

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Thursday, 18 July 2024</b>
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Application to be Recognised as a County of Sanctuary
Purpose of Report:	To seek approval of the attached draft application to be accredited as a County of Sanctuary
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Director of Corporate Resources
Elected Member and Officer Consultation:	Due to the corporate nature of this report, no specific Ward Member consultation has been undertaken. The draft submission has been reviewed by the Council's Strategic Insight Board and developed in collaboration with a range of Council colleagues.
Policy Framework:	This is a matter for Executive decision by Cabinet
Executive Summary:	<ul style="list-style-type: none"> <li>• At the Council meeting of 6th March, 2023 it was resolved that the Council becomes a member of the City of Sanctuary Local Authority Network and works towards accreditation as a County Council of Sanctuary for all and to use its platform to promote welcome and inclusion across the wider local community.</li> <li>• This report details the work undertaken since then to support the Council's application to be accredited as a County of Sanctuary.</li> <li>• Appendix A to this report is the draft submission for accreditation and supporting action plan.</li> </ul>

## **Recommendations**

1. That Cabinet notes the progress detailed in this report and Appendix A in relation to work to support the Council's submission.
2. That, subject to recommendation four, Cabinet approves the Vale of Glamorgan County of Sanctuary document attached at Appendix A in order to seek accreditation on behalf of the Vale of Glamorgan Council.
3. That, subject to recommendation four, Cabinet approves the action plan outlined in Appendix A, including the drafting of a Sanctuary Strategy.
4. That Cabinet refers this report to Corporate Performance and Resources Scrutiny Committee for consideration with any views of the Committee being shared with Cabinet.
5. That this report is distributed to members of the Public Services Board, the Equalities Consultative Forum, and all Town and Community Councils for their information.

## **Reasons for Recommendations**

1. To enable Cabinet to consider the breadth of work underway across the organisation that will contribute to the Council being recognised as a County of Sanctuary.
2. To enable the Council to formally seek accreditation as a County of Sanctuary.
3. To ensure the work of the Council to support those in need of sanctuary is coordinated and aligned with the wider work of the Authority.
4. To enable Cabinet to consider the comments of the Corporate Performance and Resources Scrutiny Committee.
5. To update other key stakeholders on progress being made in this area.

## **1. Background**

- 1.1 The City of Sanctuary network is a national movement which builds a culture of hospitality and welcome, especially for individuals seeking sanctuary from war and persecution. It is a grass-roots movement that facilitates the active participation of individuals and organisations to create cities that support the vision.
- 1.2 The City of Sanctuary Local Authority Network is a movement of local councils who are working to create a culture of welcome, inclusion and empowerment for people seeking sanctuary.
- 1.3 At the Council meeting on 29th July, 2019 Council approved a notice of motion that:
  - 1.3.1 "The Vale of Glamorgan Council appreciates the major contribution of individuals, families, towns and communities across the Vale of Glamorgan to

provide a place of sanctuary for those fleeing oppression, persecution and war in their home country.

- 1.3.2 “This Council recognises the contribution that refugees, migrants and those seeking sanctuary have made to the urban and rural communities of the Vale of Glamorgan throughout its history.
- 1.3.3 “This Council notes that the award of County Council of Sanctuary relates to improving outcomes for refugees and asylum seekers by providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity.
- 1.3.4 “This Council further notes that bullying, harassment and intimidation because of any protected characteristic such as race, gender, sexual orientation, disability or religious belief can also be faced by individuals within the Vale of Glamorgan and that the underpinning values, aims and objectives of the declaration are equally pertinent to any individual living within the Vale of Glamorgan. They too should have access to sanctuary or refuge from oppression, persecution or other dangers.”
- 1.4 It was therefore resolved that the Council become a member of the City of Sanctuary Local Authority network and work towards accreditation as a County Council of Sanctuary for all, and to use its platform to promote welcome and inclusion across the wider local community.
- 1.5 From the outset the Council has recognised that providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity was something that the Vale should seek to provide for all citizens.
- 1.6 In developing its application and supporting action plan the Council has sought to reflect the perspectives of all people, especially those whose lives were under most pressure: children, women, older people, refugees, asylum seekers and those trying to cope with huge and worrisome social pressures, such as the cost of living crisis, homelessness, suffering fear and intimidation.

