



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Neath Port Talbot County Borough Council Strategic Equality Plan 2020-2024

Mae'r ddogfen hon hefyd ar gael yn Cymraeg
This document is also available in Welsh

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Introduction

The Strategic Equality Plan, including the equality objectives and associated actions, was to be presented to Cabinet in April 2020.

However, as a result of the outbreak of COVID -19 this was not possible due to executive reporting arrangements being disrupted and many of our workforce having been redeployed to other service areas to support the Council's response.

Furthermore, at the end of March 2020, the Equality and Humans Rights Commission suspended statutory deadlines for publishing Strategic Equality Plans and equality objectives until October 2020.

The response to the outbreak by key workers in all services across the public sector was, and continues to be, phenomenal. However, it became increasingly apparent as weeks went on that while all communities were being affected, Black, Asian and minority communities were being affected disproportionately; in matters of health, as key workers, with the severe effects on employment as well as accessible education for children and young people.

The various reports and meetings over recent months have not only supported original opinion but are exploring in depth the devastating impact the pandemic has had on our Black, Asian and minority communities. At an early stage in the outbreak we recognised that the Strategic Equality Plan and equality objectives would need to be reviewed to address the impact the pandemic was having on our local communities.

The brutal killing of George Floyd on 25th May 2020, followed by the understandable international outcry and condemnation, other events in our recent history as well as the disproportionate effect COVID-19 outbreak experienced by members of the Black, Asian and Minority Ethnic communities brought into sharp focus the deep seated attitudes and behaviours that remain towards people from these communities.

In his address to Council in July 2020, the Leader gave a commitment to initiate a fresh look at how we work with our Black, Asian and minority ethnic communities in Neath Port Talbot to achieve equality, equity and social cohesion and to bring about societal change to demonstrate that Black Lives Matter.

This accentuated the need to further review the equality objectives, and actions. Following consideration of the most recent relevant papers and research available it was considered that while the equality objectives remained relevant further consideration of more relevant actions was required.

In light of this, an involvement programme is being developed to ensure that the experiences and concerns of members of the Black, Asian and Minority Ethnic communities in the Neath Port Talbot are fully taken into account in the revision of actions to meet our equality objectives.

Who we are

Neath Port Talbot is located on the coast between Swansea to the west and Bridgend to the east. Neath Port Talbot also shares boundaries with Carmarthenshire, Powys, Rhondda Cynon Taf and the Brecon Beacons National Park. Covering an area of over 44,217 hectares, the physical characteristics of the County Borough is broadly divided into the coastal corridor and the Valleys.

According to the Census 2011 Neath Port Talbot has a resident population of 139,800 and has the 11th highest population density of the 22 local authorities across Wales. The expected growth in population, an increase of about 5% (7,000) by 2021, appears to be borne out with the 2018 mid-year estimate of 142,906 people living in the county borough. This estimate includes nearly 31,500 people over the age of 65.

The Welsh Index of Multiple Deprivation (WIMD) 2019 identified that 15.4% of local super output areas (areas with a population of 1000) in Neath Port Talbot are in the top 10% of the most deprived areas in Wales. The WIMD is designed to identify those small areas where there are the highest concentrations of several different types of deprivation

According to the 2011 Census, black and minority ethnic groups account for 2.1% of the population compared to 4% in Wales.

Data from schools indicates that the proportion of pupils from ethnic minority backgrounds (non-white British) is 6.16% compared to the all Wales percentage of 11.41%.

At the 2011 Census, of those people indicating a religion, faith or belief, 57.7% described themselves as Christian, 33.8% indicated that they have no religion, 7.3% did not state a religion and those remaining were Buddhist (0.2%), Hindu (0.1%), Jewish (0%), Muslim (0.4%), Sikh (0.1%), other (0.4%).

Neath Port Talbot has the third largest Gypsy and Traveller Community in Wales. There are two authorised gypsy traveller caravan sites in the county borough with an estimated population of 236.

At the time of the Census, 2011, over three quarters (77.7%) of adults living in Neath Port Talbot considered their health was either good or very good, which is very similar to the average across Wales. 10.5% of adults surveyed felt that their health was poor or very poor, which is a little higher than the average across Wales (7.6%).

There are high levels of chronic health conditions such as heart disease, diabetes and respiratory disorders in the county borough with 28% of the population having a limiting long term illness compared to 22.7% across Wales (Census 2011).

