact the two planning and improvement arrangements are making in terms of equalities.

The extension will also enable the outputs of various pieces of work that are currently in progress to be taken into consideration when developing the revised Strategic Equality Plan. Those pieces of work include the review of the Healthy Relationships for Stronger Communities Strategy (the renamed Violence Against Women, Domestic Abuse and Sexual Violence Strategy), the exploration of the requirements and impact of the soon to be introduced socio-economic duty as well as the outputs of the Poverty Symposium held in October 2019.