

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Monday, 18 November 2019</b>
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Draft Vale of Glamorgan Council Strategic Equality Plan 2020-24
Purpose of Report:	To seek Cabinet endorsement of the draft Strategic Equality Plan 2020-24 as the basis for consultation.
Report Owner:	Leader
Responsible Officer:	Tom Bowring - Head of Policy and Business Transformation
Elected Member and Officer Consultation:	The Strategic Equality Plan is relevant to all wards, individual member consultation is therefore not appropriate. Consultation will be undertaken with Members (via the Learning and Culture Scrutiny Committee), stakeholders and the public as described in this report.
Policy Framework:	This is a matter for Executive decision.
<p>Executive Summary:</p> <ul style="list-style-type: none"> <li>• The report sets out how the Council has developed the draft Strategic Equality Plan 2020-24.</li> <li>• The report sets out proposals for consulting on the draft Strategic Equality Plan 2020-24 from 25 November 2019 – 20 January 2020, including the involvement of the Learning and Culture Scrutiny Committee, the Council's partners and the public.</li> <li>• The report sets out the timetable for reviewing the consultation findings and the development of a final draft for consideration by Scrutiny Committee (Learning and Culture) and Cabinet prior to the publication of the new Strategic Equality Plan by 31 March 2020.</li> <li>• The draft plan sets out the Council's new strategic equality objectives which are a requirement under the Equality Act 2010 and the specific duties for Wales. They will frame how the Council will deliver its vision for 'working together for a fairer future' and support the Council's corporate well-being objectives.</li> </ul>	

## **Recommendations**

- 1.** That Cabinet approve the draft plan (contained in Appendix A) for consultation as outlined in this report and equality impact scoping assessment (Appendix B).
- 2.** That Cabinet refer this report and appendices to Learning and Culture Scrutiny Committee for its consideration as part of the consultation process.
- 3.** That Cabinet receives a further report in due course outlining the results of the consultation process that will be used to develop a final draft of the Strategic Equality Plan.

## **Reasons for Recommendations**

- 1.** To ensure the Council has an effective and up to date Strategic Equality Pan which reflects the work being undertaken across the Council to improve equality and fairness in the Vale of Glamorgan and which is informed by consultation.
- 2.** To enable the Scrutiny Committee (Learning and Culture) to formally consider the draft Plan as part of the consultation process.
- 3.** To enable Cabinet to consider the results of the consultation and to ensure that the Strategic Equality Plan 2020-2024 is in place for 1 April 2020.

## **1. Background**

- 1.1** The Equality Act 2010 includes a public sector equality duty ('the general duty'). The general duty requires the Council to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.
- 1.2** In addition to this, the Council (as a listed body under the Act) must comply with the specific duties in Wales, designed to help performance of the general duty and to aid transparency.
- 1.3** The specific duties in Wales cover a range of requirements, including the requirement to draw up and publish a strategic equality plan and include equality objectives in that plan.
- 1.4** The Council published its current Strategic Equality Plan in 2016. It must be reviewed no less than every four years.
- 1.5** The current Plan was developed in line with the requirements of the Equality Act 2010 and the specific duties for Wales. It sets out the Council's equality objectives and how these will be delivered.
- 1.6** Progress is monitored annually and reported on in the Annual Equality Monitoring Report. This is scrutinised by the Learning and Culture Scrutiny Committee. This report is published on the Council's website.
- 1.7** The Equality and Human Rights Committee monitors compliance. This is typically done through a themed annual review of public sector organisations.

- 1.8** The Plan ends in March 2020 and therefore a new Plan needs to be produced setting out the Council's priorities for the next four years. This report provides Cabinet with an overview of the process undertaken to date and seeks approval to consult on the draft Strategic Equality Plan 2020-2024 (Appendix A).

## **2. Key Issues for Consideration**

### **A New Strategic Equality Plan for 2020-24**

- 2.1** A Strategic Equality Plan is the device used to detail information that demonstrates that the Council is meeting the general duty. It must include information on a number of prescribed issues, such as its arrangements to identify and collect relevant equality and employment information, arrangements for assessing the likely impact on protected groups of any policies and practices and how the authority will promote knowledge and understanding of the general and specific duties among employees.
- 2.2** A key element of the Strategic Equality Plan is the equality objectives. The Council is required to publish objectives for each of the protected characteristics or to publish reasons why not. It is possible to have a smaller number of equality objectives which benefit a number of protected characteristics. We must justify where we do not have an objective for each protected characteristic.
- 2.3** The Council's draft equality objectives have been informed by national research from the Equality and Human Rights Commission ('Is Wales Fairer? 2018'), the Welsh Government's draft equality objectives and the views of members of the Equality Consultative Forum on the current equality objectives. This information has been considered in the context of our draft well-being objectives. In developing the equality objectives, areas where most impact can be achieved have been prioritised to reflect the resources available to deliver this work.
- 2.4** The Plan must set out the steps the Council intends to take to meet each objective and how progress will be monitored. The Strategic Equality Plan includes information on this, with a set of strategic actions associated with each objective.
- 2.5** There is also a requirement to publish an equality objective to address any gender pay gap identified (or else stipulate the reason for not doing so). This must have due regard to the need to address the causes of any pay differences that seem reasonably likely to be related to any of the protected characteristics. The draft Strategic Equality Plan makes reference to this within objective one.
- 2.6** Once approved, there can be no significant changes to the equality objectives without further engagement with representative groups and approval of those changes.
- 2.7** The Strategic Equality Plan is the vehicle for containing information about the equality work the Council undertakes. The Plan can be updated on a regular basis as new or updated information becomes available, or links can be created within it to allow people to access the information elsewhere.

## **The Draft Strategic Equality Plan**

- 2.8** The draft Plan (Appendix A) provides an introductory overview of the purpose of the Strategic Equality Plan as described above.
- 2.9** The Plan sets out the context within which the Council is operating (the population we serve and the resources available), a detailed set of equalities data and the achievements that have been delivered through the current Strategic Equality Plan.
- 2.10** The Plan sets out what the corporate vision and values mean in terms of our equality work. These will guide the delivery of the new equality objectives and actions.
- 2.11** The Plan sets out the proposed new strategic equality objectives which are:
- To provide services that meet the needs of residents and local communities.
  - To support learning and employment for protected groups, focusing on those who are most disadvantaged.
  - To support the safety and well-being of people at home and in their community.
  - To ensure our local environment can be enjoyed by a diverse range of people.
- 2.12** These draft objectives have been selected as they align with the draft well-being objectives which are currently being consulted upon. In doing so, it is intended that the equality work being progressed by the Council can be seen within the context of the Council's overall strategic priorities for the area.
- 2.13** For each objective, the draft plan sets out a definition of the objective and the high-level actions that will be taken over the next four years to achieve them.
- 2.14** As the Plan shows how the equality objectives link to the Council's draft new well-being objectives, it is clear how the Plan contributes to the national well-being goals and is in line with the five ways of working under the Well-being of Future Generations (Wales) Act 2015.
- 2.15** When we publish the plan for consultation, it will be accompanied by a summary in plain language so that it more accessible.