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

- 2.1 Work has been underway since April 2023 to support the Council’s submission for formal accreditation.
- 2.2 Since then, the Council has joined the City of Sanctuary UK Local Authority Network.
- 2.3 Officers have researched what is required to become an accredited County of Sanctuary for all and have met with the local government representative for City of Sanctuary.
- 2.4 An internal network of officers involved in supporting people who are seeking sanctuary in the Vale has been established and has produced the draft submission to the City of Sanctuary network attached at Appendix A.
- 2.5 There are ten criteria that a prospective County of Sanctuary must have met or be working towards to be formally accredited. Appendix A sets out work that has already been completed or is underway as well as an action plan for future activity. This includes establishing a Sanctuary Strategy.
- 2.6 The draft has been considered by the Council’s Strategic Insight Board.

- 2.7** It is recommended that Cabinet refer this report and Appendix to Corporate Performance & Resources Scrutiny Committee to enable the Committee to contribute any views, following which the Council would submit the application and work to progress the action plan contained in the submission.

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

- 3.1** This report and attached draft submission for accreditation as a County of Sanctuary is a demonstration of the Council working with and for our communities. It will directly contribute towards promoting equality of opportunity and working with the community to ensure we are responsive to the diverse needs of our customers.
- 3.2** Appendix A details work already undertaken with key partners to ensure a collaborative and integrated approach is being taken in establishing the Vale as an inclusive community.
- 3.3** A range of stakeholders have been involved in producing the action plan which will support the delivery of this work and there will be further opportunities for involvement as the drafting of the Vale's Sanctuary Strategy progresses.

### **4. Climate Change and Nature Implications**

- 4.1** There are no direct climate change and nature related implications associated with this report.

### **5. Resources and Legal Considerations**

#### **Financial**

- 5.1** There are no additional budgetary implications arising from this report.

#### **Employment**

- 5.2** There are no direct workforce related implications associated with this report.

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

- 5.3** There are no direct legal implications associated with this report.
- 5.4** An Equalities Impact Assessment will be undertaken as part of the development of the new Sanctuary Strategy.

## **6. Background Papers**

Motion of Notice, Council, 24th April, 2024

[https://www.valeofglamorgan.gov.uk/en/our\\_council/Council-Structure/minutes, agendas and reports/agendas/council/2023/23-04-24.aspx](https://www.valeofglamorgan.gov.uk/en/our_council/Council-Structure/minutes,_agendas_and_reports/agendas/council/2023/23-04-24.aspx)

## Vale of Glamorgan: A County of Sanctuary

### Our goal: Foreword from the Leader of the Council

The Vale of Glamorgan has a proud history of welcoming people and families who are seeking sanctuary and supporting them in making the Vale of Glamorgan their home. We strive to build strong communities with a bright future, and we want our communities to be welcoming and inclusive of all. This submission sets out our vision to become a recognised County of Sanctuary and to contribute to the national goal of Wales as a Nation of Sanctuary.

Whilst welcoming and supporting those seeking sanctuary is at the forefront of this strategy, it is important to recognise that providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity is something that we should seek to provide for all citizens.

I'm proud of the way we have supported families fleeing conflicts in Syria, the Ukraine and Afghanistan in recent years and hope that we can learn from their experiences and continue to improve the way we provide a welcoming environment with equal opportunities for all. We are proud of the Vale of Glamorgan as a place to live and we want the residents we support and the communities we serve to feel the same way.

This submission sets out the work already underway and steps we will take to become a recognised County of Sanctuary. It presents an action plan, central to which is establishing a Sanctuary Strategy to ensure our work and that of partners is coordinated in the best possible way. It also outlines the steps the Council will take over the next three years to embody our principles and act as a county of sanctuary.

The areas for action have been identified through conversations with an internal network of officers who have worked closely with families seeking sanctuary in the Vale of Glamorgan. The action plan mainly covers those areas the local authority is directly responsible for, but as with much of our work delivering them effectively will involve working with many partners.