The provision of unpaid care in Neath Port Talbot is 14.6% (Census 2011), the largest percentage in Wales.

Structure of the Council

Within Neath Port Talbot there are 42 electoral divisions returning 64 elected members and we operate a cabinet model of local government with a Leader who is supported by nine cabinet members (the Executive). Decision making is organised among the Cabinet and four Cabinet Boards. Scrutiny Committees monitor the performance and decisions of the Executive and make reports and recommendations which advise the Executive and the Council as a whole on its policies, budget and service delivery.

Each of our eight Cabinet Members have responsibility for a broad range of matters. The cabinet member for corporate services and equalities is our designated Equality Champion while the cabinet member for adult social services and health is our designated Older Persons' Champion. Further cabinet members have portfolios which are associated with the equalities agenda, for example, children, education and community safety.

The importance we give to equalities is reinforced by the fact that policies and plans relating to equalities and the Welsh language are amongst the limited number that require approval by full Council.

A senior management group consisting of the Chief Executive, Assistant Chief Executive and Corporate Directors oversees the strategic management of the Council's business. Heads of Service have individual operational responsibility for services as well as providing strategic support to senior management.

Our corporate Equality and Community Cohesion Group, with a membership consisting of senior officers of the Council, the police and representatives of local equality groups, organisations and communities, aims to:

- address issues and concerns that are identified by the various communities
- promote cohesiveness and provide mutual support for the communities in Neath Port Talbot
- keep under review key external equality-related developments, such as equality standards, codes of practice and legislation
- ensure Council policies are accessed by all
- raise the profile of equalities throughout Neath Port Talbot County Borough
- recommend corporate equality documents for approval
- monitor progress on the implementation of corporate equality policies and action plans within directorates
- share expertise and experience, in order to support other group members in the task of taking a lead in equalities

This group has been instrumental in the development of our equality objectives.

The Legislative and Strategic Context

The Equality Act 2010

The Equality Act 2010, brought together and replaced previous anti-discrimination legislation, simplified and strengthened the law, removed inconsistencies and made it easier to understand for everyone. By implementing the Act our aim is to work towards creating a fairer society, improving public services, addressing entrenched inequalities and ultimately improving people's lives.

The Council, along with other public bodies, is required under the Act to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations amongst and between people of different protected groups (known as the Public Sector Equality Duty).

The protected groups, or characteristics, are:

- age
- gender reassignment
- sex
- race
- disability
- pregnancy and maternity
- sexual orientation
- religion and belief
- marriage and civil partnership (but only in respect of the need to eliminate discrimination)

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

In Wales, specific duties have been introduced to help us carry out the public sector duty and these include the production of a Strategic Equality Plan (SEP) and the development and publication of equality objectives.

Welsh Language Measure 2011

The Measure gave the Welsh language official status in Wales, established the role of the Welsh Language Commissioner, created a procedure for introducing duties in the form of language standards and made provision regarding promoting and facilitating the use of the Welsh language amongst other provisions. The Welsh Language Commissioner's role is to promote the Welsh language, and improve the opportunities people have to use it, by emphasising the language's official status in Wales, and by placing standards on organisations.

Welsh Language Standards (No1) Regulations 2015

These Regulations, imposed on county councils and county borough councils, national park authorities and Welsh Ministers, include a range of standards of conduct in respect of the Welsh language. The standards were grouped into the following areas:

- service delivery
- policy making
- operational
- promotion
- record keeping

A [Welsh Language Standards Annual Report for 2019-2020](#) has been produced, in accordance with these Regulations, which details how we have complied with the standards during the year.

Well-being of Future Generations (Wales) Act 2015

This legislation places duties upon the Council to set well-being objectives and to work in a sustainable way to achieve a fairer and more equal Wales. The Council has recently revised its integrated impact assessment tool to assist officers in weaving together all of the duties that arise in relation to equality.

Socio Economic Duty

The Welsh Government's proposed introduction of the socio economic duty will require us, along with other public bodies, to do more formally. We already consider the impact of policy decisions on socio economic grounds to an extent through our existing Integrated Impact Assessment tool. There is no doubt that inequalities are widening so it would make sense in that context for us to be really clear about where the main impacts of decisions we make are falling. Those who are poorest are being disproportionately affected by a number of changes and we are working with the Bevan Foundation and local partners to draw this out a lot more clearly prior to decisions being taken. The Socio Economic Duty will come into effect in Wales on 31 March 2021.