## **Performance Management & Delivery**

- 2.16** The specific equality duties for Wales require the Council to produce and publish an annual equality monitoring report. We must do this by 31 March for performance in the previous year. The report must comment on progress made against each of the Council's objectives.
- 2.17** By aligning the Strategic Equality Plan with the Council's Corporate Plan so closely, the performance information collected for the Corporate Plan can be used within the context of monitoring equality information and the impact that the actions being taken is having from an equality perspective. It is proposed that this will both mainstream equalities work across the organisation and provide a richness of information in which to monitor and scrutinise activity.

## **Consultation**

- 2.18** As part of the development of the draft Strategic Equality Plan, there has been engagement with a variety of organisations, including those represented on the Equality Consultative Forum. The next phase of work reflects the Council’s desire to consult extensively on the draft prior to finalising the plan for 2020-2024. For this reason, a summary version will be created to draw attention to the most salient aspects of the plan in as accessible way as possible, with the full draft supporting this.
- 2.19** The programme of consultation will include an on-line questionnaire, circulation of the draft to a range of stakeholders including member organisations of the Equalities Consultative Forum, Youth Cabinet, trade unions and Scrutiny Committee (Learning and Culture).
- 2.20** To ensure the consultation is fully accessible to all Vale residents, hard copies will be available on request and respondents will be able to submit their views online, in writing and by telephone

## **Timetable**

- 2.21** The following sets out the high-level timetable ahead of the publication of the new Corporate Plan in April 2020:
- November 2019:  
Cabinet approval to consult and consultation process commences.
  - December 2019:  
Consultation process continues, including consideration by Learning and Culture Scrutiny Committee and other engagement events.
  - January 2019:  
Consultation closes (20<sup>th</sup>), findings considered and draft plan amended.
  - February 2020:  
Consideration by Corporate Management Team and Scrutiny Committee (Learning and Culture) and draft plan amended.
  - March 2020:  
Cabinet consideration and recommendation of adoption to Council.  
Final design, translation, and publication.
  - April 2020:  
Promotion and delivery.
- 2.22** It is recommended that Cabinet approve the draft plan (contained in Appendix A), and proposals for consultation as outlined in this report. It is also recommended that Cabinet refer this report and appendices to Learning and

Culture Scrutiny Committee for their consideration at its December 2019 meeting.

### **3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?**

- 3.1** The draft Strategic Equality Plan links its objectives with the corporate well-being objectives thereby contributing to the national Well-being Goals as required by the Well-being of Future Generations Act through the delivery of the equality objectives contained in the plan.
- 3.2** The draft plan has been developed in accordance with the five ways of working and they are also reflected in the content of the plan. There is a strong emphasis on collaboration as the Council recognises the need to work with partners to deliver services and improve local well-being. The Plan reflects the importance of prevention and this has been a strong theme in much of the engagement to date. The Plan will be a four-year plan but the draft recognises that many of the issues are even longer term, for example, deprivation, an ageing population, community safety, and diversity in employment.
- 3.3** The involvement of partners and stakeholders in the development and delivery of the plan is critical to its success as is the need to work in a more integrated way, recognising the connections across Council services and with other partners.

### **4. Resources and Legal Considerations**

#### **Financial**

- 4.1** There are no direct financial implications associated with this report. The Council's draft Strategic Equality Plan reflects the Council's priorities for the next four years and this informs the way resources are allocated, whilst also taking account of the availability of resources to deliver it.
- 4.2** The outcome of the Council's budget consultation and revenue settlement from the Welsh Government will inform the content and extent of delivery of the plan in coming years.

#### **Employment**

- 4.3** There are no direct employment implications associated with this report.

#### **Legal (Including Equalities)**

- 4.4** There are no direct legal implications associated with this report. The requirement to produce and publish a set of equality objectives is a requirement of the specific duties for Wales under the Equality Act 2010. An equality impact

scoping assessment can be found in Appendix B. A full equality impact assessment will accompany the final plan when reported in due course.

- 4.5** The Equality Act 2010 created a public sector equality duty and came into force in April 2011. The duty covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Under the general duty, public sector organisations must have due regards to the need to:
- eliminate unlawful discrimination, harassment and victimisation;
  - advance equality of opportunity between different groups;
  - foster good relations between different groups.
- 4.6** The duty to have due regards to the need to eliminate discrimination also covers marriage and civil partnership.
- 4.7** The Equality Act gives Welsh Ministers the power to impose specific duties through regulations. The specific duties are legal requirements designed to help public bodies meet the general duty. These were published in April 2011.
- 4.8** The Equality and Human Rights Commission published guidance on the public sector equality duty for Wales in June 2011. It performs a regulatory role to ensure that listed bodies comply with the duty. It carries out an annual monitoring exercise each year to assess the performance of public bodies against the duty.

## **5. Background Papers**

None.

**Draft for consultation**



# Working together for a fairer future

The Vale of Glamorgan Council's  
Strategic Equality Plan 2020 – 2024

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# **Working together for a fairer future**

## **The Vale of Glamorgan Council's Strategic Equality Plan 2020 – 2024**

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# Introduction

It is with a great deal of pride that I am introducing the Council’s Strategic Equality Plan for 2020 - 2024 – **‘Working together for a fairer future’**.

Councils play an important role in ensuring essential services reach every member of our society, taking into account a range of needs. This Plan sets out the equality agenda for the Vale of Glamorgan Council for the next four years. With partners and stakeholders, we look forward to working together to deliver our vision of a fairer future.

It is only by working together, listening and respecting each other that we can successfully meet the many challenges facing our communities and public services today. To achieve this Plan and to meet the diverse needs of our communities, we will need to work in partnership. This partnership working is wide ranging. It includes working with families, children and young people, our partners in health, the Police and the Fire service, as well other public sector bodies, the third sector, Town and Community Councils, our trade union colleagues, and our communities.