Our work to provide sanctuary to all citizens aligns with the Council's overarching objective to work to meet the needs, address concerns and help people of all ages to achieve their aspirations. It is one of the ways in which we will deliver strong communities with a bright future.

### The Vale of Glamorgan as a place to live

The Vale of Glamorgan, located in the southernmost part of Wales and boasts stunning landscapes, from rolling countryside to a beautiful coastline. However, the Vale is also an area with significant assets.

The area is rural in many respects but has a number of large population bases and neighbours Cardiff, Bridgend and Rhondda Cynon Taf.

Residents and visitors enjoy the both the countryside and coastal areas and the four towns, Barry, Cowbridge, Llantwit Major and Penarth which each have good shopping areas and benefit from a range of local business and retail.

The Vale's population is approximately 131,900, according to the latest data from the 2021 Census. Barry is the largest town with a resident population of approximately 56,600 people in 2021. A further 45,300 people are distributed amongst the other larger towns of Penarth, Llantwit Major, Dinas Powys and Cowbridge. The remaining population is dispersed throughout the Vale's smaller rural villages and hamlets.

The county has an increasingly older population and the average age in the Vale is higher than the national average.

In 2021, 2.3% of the Vale of Glamorgan residents identified their ethnic group within the "Mixed or Multiple" category, up from 1.3% in 2011. The 0.9 percentage-point change was the largest increase among high-level ethnic groups in this area. 94.6% of people in the Vale of Glamorgan identified their ethnic group within the "White" category (compared with 96.4% in 2011), while 2.1% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 1.6% the previous decade).

In the latest census, around 98,200 Vale of Glamorgan residents said they were born in Wales. This represented 74.4% of the local population. The figure has risen from just over 94,800 in 2011, which at the time represented 75.1% of the Vale of Glamorgan's population.

The Vale has relatively low levels of unemployment, high performing schools, low levels of crime and good life expectancy. In the recent Let's Talk about life in the Vale residents survey (Autumn 2023) 60% of respondents stated that they are either very or fairly satisfied with the Vale of Glamorgan as a place to live, and 80% would recommend the Vale of Glamorgan as a place to live.

Residents value the local environment which is important for physical and mental well-being as well as being important to the economic and cultural well-being of the area. There are hospitals in Llandough and Barry, an airport, enterprise zone, campus sites for Cardiff and the Vale College as well as a range on industry for example Dow Corning in Barry and agriculture. There is the popular beach resort of Barry Island, Penarth Pier and Pavilion, Porthkerry and Cosmeston country parks which attract visitors from outside the area.

### [What does Sanctuary mean and who are we supporting?](#)

We use the term people or those seeking sanctuary to refer to the collective experiences of anyone who has arrived in the Vale of Glamorgan seeking safety. Typically, this will mean refugees, but includes anyone who has experienced forced migration, whatever their circumstances or the route they have taken here. In recent years the Council has supported many families fleeing conflicts in Syria, Ukraine and Afghanistan.

We also use it to mean a place that gives sanctuary to those already living in the Vale. We are working to make our County an inclusive place to live for all citizens, whatever their background or characteristics.

We seek the integration of all people, especially those whose lives were under most pressure: children, women, older people, refugees, asylum seekers and those trying to cope with huge and worrisome social pressures, such as the cost-of-living crisis, homelessness, suffering fear and intimidation.

This sanctuary is offered in many ways.

### [Our ambition: The Vale as a County of Sanctuary](#)

The Vale of Glamorgan Council passed a motion to become a County of Sanctuary on 24 April 2023.

Since then, we have joined the City of Sanctuary UK Local Authority Network and begun a programme of work to enable us to become an accredited County of Sanctuary for all. In this time, we've met with the local government representative for City of Sanctuary and established an internal network of officers involved in supporting people who are seeking sanctuary in the Vale.

This was not the start of our journey.