Welsh in Education Strategic Plan

The aim of the Welsh in Education Strategic Plan (WESP) is to outline the Council's plans for Welsh medium education in the county borough, moving primary and secondary schools along the linguistic continuum to provide a measured and considerable increase in the level of Welsh medium education.

NPT Armed Forces Covenant

We are very aware that veterans of the armed forces who, by the very nature of their service involvement, can experience poor mental health and/or physical disabilities. Their experiences not only affect the individual but also impact on family and friends, straining relationships, causing distress, sometimes leading to even more critical situations for all concerned. The strain on family life is not confined to families of veterans but can be experienced by families of those currently serving in the armed forces.

As part of our commitment to this work we have signed the UK Government's Armed Forces Covenant and encourage our strategic partners to do so too. Locally, we have signed an Armed Forces Community Covenant with the armed forces community in the county borough and our local strategic partners. Signatories to the Covenant agree to help support to the local armed forces community and make it easier for service personnel, families and veterans to access the help and support available. In addition, the armed forces community is encouraged to do as much as it can to support its community and promote activity that integrates the service community into civilian life.

Digital Inclusion

Whilst the Council's Smart and Connected Digital Strategy aspires to exploit the potential of digital technologies for local people and our economy, the strategy explicitly recognises that there are significant number of people who are not on-line. In 2020 the Council was recognised by Digital Communities Wales for the work it is doing as an agency and in partnership to address digital exclusion. Many of those who are digitally excluded share protected characteristics. For example, those who are elderly, in poor health, disabled or on low incomes are more likely to be digitally excluded than others in the general population. We must ensure that as we innovate and harness digital technologies and data sciences to improve the effectiveness of our organisation that we do not leave people behind. Our action plan developed in support of the Digital Inclusion Charter commitments sets out how we will do this.

Assessment and training

Integrated impact assessment

We have reviewed and revised our equality impact assessment process to include our new legal duties introduced by the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016 as well as maintaining the focus of equalities and the Welsh language. Our aim was to develop a more integrated approach when assessing the impact of our policies and services not only on people who share protected characteristics but also on the wider community, both now and in the future.

With the introduction of the new Integrated Impact Assessment process we developed a training programme on to ensure our staff fully understand the why as well as the how to undertake assessments, the importance of consultation and involvement as well as recognising the wider sustainable development principle.

The Council's Executive and Non-Executive/Regulatory Report Guidance was also updated to reinforce current and reflect new legislative requirements. This update of the report guidance also provided an opportunity to reinforce the way in which impact assessments are reported to members.

A review of the impact assessment process and the success of its implementation was due to be undertaken in May 2020 but this has been delayed due to the pandemic. The review will be rescheduled as soon as is practicable.

Completed integrated impact assessments form part of decision reports and as such are published on our website as part of the reports pack for Cabinet or the relevant Cabinet Board. The intention of the Integrated Impact assessment is that members have a good understanding of how decisions proposed to be taken impact on people who share protected characteristics or other factors.

Training

Training is an important element of our work, not only in helping us meet our equality objectives but also as a key feature in the personal development of employees and elected members. As a result, our training programme has focused on areas that are new and those that remain challenging for the Council as a whole.

We continue to work to ensure that all staff and elected members are aware of their roles and responsibilities and are suitably trained when planning and delivering services. Over recent years we have had huge workforce changes as a result of austerity measure, e.g. loss of significant numbers of experienced staff and a moratorium on recruitment. With this and the ever changing dynamics within our communities as a result of inward migration and external forces, e.g. Brexit, we are conscious that gaps remain in our understanding and knowledge and so we continue to seek out appropriate training to address this.

A range of equalities related training has been delivered to our staff and staff from partner organisations. These sessions have included most recently mandatory training on violence against women, domestic abuse and sexual violence, dyslexia awareness, equalities in the workplace, hidden disabilities and making reasonable adjustments, unconscious bias, hate crime, modern slavery and human trafficking, ethical employment and welsh language amongst others. We have also held training for staff who have responsibility for undertaking integrated impact assessments.

Equality matters have also been included in other seemingly unrelated areas such as complaints officer and performance management and performance appraisal for managers training amongst others.