In this Plan, we present our strategic equality objectives in the context of the Council’s four draft new well-being objectives. We believe these complement each other and that collectively they will deliver our local well-being outcomes and the seven national well-being goals:

Draft Well-being Objectives	Draft Strategic Equality Objectives
<ul style="list-style-type: none"> <li>• To work with and for our communities</li> </ul>	<ul style="list-style-type: none"> <li>• To provide services that meet the needs of residents and local communities</li> </ul>
<ul style="list-style-type: none"> <li>• To support learning, employment and sustainable economic growth</li> </ul>	<ul style="list-style-type: none"> <li>• To support learning and employment for protected groups, focusing on those who are most disadvantaged</li> </ul>
<ul style="list-style-type: none"> <li>• To support people at home and in their community</li> </ul>	<ul style="list-style-type: none"> <li>• To support the safety and well-being of people at home and in their community</li> </ul>

• To respect, enhance and enjoy our environment	• To ensure our local environment can be enjoyed by a diverse range of people
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The Vale of Glamorgan is a diverse area comprising very different communities with different aspirations, needs and concerns. Our Plan sets out how the Council will work to meet those needs, address concerns and help people of all protected groups achieve their aspirations. Whether you live or work in one of our towns or in one of our more rural communities, we will continue to strive to make life better and to play our part in addressing the issues that affect the people living, working, and visiting here.

We are an ambitious and forward-thinking authority. I am confident that staff, elected members, the community and all those with a stake in the Vale can continue 'working together for a fairer future'. In this way, we can ensure we all achieve 'Strong Communities with a Bright Future'.

**Rob Thomas**

**Managing Director**

# Purpose of the Strategic Equality Plan

The purpose of this Strategic Equality Plan is to describe what the Council is doing to fulfil our duties under the Equality Act 2010, including the Public Sector Equality Duty (general duty) and the specific duties for Wales.

The public sector equality duty covers eight protected characteristics:

Age	Race
Disability	Religion or Belief
Gender Reassignment	Sex
Pregnancy and Maternity	Sexual Orientation

The duty applies to marriage and civil partnership, but only for having due regard to the need to eliminate discrimination.

The Equality Act lists councils as public authorities with certain duties. This means that when we carry out our public function, we must have due regard to the need to:

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

Having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and

- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The specific duties set out the steps that public authorities in Wales must take to demonstrate that they are paying due regard to the general duty. They cover:

Objectives	Staff training
Strategic Equality Plans	Procurement
Engagement	Annual reporting
Assessing impact	Publishing
Equality information	Welsh Ministers' reporting
Employment information	Review
Pay differences	Accessibility

This Strategic Equality Plan explains what action we take, and plan to take, to meet these duties.

To identify the priorities, we have used research from the Equality & Human Rights Commission and feedback from residents and organisations working in the Vale of Glamorgan. We have also taken into account the draft strategic equality objectives of the Welsh Government. We plan to use this information to help us improve the way we provide services and employ people.

## Context

The world is changing rapidly and the context for this Plan is very different to what it was in 2016. What remains the same is the need for the Council to engage with the community and plan for the future, to work with our partners and embrace change. We must also consider how our actions and decisions will affect future generations.

Opportunities and experiences vary across the area with people living in some areas experiencing disadvantage and deprivation. In addition to this we have an ageing population and we need to ensure that services can meet the changing needs of the population as they grow older. We need to think about what services we provide and how we provide them. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what services and support people need.

## **The Vale of Glamorgan and our Council**

We want to make sure that everyone in the Vale of Glamorgan has fair and equal access to these services. We also want them to receive fair and consistent treatment in their dealings and employment with us.

The principles described in the general duty must underpin the wide range of services that we provide. These include housing, education, social care, and libraries as well as looking after our coast, parks and gardens.

The Council's Strategic Equality Plan 2020–2024 has been drafted to link with the recently revised draft Corporate Plan 2020-2025.

The Corporate Plan sets out the Council's vision for the Vale of Glamorgan, our values and our main priorities. The priorities of the Corporate Plan will help make communities in the Vale of Glamorgan more equal. The equality objectives in this Strategic Equality Plan will support this work and it is for this reason that the objectives of both plans have been aligned.

## Vision and values

Our Council's vision is '**Strong communities with a bright future**'.

We have a set of corporate values that underpin our work: ambitious; open; together; and proud. Here are what they mean when we are thinking about equality and working together to build a fairer future.

**Ambitious** Forward thinking, embracing new ways of working and investing in our future.

For equality, this means supporting people to achieve their potential and a good life for themselves whatever their background or protected characteristics.

**Open** Open to different ideas and being accountable for the decisions we take.

For equality, this means talking to people and organisations that can help us understand the issues and barriers for people with protected characteristics. We can then take these into account when we are making our decisions.

**Together** Working together as a team that engages with our customers and partners, respects diversity and is committed to quality services.

For equality, this means working with partners to deliver services that meet the diverse needs of our residents and communities.

**Proud** Proud of the Vale of Glamorgan: proud to serve our communities and to be part of the Vale of Glamorgan Council.

For equality, this means that everybody feels that they are living in a community where they feel included, can be proud of who they are and the part they play in making the Vale of Glamorgan a good place to live.



Our values are consistent with the five ways of working central to the Well-being of Future Generations Act. They are long term, they work together, and involve working with others. Our values will support a greater focus on prevention as we work to deliver our vision.

Our equality priorities take into account the Well-being of Future Generations Act and in particular will help us to contribute to the Welsh Government's well-being goals, including creating a more equal Wales.

## Developing this Plan

A variety of sources have been used to gather the information needed to produce this plan and the equality objectives. These include:

- The Equality and Human Rights Commission's national research reports 'Is Wales Fairer? 2018 (an update on previous research in 'Is Wales Fairer? 2015' and 'How Fair is Wales? 2011');
- information from Council documents such as the Corporate Plan;
- local information and data;
- consultation;
- feedback from people representative of one or more of the protected groups through engagement and consultation between May 2019 and November 2019;
- draft equality objectives of the Welsh Government;
- information from the Equality and Human Rights Commission Wales.

This information, together with national evidence from research, has shaped the action that will be taken to achieve the Council's equality objectives between 2020 and 2024.

The following information about the local population provides some of the context for what needs to be achieved. This data is drawn from a range of external sources including the Office for National Statistics, Data Cymru and Stats Wales.

The most robust data available for the Vale of Glamorgan is data from the 2011 Census. More up-to-date data is available for the Vale of Glamorgan from the Annual Population Survey 2019. Data is available for a number of protected characteristics at a regional level from the Annual Population Survey, this data is presented for 2015-2017. Both the Census and Annual Population Survey are produced by the Office for National Statistics.

## Equality Data

### **Ethnicity**

The 2011 Census estimated that 126,336 people lived in the Vale of Glamorgan. Of these, the majority, 121,838 (96.4%) identified as White. 1,695 (1.3%) identified as Mixed or Multiple ethnic groups, 1,967 (1.6%) identified as Asian or Asian British, 489 (0.4%) identified as Black, African, Caribbean, or Black British and 347 (0.3%) from other ethnic groups.

Data is available for the Vale of Glamorgan from the Annual Population Survey for 2019. It is estimated that 4,200 (3.3%) residents of the Vale of Glamorgan were Black, Asian and minority ethnic.