For many years organisations across the Vale have worked together to support the resettlement of families fleeing conflicts around the world. The Vale of Glamorgan Council has helped house people as part of the Syrian Resettlement Programme, the Homes for Ukraine scheme, and the Afghan Relocations and Assistance Policy. As well as helping families find homes the Council also provides specialist support to those pupils who speak English as an additional language, and helps new arrivals to the Vale find jobs and build social networks.

The Vale is already recognised as an Age Friendly County. The Council has been recognised as Race Equality Matters Trailblazer, a Stonewall Diversity Champion, and a Disability Confident Employer.

The Vale already does many things to become an inclusive Council. We have been accredited in a number of different ways. We have been recognised as an Age Friendly Council, received the Silver award from Stonewall's Workplace Equality Index, a Safe Space Trailblazer and Bronze Trailblazer from Race Equality Matters, and we are a Disability Confident Employer. To achieve these accreditations, we work hard with our colleagues and our staff networks to make our workplace inclusive by raising awareness of how to be respectful of people's differences, understand the lived experiences of others who are different to us, and to create a culture where everyone can be themselves and achieve their potential.

We use our website, social media, flag raising, themed lighting, and events to similarly raise awareness in the wider community. To help us do this, we have elected member champions who have specific areas of responsibility and a Cabinet member who is responsible for equality matters. We have an Equality Consultative Forum comprising organisations knowledgeable about the needs of people with protected



characteristics. This allows us to discuss policy and practice with critical friends with the aim of creating services that are relevant to and accessible by the diverse range of people who live in the Vale.

We have an ongoing anti-racist research project for schools with a new tranche of schools joining the programme each year. There is an annual anti-racist research learning day where senior school staff share how their school is becoming anti-racist and encourage others to do the same. Those involved are passionate about this work and committed to helping their colleagues learn how to become anti-racist, review the curriculum, diversify resources and adopt anti-racist policy and practice.

Many schools have set up learner voice groups where children and young people are able to discuss the issues that they experience and explore ways of making improvements. The Council’s Strategic Leadership Team has met with two of these groups, one in a primary school and one in a secondary school, to learn more about the work we need to do to support schools to become more inclusive.

Our work supporting schools means that children joining our schools, and their families, are more likely to feel welcome, see something of themselves represented at the school, be involved in celebrating different cultures and feel confident that any issues that do arise will be addressed. Two schools in the Vale have been recognised as Schools of Sanctuary and the Council’s Learning Links Team is currently supporting 14 more schools in the Vale who are working towards the School of Sanctuary Award.

### Becoming a County of Sanctuary: How we work and what we will do

The Council has worked with the City of Sanctuary UK Local Authority Network to identify the ways in which we are currently fulfilling the criteria to be recognised as a County of Sanctuary and new actions we can undertake in each area. This is the basis of our application to become an accredited County of Sanctuary.

Criteria	What we currently do / have done	What we will do
Awareness raising opportunities are provided, and opportunities for discussion around the theme of welcome and sanctuary are facilitated on a	<ul style="list-style-type: none"> <li>Helped many schools in the Vale of Glamorgan establish themselves as Schools of Sanctuary.</li> <li>Hosted drop-in sessions about the development of temporary housing in Llantwit Major for Ukrainian families.</li> <li>Held a community drop-in session in St Athan to explain to local residents how Afghan families who have been brought to the UK as part of the UK</li> </ul>	<ul style="list-style-type: none"> <li>Work with local groups who are offering support for recently settled families. Help them understand cultural differences and learn best approaches.</li> </ul>