Our Equality Objectives

- Education** – to ensure children and young people are the best they can be
- Health and Wellbeing** – to promote wellbeing and good mental health and tackle mental health stigma and discrimination
- Personal Safety** – to ensure people and communities are safe, respected and free from violence and abuse
- Employment** – to ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced
- Participation** – to ensure services are accessible for all and people and communities are able to better influence decisions that affect them
- Living standards** – to work to reduce poverty and support independent living

Developing our equality objectives

With continuing austerity, increasing unease as a result of the national political and economic climate, the impact of various national policies combined with rising levels of poverty, hate incidents and the increasing awareness of mental health issues we have been acutely aware of the impact these have on our communities.

However, even against this backdrop we have made a lot of progress in developing our understanding of the issues and there are some good pieces of work being delivered which are having a positive impact for people within our communities:

- We started work on understanding what poverty issues are having the most significant impact on local people and held our first 'Poverty Symposium' event in September 2019. The event helped to identify opportunities for improving the way that services and support are delivered to people on low incomes across Neath Port Talbot.
- Universal Credit - its roll out is having a significant impact on those of our residents who may already be dealing with long term health problems, disability or unemployment and we have been working with our partners to provide help and advice to those adversely affected.
- We have commissioned Policy in Practice, who use household level data to understand and track the impact of the welfare reforms on residents, to help us determine who will be most significantly affected by the cumulative impact. The focus of our work going into 2020-2021 is to use the information to target the roll-out of the Childcare Offer and to direct some of our employability efforts towards specific groups of people.
- National Participation Charter - our Youth Service and The Think Family Partnership were the first in Wales to sign up to the National Participation Charter and have received the coveted National Participation

Kitemark for the way they encourage children and young people to have their say in the design and planning of the services they deliver.

- Youth Mayor – the young people of Neath Port Talbot elected their first ever Youth Mayor and Deputy Youth Mayor, who will be the voice for all children and young people across the county borough and will also shadow the Mayor of Neath Port Talbot at a number of pre-determined Civic duties.
- Safe Leave Policy - in continuing with the implementation of our 'Healthy Relationships for Stronger Communities Strategy' we became the first local authority in Wales to implement a 'Safe Leave' policy for staff who are affected by any form of Domestic Abuse, allowing them the opportunity to access support services, legal advice, alternative housing or medical help in a safe, planned way.

In addition our wellbeing objectives and improvement priorities in the Corporate Plan reflect our commitment to address the issues we face in Neath Port Talbot. Our vision and values set the standard for our work:

- We want our county borough to be a place where everyone has an equal chance to get on in life – a place where people want to live, learn and work and bring up their family
- We will celebrate diversity in all of its forms and work tirelessly for greater equality in all of our communities.

This is further expressed by our commitment in this iteration of our Strategic Equality Plan:

'To reduce inequality and tackle the causes of inequality'

The Equality and Community Cohesion Group, consisting of senior officers of the Council, the police and representatives of local equality groups, organisations and communities has been instrumental in the development of the draft equality objectives and proposed actions.

In developing the equality objectives we considered various national and local research findings; latest data available to the Council and issues raised by local equality groups during meetings of the Equality and Community Cohesion Group.

Local research was carried out with members of the Black and Minority Ethnic (BME) community, people with experiences of low income, disabled people, members of the Gypsy and Traveller community and communities in general. A number of common threads were identified throughout the process, including hate crime/incidents, poverty and barriers when accessing services, which have been incorporated into the equality objectives.

Evidence and data

The following are some of the key documents referred to in the development of the equality objectives:

Is Wales Fairer? - The Equality and Human Rights Commission's '[Is Wales Fairer?](#)' Report has been a key source of data to inform the development of the draft equality objectives. It is the most comprehensive review of how Wales is performing on equality and human rights. The Report focuses on six themes: Education, Health, Personal Safety, Living Standards, Employment and Participation and these appear to reflect those areas which have been highlighted locally. As a result we have adopted these themes for our draft equality objectives.