### **Nationality**

Respondents are able to select multiple answers in response to the question of nationality in the Census. The 2011 Census estimated that the majority of residents in the Vale of Glamorgan identified as English, Welsh, Scottish, Northern Irish, or British. (2.4 %) identified as another nationality only.

Data is available for the Vale of Glamorgan from the Annual Population Survey for 2019. It is estimated that 77,400 (61%) identified as Welsh and 49,500 (39%) as non-Welsh.

### **Main Language**

According to the 2011 Census, 52,443 (98%) of households have English or Welsh as a main language, and 393 (0.7%) of households have no people in the household with English or Welsh as a main language.

Data is available for the Vale of Glamorgan from the Annual Population Survey for 2019. It is estimated that 21% are Welsh speakers.

## **Disability**

The 2011 Census estimated that 13,091 (10%) of the Vale of Glamorgan residents' day to day activities were limited a little. 12,538 (10%) of residents' day to day activities were limited a lot.

Data is available at a regional level for Wales and is based on the Welsh Government analysis of the Annual Population Survey. For South East Wales between 2015 to 2017, it was estimated that 206,700 (22%) of people were disabled.

## **Age**

The 2018 mid-year population estimates based on the 2011 Census estimated the population of the Vale of Glamorgan to be 132,165. It is estimated that the majority of the population, 80,023 (61%), were aged 16-64, 27,691 (21%) were aged 65 and over, and 24,451 (18%) were aged 0-15.

## **Gender**

The 2018 mid-year population estimates based on the 2011 Census estimated that 68,043 (51%) of the population were female and 64,122 (49%) were male.

## **Gender Reassignment**

No reliable data is available on gender identity. In December 2018, the UK Government published a White Paper laying out the UK Statistics Authority's proposals for the conduct and content of the 2021 Census. The proposals include a recommendation for the inclusion of a voluntary gender identity question to be asked of those aged 16 years and over.

## **Sexual Orientation**

There is no data on sexual orientation available for the Vale of Glamorgan area. Data is available at a regional level for Wales and is based on Welsh Government analysis of the Annual Population Survey. For South East Wales between 2015 to 2017, it is estimated that 1,155,500

(95.8%) people aged 16 and over identified as heterosexual or straight, 18,200 (1.5%) as gay or lesbian, 9,500 (0.8) as bisexual, and 23,500 (1.9%) did not respond.

### **Religion and Belief**

The 2011 Census estimated that 73,384 (58.1%) of the population identified as Christian, 41,556 (32.9%) stated that they had no religion, 9,293 (7.4%) did not state a religion, other faiths represented 1.6%.

### **Marital Status**

There is no data on marital status available for just the Vale of Glamorgan. Data is available at a regional level for Wales and is based on Welsh Government analysis of the Annual Population Survey produced by the Office for National Statistics. Between 2015 to 2017, for South East Wales it is estimated that the majority, 574,700 (47%) people were Married or in a Civil Partnership, 433,300 (36%) were Single, 125,300 (10%) were Divorced, Separated or Dissolved Civil Partnership, and 81,400 (7%) were Widowed or Surviving Civil Partnership.

### **Pregnancy and Maternity**

Little data is available on pregnancy and maternity. In 2015, the most up-to-date data available, there were 1,333 live births in the Vale of Glamorgan. According to the Office of National Statistics, for England and Wales conception rates for women of all ages in 2017 were 76.1 per 1000.

### **Socio-economic**

- 13% of people are estimated to be living in income deprivation – below the Welsh average of 16%.
- Real differences can be observed between areas. In some more deprived areas, it is estimated that 38% of people are living in income deprivation.
- For some more deprived areas, it is estimated that 53% of children are living in poverty.
- 80.4% of the working age population are in employment, 3.4% are unemployed.
- The percentage of people employed is higher than the Welsh average of 73.1%.

## Working to support equality

### Our Council

The information below provides some key facts about the Council, its resources and how the organisation works to support equality.

- To support the services we deliver, the Council relies on a skilled workforce that includes teachers, engineers and social workers.
- In total, the Council employs over 5,000 staff, including those employed in schools.
- In the 2018 Staff Survey, 74% of respondents reported they were proud to work for the Council, 70% said they would recommend the Council as a place to work.
- There are 57 schools across the Vale of Glamorgan, including 7 Welsh Medium schools.
- The Council has 3,829 homes.
- There are 47 elected councillors including the Cabinet, made-up of the Leader of the Council and six other Councillors.

It is clear that the public sector will go through a period of significant change over the next five years. How we work, what is expected of us and the level of resource available to us will be subject to many changes.

Our duty is to ensure that we continue to deliver services to the most vulnerable members of our community, that young people have the best start in life and that the Vale is safe, clean and an area where people still want to live, work and visit.

The objectives and actions detailed in this Strategic Equality Plan provide the framework for our activities over the next four years, working with and for our local communities to meet their diverse needs and aspirations.

## **Training**

We provide equality training so that staff know how to provide a fair service that meets the needs of the diverse range of people using it. The corporate training provided includes:

- Equality awareness
- Equality Impact Assessment
- Lesbian, gay and bisexual awareness
- Transgender awareness
- Race awareness
- British Sign Language awareness

In addition to the equality training programme, equality issues are covered in other corporate training, such as recruitment training. The equality training programme is kept under review to cover a range of protected characteristics.

## **Assessing Impact**

A process is in place to evaluate the likely impact on protected groups of policies or practices being proposed, reviewed or revised. The process helps the Council to consider the impact of our work on each of the protected groups.

Staff are encouraged to collect and analyse data to see how people are using Council services. We try to improve on this each year by increasing the number of services that collect data and encouraging better analysis of data. Staff can use this information as part of their evidence base in equality impact assessments.

This process is used, for example, to assess the likely impact of policies and practices including the Corporate Plan and the annual budget. We think about whether there is a risk that our decisions are likely to have a significant impact on protected groups. If we can see that there might be one, we carry out a full assessment of impact.

Where there is a significant impact details are published on the Council's website.

### **Examples of good practice**

We are committed to advancing equality of opportunity and fostering good relations between different people. We carry out a wide range of work that contributes to this.

Here are some examples of our work.

- We have annual programmes of work with Show Racism the Red Card to promote awareness of race issues amongst children in schools and workshops.
- We work with Remploy to provide job opportunities.
- We hold an annual Holocaust Memorial Day event.
- We are working towards higher levels of the Insport disability standards. We have been awarded the Bronze standard. We are now working towards the Silver standard.
- We have a Gypsy and Traveller Forum that can quickly respond to assess the welfare needs of Gypsies and Travellers when they arrive in the Vale of Glamorgan.
- We support the Vale 50+ Forum. A very active public engagement group that offers a voice for the over 50s.