<p>community level. This can be via partnership/multi-agency forums</p>	<p>Government’s resettlement scheme, will be supported at the MOD base.</p> <ul style="list-style-type: none"> <li>• Undertaken a series of placemaking activities in the four towns in the Vale encouraging local residents to get involved in the decision making around developments in their towns. Placemaking involves working collaboratively across sectors and disciplines to comprehensively consider the future development of distinctive and vibrant places.</li> <li>• Marking Windrush Day through various school arts projects, events and exhibitions.</li> <li>• As part of Black History Month, we invited members of the Windrush elder community to the Civic Offices for the unveiling of the Windrush 75 Towers exhibition.</li> </ul>	
<p>Evidence of refugee/asylum/migration awareness raising is included into everyday business of the local authority e.g. staff induction/training.</p>	<ul style="list-style-type: none"> <li>• Frontline teams have completed the DPIA awareness training.</li> <li>• All staff briefings have been sent to inform colleagues of the support being offered to house Afghan and Ukrainian families in the Vale.</li> <li>• Welcome to the Vale induction sessions talk about the Council’s equalities work.</li> <li>• Our Culture Book which is shared with all staff and showcases the work of the diversity networks in making the Vale a more inclusive place to live and work.</li> <li>• Our Culture Book outlines our wellbeing objectives which includes ‘to support people at home and in their community’ as well as information about our staff networks GLAM, Diverse and Abl working with the Council to make the workplace more inclusive.</li> </ul>	<ul style="list-style-type: none"> <li>• Add content about our role as a County of Sanctuary into our online induction programme for all new starters.</li> <li>• Raise awareness of the Council’s approach to sanctuary, asylum, migration and refugees during the recruitment and induction process.</li> <li>• Include a page on Sanctuary in our Culture Book.</li> <li>• Ensure frontline colleagues are aware of and given an opportunity to complete DPIA awareness training.</li> </ul>
<p>Commitment to platform and amplify the voices of people</p>	<ul style="list-style-type: none"> <li>• Our Housing team has already sought feedback on the support they have provided and this will be reviewed to improve the service moving forward.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to engage with and learn from the experiences of those we have supported</li> </ul>

<p>seeking sanctuary. This can be by including people with lived experience on 'sanctuary forums' or by ensuring meaningful engagement on strategy development.</p>	<ul style="list-style-type: none"> <li>• Drop-in sessions held weekly for newly settled families in St Athan, to provide support with seeking work, financial advice etc. Lots of discussions happen here on a regular basis and this has been linked with the Llantwit Major More Than Food Project to ensure asylum seekers have access to information, advice and support.</li> <li>• Use the Council's Equalities Consultative Forum to give those advocating for individuals with protected characteristics to shape Council services and policy.</li> <li>• Established a new Member Champions network, which includes Diversity, Equalities, LGBTQ+, Older People's, and Disabilities champions to advocate for these groups in formal decision making processes.</li> </ul>	<p>through forums, face to face discussions and other approaches.</p>
<p>Produce a written strategy (either a standalone strategy or as part of a broader strategy e.g. equality, migration etc.) which is publicly available and sets out commitment of the council for at least three years. This should be co-produced as far as possible with people seeking sanctuary and organisations representing them.</p>	<ul style="list-style-type: none"> <li>• This submission is the first step towards formalising our wide ranging work in this area into a Sanctuary Strategy.</li> </ul>	<ul style="list-style-type: none"> <li>• Work with partners to coproduce a formal Sanctuary Strategy and present this to our citizens.</li> </ul>

<p>As part of the strategy the council should also have a clear and transparent plan to support people with NRPF.</p>		
<p>The local authority must demonstrate how it has embedded the concepts of welcome and inclusion across the organisation. This should show how the local authority will continue to develop and sustain a culture of welcome beyond the award. Councils often develop internal officer groups bringing together heads of service (or team leads) from various service areas that oversee the delivery of the strategy.</p>	<ul style="list-style-type: none"> <li>• The Council passed a motion agreeing to work towards being recognized as a County of Sanctuary in 2023.</li> <li>• A County of Sanctuary Working Group has been established to help us achieve this.</li> <li>• Events are organised each year to support Refugee Week</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to meet with officers involved with the development of the strategy as a Sanctuary Network in order to progress actions and review progress.</li> <li>• Continue work of the transition team which supports those granted asylum status to exit Home Office accommodation and find new settled accommodation.</li> <li>• Review ESOL provision and any gaps for those with different types of status and ages. Ensure offer is accessible by linking with providers and that information on offer is easily accessible online. Ensure that the offer continues to ensure participants are able to manage everyday situations e.g. dentist, doctor, speaking to teachers etc.</li> <li>• Support people who have no recourse to public funds (NRPF). Review best practise from other Local Authorities to inform our approach.</li> </ul>