Healthy Relationships for Stronger Communities Strategy - The revised Healthy Relationships for Stronger Communities strategy outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Neath Port Talbot. Developed with a wide range of partners and survivors with the aim of tackling all forms of violence in relationships, the achievable actions will help us to achieve our long term vision:

*“To prevent and eradicate gender based violence by promoting: equality; safety; respect; and, independence to enable **everyone** to live free from abuse and the attitudes that perpetuate it.”*

Chwarae Teg Fair Play Employer Scheme - We are working with the Chwarae Teg as part of the [Fair Play Employer Scheme](#). The Scheme supports organisations to develop gender equality action plans, using analysis of available workforce data, consideration of employer practices, matched to evidenced best practice recommendations, including actions to reduce gender pay gaps. Chwarae Teg has assessed our gender equality policies and practices, including a survey of staff and awarded us the Silver Award for Gender Diversity. This award recognises that the Council has a clear commitment to making a difference to the recruitment, retention and progression of women in the workplace.

Neath Port Talbot Poverty Symposium - A multi-agency Poverty Symposium was held in September 2019 and brought together practitioners from a range of organisations, to identify opportunities for improving the way that services and support are delivered to people on low incomes across Neath Port Talbot. The event explored the causes of poverty, the impact of welfare reform, the day-to-day experiences of poverty in our communities, the increase in poverty in working households and the relationship between income and well-being.

The information from the Poverty Symposium is being used to inform the development of a multi-agency strategy to outline what needs to be done to improve the lives of those living on a low income in Neath Port Talbot.

Community Cohesion Survey - This survey, undertaken with residents of Neath Port Talbot during 2019, provided insight into the dynamics within our communities. It highlighted the complexities of people’s feelings and experiences particularly when accessing public sectors services, engaging with people from other backgrounds and as victims of hate incident/crime. It was also apparent that underlying issues of austerity and multiple deprivations contributed to negative views and positions.

Stickability: Supportive Services for Gypsy and Traveller Communities in Neath and Port Talbot - This community-based evaluation, conducted in early 2019, to explore the question ‘What could be different in how

Neath Port Talbot (NPT) local area services support local Gypsy and Traveller communities'? Commissioned by the Council and undertaken by Wales School for Social Care Research at Swansea University, the research sits in the context of a commitment to better understand and respond to the disadvantage and exclusion faced by Gypsy and Traveller communities. Interviews with both local community members and service providers have provided invaluable insight which is currently being considered to determine how best to address issues.

Community Profile - The aim of the community profile exercise was to understand the makeup of BAME (Black Asian and Minority Ethnic) Communities in Neath Port Talbot and any issues and challenges that they experience. The exercise involved analysing census data and data collected by Neath Port Talbot schools, as well as extensive work engaging with communities across the county borough. Various issues/concerns were raised during the exercise and these are being addressed through the work of the NPT BME (Black and Minority Ethnic) Community Association as well as informing the Strategic Equality Plan.

Time to Change Wales Campaign Employer Pledge - Time to Change Wales is a national campaign to end the stigma and discrimination faced by people with mental health problems. By committing to the [Time to Change Wales Campaign's Employer Pledge](#) the Council has publically declared that we as an organisation want to step up to tackle mental health stigma and discrimination. The associated action plan provides a framework for us to support employees with their mental health as well as support for training and access to a range of resources.

Smart and Connected - A Revised Digital Strategy - Our [Smart and Connected Strategy](#) focuses on three strategic priorities: transforming the way we deliver our functions/services and increasing use of the Council's on-line functions/services by residents; contributing to the development of favourable conditions for economic growth in the county borough and embracing a "digital first" approach to the way we support our workforce.

A key element of the strategy is to reduce digital exclusion - something that impacts on people who share protected characteristics

Making Wales the best place in the world to grow older - This [strategy](#) sets out the Older Person's Commissioner's vision of older people in Wales and her priorities for 2019-2022. The Commissioner's vision of Wales as '...the best place in the world to grow older' is supported by three priorities: taking action to end ageism and age discrimination; stop the abuse of older people and enable everyone to age well.

Making Money Work - This research, undertaken by Toynbee Hall and Tai Tarian, provided an insight into people's lived experience of being on low income in Neath Port Talbot. The findings and suggested solutions have played a key role in the work being undertaken as part of the anti-poverty agenda, with participants continuing to be involved.

Council's Website Audit - We commissioned a disability audit of the top ten most frequently used web pages to identify how we can improve access to services for those residents who have disabilities. A report on the findings has since been received and work is being undertaken to address the issues identified.

Community of Practice - The first Community of Practice (CoP) on Involvement and Engagement event was held in September 2019. The Community of Practice was established not just to consult with but to involve our communities and partner agencies from the outset in the work that we do to help us shape proposals before wider public consultation exercises. The event gathered over 28 key partners with representatives of range of groups including, children and young people, carers, people with disabilities, Welsh speakers and partnerships.