- The Vale of Glamorgan's largest town, Barry, has been awarded 'Dementia Friendly Town' status by the Alzheimer's Society. We have an active steering group to make sure we achieve our action plan. We have a significant number of trained Dementia friends.
- We have a digital inclusion working group developing a strategy to get more people on line. Our library staff are digital champions who are able to help the public with their queries. The public can access computer suites in libraries. The Adult Community Learning team and libraries offer a range of digital inclusion training programmes. We have improved wi-fi access in sheltered homes and plan on doing this in care homes.
- We provide Greenlinks community transport in rural and urban areas. This includes buses that can be used easily by disabled people. Greenlinks helps people without transport to access services and to interact socially.
- We provide a bus to Dinas Powys Voluntary Concern, a grass roots community support service. This helps to transport people to a new medical centre which is not easily accessible.
- We have TREV (The Reassurance and Engagement Vehicle) that helps us take information about safety out into the community.
- We have an annual leave purchase scheme in place and are piloting changes to our flex time system to give staff greater flexibility in managing their work-life balance.

We are committed to continuing with this work. More examples can be found in our [annual equality reports](#) published on our website.

## Equality objectives – achievements

Between 2016 and 2020, good progress has been made against each of the eight existing equality objectives. The following provides a summary of what has been done for each. The learning from this activity has helped identify and inform the strategic equality objectives for the next four years.

### **Equality Objective 1:**

#### **Collect and analyse service data by protected characteristic so services meet the diverse needs of the public**

We have increased the number of services collecting and analysing data by protected characteristic. Services look at this information to see how they can improve services for people in protected groups. Services are also able to use this information when they are thinking about the equality impact of changes to their services.

More information about this in can be found in the Annual Equality Monitoring Reports on the Council's website.

### **Equality Objective 2:**

#### **Close attainment gaps of children in protected groups**

Our focus has been on the attainment of the following groups: Gypsy, Roma, and Traveller Pupils; children who are looked after by our local authority; children with additional learning needs; pupils eligible for free school meals; and pupils learning English as an Additional Language. Generally, performance outcomes have been good and compare well with peers across Wales. A gap still exists for pupils eligible for free school meals and narrowing this remains a priority.

#### **School Exclusions**

The percentage of vulnerable pupils excluded from Vale mainstream schools has remained consistent over the last 2 years. In 2017 / 18, there was a slight decrease in exclusions of pupils

with special educational needs and a slight increase in exclusions of pupils with English as an additional language. More boys than girls were excluded during 2017 / 18. Boys are approximately 4 times more likely to be excluded than girls.

In secondary schools, the percentage of pupils with special educational needs that were excluded reduced by more than 10% between 2016/17 and 2017/18. Rates of other groups remained similar over the same period.

In primary schools, the percentage of pupils with special educational needs excluded increased by nearly 10% between 2016/17 and 2017/18. The proportion of pupils with English as an additional language that were excluded nearly doubled over the same period.

Alongside the Council's schools, the Behaviour Improvement Team, the Youth Service, the Educational Psychology Service, and the Autistic Spectrum Disorder Outreach Team from Ysgol y Deri all work to support pupils who may be at risk of exclusion.

### **Equality Objective 3:**

#### **Make public documents easier for people to read and understand**

The Council raises awareness of plain language guides. A plain language and style guide is available for staff to refer to on the Council's intranet. There is also a guide to grammar, a plain language dictionary, and a guide to punctuation.

An e-learning module covers the essentials of plain language. It provides information on planning in advance, avoiding complex language, being clear and shows examples.

We are developing a core competency framework. We have a communication competency which will include using plain language. Assessment against this competency will take place during the appraisal process. There will be support for further learning where required.

## **Equality Objective 4:**

### **Help staff know more about equality law, and staff and the public to understand the needs of protected groups**

Equality awareness training continues to be offered. This includes equality impact assessment training and raising awareness of the needs of specific groups such as the deaf community. E-learning training modules are also available. These cover equality awareness, equality impact assessments, and transgender awareness.

Raising public awareness through social media, events and working with other organisations continues and has featured issues such as mental health, sexual orientation, gender identity and disability.

## **Equality Objective 5:**

### **Seek the views of protected groups on proposed changes to policy, budgets and services**

An equality impact assessment process in place. This has been reviewed and relaunched, with links to guidance, examples, and research to help officers carry out effective assessments.

The Council's Communications Team that provides advice on engagement to Services. The Communication Team keeps a list of organisations that we can talk to about the needs of protected groups to assist in this process. This helps services to find out about the views and needs of protected groups so that these shape policies, decisions and services.

Examples of equality impact assessments can be found on our website. You can read about how the engagement process works in the Communications report our Annual Equality Monitoring Report on our website.

## **Equality Objective 6:**

### **Encourage people with protected characteristics to report hate crimes, harassment and discrimination**

#### **Community Cohesion**

The Council coordinates a Community Cohesion Group with members are from the community and representatives from the Community Safety Team, South Wales Police, and the Police Youth Volunteers. It meets quarterly to monitor and respond to tensions in the Vale as part of a multi-agency partnership.

The Community Cohesion Group has put in place a development plan and uses online and social media platforms to get information about what is happening in the community. It has made links with new partner organisations.

The Community Cohesion Group looks at reports on hate crime every three months. These reports include information on protected characteristics. They also have data and case studies on anti-social behaviour, stop and search, and the use of force. The Community Cohesion Co-Ordinator and the Hate Crime Officer meet regularly to monitor tensions in the community. The South Wales Hate Crime Officer has delivered outreach sessions in schools and prisons to promote awareness of hate crime and how to report incidents.

The Vale of Glamorgan and Cardiff CONTEST (Counter Terrorism) Boards have merged. The CONTEST Board makes sure that key officers understand potential community tensions and trends concerning extremism. In summer 2018, the Board agreed to develop a regional 'Channel' process. 'Channel' is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. 'Channel' works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people. This will help it share expertise across the region and support the exchange of resources and information. In turn, this will develop a better understanding of regional trends.

The Regional Community Cohesion and Community Engagement Unit supported Glamorgan Cricket to secure funding to deliver workshops for young people. They received funding through the support of the Counter Extremism department of the Home Office, under their 'Building a Stronger Britain Together' programme. This has resourced a series of 'Beyond the Boundaries' workshops, focusing on a range of themes connected to hate crime, human rights, and extremism.

The Regional Community Cohesion Co-Ordinator provided feedback to the All-Wales Race Equality Forum regarding the Welsh Government's future race-related hate crime fund. The Co-ordinator worked collaboratively with eligible organisations to develop local bids to ensure victims of hate crime are supported appropriately.

In 2019 - 2021, the Community Cohesion Group's work to prevent hate crime within the Vale will be further developed by the newly appointed Cohesion Officer, based in the Community Safety Team at Barry Police Station.

### **Anti-bullying in schools**

The Council works with our schools to reduce bullying. We focus on vulnerable groups who are more likely to be victims of bullying. We have achieved this by:

- providing schools with a wellbeing 'capacity building tool' with good practice to deal with bullying;
- monitoring bullying incidents school by school;
- sharing this information with Challenge Advisers;
- monitoring bullying incidents by protected characteristics;
- developing a model anti-bullying policy which all schools have adopted;
- support and challenge visits to schools to look at data, with review visits if necessary;

- suggestions for activities for anti-bullying week;
- safeguarding training to all schools, including information on bullying and on-line bullying;
- development of a Transgender Toolkit to provide guidance to schools on the risk of bullying for this group of young people, outlining how schools can prevent this.

These elements have a clear focus on children and young people feeling safe in schools.

Data on the number of incidents of bullying by protected characteristics is collected and monitored to identify if there are trends that need to be dealt with. However, no trends from the current data have been identified which need action. This indicates that the range of interventions in use are working. However, we recognise that national and UK data shows that certain groups are more at risk of bullying:

- pupils with Additional Learning Needs;
- disabled pupils;
- lesbian, gay, bisexual and transgender (LGBT) pupils;
- ethnic minority pupils;
- pupils from a religious background.

The Council will continue to work closely with schools so that there is awareness and measures are taken to deal with bullying.

Show Racism the Red Card and Stonewall Cymru have delivered training which highlights that children and young people often have a number of protected characteristics and that this increases vulnerability to bullying. This is an area we will seek to develop in future.

The challenges have been as follows:

- ensuring that all schools complete the bullying return on a termly basis;

- developing a common understanding of what constitutes bullying;
- our capacity to monitor anti-bullying procedures in schools;
- the number of reported incidents of identity-based bullying is low.

The support the Council has provided to schools has helped them to support children and young people. The schools' inspectorate, Estyn, has recognised this. Of the schools it inspected since 2016, Estyn rated 98% of them as either good or excellent for Wellbeing and Care Support and Guidance.

## **Equality Objective 7:**

### **Find new ways of reaching victims of domestic abuse and raise awareness of domestic abuse services in the community**

The Council has recently worked with Cardiff and Vale Health Board to develop a Regional Strategy for Violence Against Women, Domestic Abuse and Sexual Violence 2018-2023. This sets out how partners will shape and deliver responses to all forms of domestic abuse and sexual violence across the region. The vision is that people who live, work, study in, and visit Cardiff and the Vale of Glamorgan, have the opportunity to live positive, independent lives without being affected by violence and abuse.

We work in partnership with the Specialist Domestic Services - Atal Y Fro and the Council's Supporting People Team. Together we ensure that victims of domestic abuse have access to help, support, and protection. This includes: refuge, second stage and dispersed housing; and counselling access to relevant programmes, including outreach support.

We signpost to specialist services when required such as BAWSO, DYN Project, Rainbow Bridge and Live Fear Free.

Training and awareness raising days and activities are arranged and widely advertised across the Vale of Glamorgan. For example, campaigns and awareness events are run throughout the year and are targeted around certain events in the calendar such as the White Ribbon campaign,



International Women's Day, 16 days of action, PRIDE, Safeguarding Week. We focus on relevant topics about violence against women, domestic abuse, and sexual violence. These campaigns are face to face, engaging service users, conferences, social media, radio, television and the press. Information will also be on leaflets, letter heads, and emails.

Atal y Fro advertises its services through social media, press, and awareness training events. It works with statutory and third sector organisations to ensure their services are advertised to as many people as possible including the rural Vale.

Quarterly and annual reports to Welsh Government are submitted on the Regional Delivery Plan. We report on progress with the Cardiff and Vale Regional Violence Against Women, Domestic Abuse & Sexual Violence Strategy 2018- 2023. This report includes information on protected characteristics. We also report to the Community Safety Partnership.

The Council actively supports the work of the Vale 50+ Forum to increase visibility and services across the Vale of Glamorgan.

## **Equality Objective 8:**

### **Reduce the gender pay gap and improve employment opportunities for protected groups**

Data is collected by protected characteristic and reported annually in the Council's Employment Information Report. This is part of the Annual Equality Monitoring Report (Appendix 5), published on the Council's website.

We collate, report and publish our Annual Employee Pay Policy. This provides a framework to make sure that our employees are paid fairly and objectively and ensures it is an open and transparent process.

The Council supports young people leaving care so they can to access work experience and apprenticeship routes to support their continued career development. This has concentrated

mainly on improving the employment rates of young people who are underrepresented in our workplace.

We work with young people, older people, redundant workers, single parents, and disabled people. In this context, the Council continues to hold its “Disability Confident” and works with the local Job Centre Plus to undertake core actions. For example, training and work experience opportunities for people who have protective characteristics and /or who are long term unemployed are provided.

The provision of work experience opportunities to young lesbian, gay, bisexual, or transgender person through a Stonewall scheme is planned.

The Council has a workforce plan which contains actions to ensure the Council’s employees reflect that of the community. This includes actions to reduce the gender pay gap. The gender pay gap has reduced in recent years:

- On 31 March 2016, the gender pay gap was 8.88%.
- On 31 March 2017, the gender pay gap was 8.81%.
- On 31 March 2018, the gender pay gap was 8.01%.
- On 31 March 2019, the gender pay gap was 5.48 %

This has been achieved in a variety of ways.

The Living Wage was introduced in April 2016. This was enhanced by the Council determining to stop using the lowest pay point within its structure. This impacted more beneficially for women in the workforce.

There has been a significant change in the gender balance of Chief Officers. There is now a more even balance. Most of the Chief Officer appointments were made following a competitive process in which internal applicants were successful. This is testament to the Council’s management development and succession planning.

There has been a significant change in the gender balance of Chief Officers. There is a more even gender balance (one more female than male) which has resulted in a significant change in the gender pay gap.

The Council has attended school, college, university and local careers job fairs to promote the range of career and jobs in the Council. This has a focus on removing job and career stereotypes and challenging people's ideas about the sorts of jobs open to them.

The appraisal system has been revised. This provides an opportunity for staff to put forward ideas about developing their potential. They can explore development opportunities for themselves that will fit with business needs. This is complemented by the Council's Leadership Café which promotes the personal development of employees, helps them to network and to break down barriers.

Reporting on the pay gap for people from ethnic minorities has been successfully completed. Data will be included in the latest Public Sector Equality Duty report. Data will be provided for 2017/18 and 2018/19 to provide a comparison.