Equalities in Employment - Our latest [Annual Equalities in Employment Report](#) provides information collected and published as part of our legal requirements under equality legislation. This annual snapshot, disaggregated by protected characteristics and by specified categories, provides an overview of our workforce.

Gender Pay Gap - In our latest [gender pay gap](#) report the difference between the average pay of the men and women who work in the Council was 3.93% as at March 2019. Although reduced from 4.21% (March 2018) we were committed to reducing this further and so joined Chwarae Teg's Fair Play Employer Scheme in February 2019, to support us in delivering gender equality in our workplaces and achieve all the benefits of a truly

balanced workforce. With Chwarae Teg's support we have developed a [Gender Equality Action Plan](#), which includes specific actions to reduce the Council's Gender Pay Gap.

Welsh Language - Working to meet the requirements of the Welsh language standards is key to our work and while we do not always get it right we are committed to the principle of the Welsh Language Measure 2011. Providing a Welsh language service with a limited number of Welsh speakers is challenging. However, we are continually looking at ways to overcome this in order to provide a more effective and responsive service. Our [Welsh Language Standard Annual Report 2019-2020](#) provides additional information on how we are meeting the standards while progress for the period October 2018-September 2019 on the Welsh Language Promotion Strategy can be found in the [progress report](#).

United Nations Convention on the Rights of the Child - This international agreement sets out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities. We continue to be mindful of the requirements of the Convention particularly when developing our policies and services. A child's basic right to be protected from violence and abuse, to receive an education that enables them to fulfil their potential and to express their opinions and be listened to have formed the basis of our work.

NPT Armed Forces Covenant – As part of our commitment to the [Armed Forces Covenant](#), our Armed Forces Covenant Liaison Officer (who works across Neath Port Talbot, Swansea and Bridgend) has been key to the various initiatives and projects undertaken in the county borough and regionally; these included the Neath Port Talbot Mayor's Armed Forces Festival, armed forces awareness training, armed forces village and flag raising at the Wales Air Show.

As part of our Healthy Relationships for Stronger Communities Strategy, we are working with representatives from local organisations who support victims of domestic violence and our armed forces community to better understand and support victims and perpetrators amongst families of a serving member of the armed forces or a veteran. We have recognised that women from Commonwealth countries who have married service personnel

may experience particular difficulties in their relationship and are working with BAWSO (an organisation that supports women of ethnic backgrounds who experience domestic abuse) to better understand the issues.

Improvements to our understanding of the impact and manifestation of Post Traumatic Stress Disorder has been a feature in our training programme and as a consequence appropriate reasonable adjustments at our reception areas have been identified to improve accessibility.

Neath Port Talbot Corporate Plan – our [Corporate Plan](#) sets out our vision and describes the kind of Council we want to become. To achieve our vision, we have set ourselves the following three ambitious well-being objectives:

- To improve the well-being of children and young people: *“All of our children and young people have the best start in life, so they can be the best they can be”*
- To improve the well-being of all adults who live in the county borough: *“Everyone participates fully in community life – socially and economically”*
- To develop the local economy and environment so that the well-being of people can be improved: *“The whole of Neath Port Talbot county borough will be a vibrant, healthy and safe place to live, work and enjoy recreational time”*

Monitoring and Review

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires the Council to publish an annual report of progress made in meeting its equality objectives. The first annual report on this new Strategic Equality Plan, will be for the period 2020-2021 with an anticipated publication date in Autumn 2021.

As our Corporate Plan contains actions and improvement priorities that complement those identified to meet the equality objectives, we will report on progress against these Plans simultaneously in order to provide a more holistic assessment of progress.

The annual report will be reported to Cabinet Scrutiny Committee and Cabinet and once approved will be published on our website and communicated using a range of different media in line with our Corporate Communications and Community Relations Strategy. The annual report will be made available in alternative formats on request.

The corporate Equality and Community Cohesion Group, consisting of representatives of local equality groups, the police, officers and members of the Council, will be responsible for keeping the equality objectives and actions under review as well as monitoring progress.

We will develop appropriate performance indicators to measure the outcomes for each objective and these will be published along with actions to meet the objectives later in the year. Performance indicators will be kept under review to ensure that they are remain fit for purpose.