Attracting more young people to work with us is a priority as the proportion of young staff that we employ does not reflect the proportion of young people in our community. The use of apprenticeships is a key measure to support this objective. The Council has offered, and continues to offer, a number of foundation apprenticeships to young people who are 16 - 24 years old. There are 23 apprentices currently in the Council. From April 2017 to March 2018, we employed apprentices mainly on an agency basis. From March 2018, we employed apprentices directly.

It is intended to continue attending school, college, university, and local careers job fairs to continue to promote the range of careers and jobs we have in the Council. focus will remain on removing the job and career stereotypes and preconceptions that many people have.

Progress on this work is reported each year in the Council's Employment Information Report which forms a part of the Annual Equality Monitoring Report published on our website.

## Equality objectives – what we will do

### Summary

The Council has identified a number of actions to take over the next four years between 2020 and 2024.

We believe that many of these equality objectives will benefit all protected groups and cut across protected characteristics. As we work towards them, we make progress in meeting the general duty. We will continue to improve our understanding of what we need to do to meet the needs of protected groups.

However, given that we have increasingly limited resources, we have chosen to focus on those areas where research, data, and experience tell us that there is most need.

Many of the actions will also contribute to the achievement of more than one of our objectives. This section provides more information about each of our 2020–2024 equality objectives, why we have chosen them, what we are seeking to achieve and the activities we will take to deliver them.

### **Objective One: To provide services that meet the needs of residents and local communities.**

Our previous equality objectives have had more of an internal focus. This reflected the need to establish, develop, or improve systems to collect data on the protected characteristics of our service users and to engage with them. This has helped us to understand who our service users are and to identify gaps in service provision. This practice is now better established.

The focus now needs to shift to looking at how this information and awareness raising will improve outcomes for protected groups. We need to use our knowledge and experience to continue to improve our understanding of people's diverse needs and any barriers to our services that might exist.

The Council will also develop the workplace to ensure it offers an inclusive environment for all our colleagues. In response to research in 'Is Wales Fairer? 2018', we will also look at how we can support the development of elected members and promote the role of Councillors.

**Objective 2: To support learning and employment for protected groups, focusing on those who are most disadvantaged.**

Overall, attainment outcomes for the groups where we have focused our efforts have been good but require continued focus.

In terms of school exclusions, progress has been made in some areas but there have been increases in other areas and this will remain an area of focus for our new Plan. Much work has been done on anti-bullying in schools. Research shows that certain protected groups are more vulnerable to bullying and we will continue to work with schools to identify effective ways to address bullying.

In anticipation of the introduction of the socio-economic duty under the Equality Act 2010, we will focus too on assessing the impact of our work on those who are socio-economically disadvantaged.

**Objective 3: To support the safety and well-being of people at home and in their community.**

The work of our previous equality objectives has focused on safety, namely hate crime and domestic abuse. For our new plan, we will continue with this work. However, the focus will be broader to include well-being, looking at housing needs and access to transport and other activities.

**Objective 4: To protect the facilities in our local environment that mean people with a diverse range of needs can participate in the local community.**

Our previous equality objectives did not specifically address access to the local environment and participation in the local community. Our engagement with local organisations representing the needs of protected groups has told us how important this is. We will consider these needs as we work with our partners to sustain local facilities and make sure protected groups know what is available to them.

## Strategic Equality Objective One: To work in a way that meets the needs of residents and local communities.

### Well-being Objective 1 - To work with and for our communities.

We work with partners to make sure that our services meet the diverse needs of our residents and local communities. In doing this, we will think about people who may be disadvantaged due to their protected characteristics.

We want to do that for the people living and working here now. We also want to make lasting improvements in equality and fairness for future generations.

We will work in a way that provides an open and inclusive environment for our employees which embraces diversity and equality of opportunity.

#### Actions

1. Improve how we involve, engage and communicate with protected groups about our work, decisions and their impact so that we can consider the needs of protected groups now and in the future.
2. Develop our strong culture of good customer service in line with our values to promote equality of opportunity and respond to the diverse needs of our customers.
3. Strengthen equality of opportunity in our employment by embracing our values, increasing diversity, removing barriers, and supporting staff from all backgrounds to reach their potential in an inclusive environment.
4. Continue to reduce the gender pay gap and improve employment opportunities for protected groups, particularly disabled people.

5. Provide support and development to elected members on equality issues and promote the role of councillors to encourage contributions from all sections of the community.



## Strategic Equality Objective Two: To support learning and employment for protected groups, focusing on those who are most disadvantaged.

### **Well-being Objective 2 – To support learning, employment and sustainable economic growth.**

We want residents to have a fair opportunity to become well-educated, skilled, and to achieve their potential as they develop and learn. We are committed to encouraging people's ambitions and to ensuring that individuals and communities can prosper and achieve their best.

#### **Actions**

1. Deliver and evaluate programmes and interventions aimed at addressing attainment gaps to make sure they have a positive impact on socio-economic disadvantage, disability, sex, race, and other protected characteristics.
2. Seek to minimise exclusion rates for children with certain protected characteristics, including socio-economic disadvantage, ethnicity and disability.
3. Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place.
4. Work with partners to support people to prepare for employment.

## Strategic Equality Objective Three: To support the safety and well-being of people at home and in their community.

### **Well-being Objective 3 – To support people at home and in their community.**

We work in partnership to make sure people are safe at home and in the community and can make choices that support their overall well-being. We give people the necessary advice, care and support when they need it.

#### **Actions we will take**

1. Work with partners to deliver preventative programmes and provide advice and support to people who experience abuse, harassment, hate crime or bullying, including women from ethnic minorities, disabled women, women with complex needs, children and young people, and men.
2. Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.
3. Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

## Strategic Equality Objective Four: To ensure our local environment can be enjoyed by a diverse range of people.

### Well-being Objective 4 – To respect, enhance and enjoy our environment.

We understand how our environment contributes to individual and community well-being. We are committed to respecting and enhancing our environment to ensure we all have access to our local area, know about it, and can enjoy it.

#### Actions we will take

1. Consider the needs of people with protected characteristics when working with community groups and other partners to provide and sustain local facilities.
2. Promote our natural and built environment and cultural heritage so that where possible, they are accessible and known to all protected groups.

## Monitoring Progress & Publishing Results

The Council will continue to check on progress towards meeting our equality objectives and report on this each year to the Council's corporate management team, Equality Consultative Forum and Cabinet in the annual equality report. This is published on the Council's website and includes an assessment of the effectiveness of the steps we are taking to meet the equality objectives.

We will be complemented by other equality and employment information each year that is published annually.

The Council is aware that the Welsh Government will soon be consulting on the introduction of the socio-economic duty as part of the Equality Act 2010. We will review our strategic equality objectives and actions when it becomes clearer about what the duty will require the Council to do when the legislation comes into force in April 2020. In the meantime, we have included actions that will help us to think about the impact of our work on people who are socio-economically disadvantaged.

## For More Information

### Visit our website

[www.valeofglamorgan.gov.uk](http://www.valeofglamorgan.gov.uk)

### News and Updates – directly to your inbox

You can subscribe to Vale Connect and keep up to date with news, events and other updates, including weekly waste and recycling collection reminders. Sign up on the Vale of Glamorgan Council website.

### Social Media

Keep up to date with all the latest news, events and information from the Vale of Glamorgan Council.

Follow @VOGCouncil on Twitter or like Vale of Glamorgan Council on Facebook.

If you have a query about Council services, please contact us:

- Email [c1v@valeofglamorgan.gov.uk](mailto:c1v@valeofglamorgan.gov.uk);
- or call 01446 700111

# Equality Impact Assessment

Please click on headings to find [general guidance](#) or section guidance with an example. You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

## 1. [What are you assessing?](#)

The Council's Strategic Equality Plan 2020 - 2024
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## 2. [Who is responsible?](#)

<b>Name</b>	Nicola Hinton	<b>Job Title</b>	Corporate Equalities Officer
<b>Team</b>	Equality	<b>Directorate</b>	Managing Director and Resources

## 3. [When is the assessment being carried out?](#)

<b>Date of start of assessment</b>	May 2019
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## 4. [Describe the proposal?](#)

**What is the purpose of the proposal?**

A new Strategic Equality Plan 2020 – 2024 will set out new equality objectives for the Council. It will detail how we will meet those objectives and show how the Council will work together with its partners for a fairer future.

**Why do you need to put it in place?**

# Equality Impact Assessment

The current Strategic Equality Plan 2016 – 2020 and equality objectives were effective from April 2016. Under the specific equality duties for Wales, they must be reviewed no less frequently than every four years.

## **Do we need to commit significant resources to it (such as money or staff time)?**

The Plan sets out the Council's equality priorities and high level supporting actions. The development of the Plan requires engagement across the Council and with external stakeholders.

The Council's Strategic Equality Plan reflects the Council's priorities for the next four years and this informs the way resources are allocated, whilst also taking into account the availability of resources to deliver it. The outcome of the Council's budget consultation and revenue settlement from the Welsh Government will inform the content and extent of delivery of the Plan in coming years.

## **What are the intended outcomes of the proposal?**

The Plan will provide a clear set of equality priorities for the Council for the period 2020 – 2024. The Plan will provide a framework for how the Council will work with its partners for a fairer future.

## **Who does the proposal affect?**

The plan affects Vale residents and those who visit and work in the Vale. The Plan is a high level strategic document encompassing all Council services. More detailed actions will be included in Service Plans. Changes to services and policies across Council Directorates will be the subject of more detailed equality impact assessments which will need to explore the potential impact.

**Note:** If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.

## **Will the proposal affect how other organisations work?**

Many of the activities in the Strategic Equality Plan will be delivered in partnership. A key element of the consultation is to consider the views of partners.

## **Will the proposal affect how you deliver services?**

The Strategic Equality Plan sets out the Council's equality priorities for the next four years which will influence and shape service delivery across the Council.

# Equality Impact Assessment

## **Will the proposal impact on other policies or practices?**

The Strategic Equality Plan sets out the Council's equality priorities for the next four years which will in turn influence policies and practices across the Council.

## **Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?**

The purpose of the Plan is to promote equality of opportunity and foster good relations.

As part of the consultation process, we will be seeking feedback on what changes are needed to the draft plan.

The draft plan includes commitments to: improve engagement and customer service; to strengthen equality of opportunity in employment; promote the role of councillor to all sections of the community; work on attainment gaps, exclusions rates, and anti-bullying in schools; prepare people for employment; deliver programmes to support people experiencing abuse, harassment or bullying; consider the housing needs of people with protected characteristics; consider transport accessibility, particularly for disabled people and older people; consider the needs of people with protected characteristics when providing and sustaining local facilities; and promoting our natural and built environment so that where possible they are accessible and known to all protected groups.

Consultation on the draft Corporate Plan is currently taking place and may influence the development of the Council's Strategic Equality Objectives.

## **How will you achieve the proposed changes?**

The Plan will be delivered by Services across the Council working together and with the local community and other partners to ensure we deliver services that best meet the needs of the community.

## **Who will deliver the proposal?**

The Strategic Equality Plan will be delivered by all Council Services.

## **How will you know whether you have achieved the proposal's purpose?**

The Strategic Equality Plan will be monitored through the Annual Equality Monitoring Report and the Council's Performance Management arrangements. Progress will be reported to CMT, Scrutiny, and Cabinet.



# Equality Impact Assessment

## 5. What evidence are you using?

Engagement (with internal and external stakeholders)
Consultation (with internal and external stakeholders)
National data and research
Local data and research

## 6. How robust is the evidence?

Does it show what the impact will be (positive and negative)?
What are the gaps?
What will you do about this?
What monitoring data will you collect?
How often will you analyse and report on this?
Where will you publish monitoring data and reports?

## 7. Impact

Is there an impact?
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If there is no impact, what is the justification for thinking this? Provide evidence.
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# Equality Impact Assessment

**If there is likely to be an impact, what is it?**

**Age**

**Disability**

**Gender reassignment, including gender identity** (ensure policies explicitly include same-sex couples and use gender neutral language)

**Marriage and civil partnership (discrimination only)**

**Pregnancy and Maternity**

**Race**

**Religion and belief**

**Sex**

**Sexual orientation** (ensure policies explicitly include same-sex couples and use gender neutral language)

**Welsh language**

**Human rights**

**How do you know?**

**Explain this for each of the relevant protected characteristics as identified above.**

**What can be done to promote a positive impact?**

**Explain this for each of the relevant protected characteristics as identified above.**

**What can be done to lessen the risk of a negative impact?**

**Explain this for each of the relevant protected characteristics as identified above.**

# Equality Impact Assessment

**Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)**

**Will the impact be positive, negative or neutral?**

**Explain this for each of the relevant protected characteristics as identified above.**

## 8. Monitoring ongoing impact

**Date you will monitor progress**

**Measures that you will monitor**

**Date you will review implemented proposal and its impact**

## 9. Further action as a result of this equality impact assessment

<b>Possible Outcomes</b>	<b>Say which applies</b>
<b>No major change</b>	
<b>Adjust the policy</b>	
<b>Continue the policy</b>	
<b>Stop and remove the policy</b>	

## 10. Outcomes and Actions

**Recommend actions to senior management team**

# Equality Impact Assessment

Outcome following formal consideration of proposal by senior management team

## 11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

## 12. Publication

Where will you publish your approved proposal and equality impact assessment?

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

## 13. Authorisation

Approved by (name)	
Job Title (senior manager)	
Date of approval	
Date of review	