<p>The council is able to demonstrate a commitment to being an anti-racist organisation and has policies and practice in place that align to their work to become a 'Council of Sanctuary'.</p>	<ul style="list-style-type: none"> <li>• We are a Race Equality Matters Trailblazer and are currently working towards Silver trailblazer status.</li> <li>• We have recently updated our Strategic Equality Plan with anti-racist actions such as; continue to work towards greater inclusivity for global majority and ethnic minority staff, measuring progress through the Race Equality Matters Trailblazer status; Continue to provide support and collaborative relationships with existing and emerging staff networks, including GLAM, Diverse and Abl; Explore how relevant elected member champions can play a more significant role in promoting equality and; Support schools to review and update their Strategic Equality Plans.</li> <li>• We are supporting the establishment of Junior Diverse groups in schools with Safe Space Plus style meeting taking place between the Senior Leadership Team and a secondary school group and a primary school group.</li> <li>• Safe Space Meetings between Diverse and Senior Leadership Team to establish priorities: mandatory anti-racist training and raising the profile of global majority colleagues.</li> <li>• Regular articles on StaffNet and messages in the Chief Executive's weekly bulletin.</li> </ul>	<ul style="list-style-type: none"> <li>• Include reference to sanctuary seekers in housing and homelessness strategies as and when the opportunity arises.</li> <li>• Continue to work towards trailblazer status under the All-Wales Anti Racist Action Plan.</li> </ul>
<p>The local authority publicly highlights its work in support of welcome and inclusion by making it visible on its website and noticeboards NB. Once the sanctuary award is</p>	<ul style="list-style-type: none"> <li>• Demonstrated public support for Refugee Week 2023 .</li> <li>• We display our memberships and awards such as Trailblazer status on the website and in our Culture Book and we would add the Sanctuary award logo.</li> <li>• Events are organised each year to support Refugee Week and other associated events.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote the Council's Sanctuary status and approach to inclusion and welcome to all with a dedicated webpage for the strategy and logos.</li> <li>• Increased messaging to communities to demonstrate how we are supporting those seeking sanctuary and how we promote inclusion and welcome for all.</li> </ul>

<p>received, we would expect the logo and a link to the webpage on the website.</p>		
<p>Commitment to supporting initiatives that embeds welcome and fosters solidarity between receiving communities and people seeking sanctuary e.g. participation in Refugee Week or other cultural events. As well as promoting sanctuary principles among local statutory and voluntary sector partners.</p>	<ul style="list-style-type: none"> <li>• As well as Refugee Week we mark various events such as Race Equality Week, National Inclusion Week, Black Lives Matter, Windrush Day.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to hold discussions around the theme of welcome and sanctuary through our work with schools and the wider community. This will include marking Refugee Week on an annual basis as well as seeking other opportunities to promote welcome and inclusion.</li> <li>• Continue to fund local organisations such as Citizens Advice, providing those seeking sanctuary access to advice, and support on navigating systems.</li> </ul>
<p>Commitment to ongoing engagement with the City of Sanctuary Local Authority Network. This may include sharing resources, ideas and achievements via the network and City of Sanctuary UK website.</p>	<ul style="list-style-type: none"> <li>• The Council has joined the network.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to engage with the City of Sanctuary Local Authority Network. This may include sharing resources, ideas and achievements via the network and City of Sanctuary UK website.</li> </ul>

<p>Work with the national Local Authority network and local partners to identify national policy issues in order to make collective representations to the government to encourage and enable change via contributing to consultations, position statements etc.</p>		<ul style="list-style-type: none"> <li>• We will work with partners wherever possible to advocate on behalf of all of those seeking sanctuary.</li> <li>• Explore options to apply for additional funding to support refugees.</li> </ul>
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The priority action identified is to formalise the information contained in this submission into a Sanctuary Strategy. This work will be undertaken during 2024/25 to enable a final Sanctuary Strategy to be published alongside the Council’s new Corporate Plan and Strategic Equality Plan in 2025. The actions identified to ensure we fully meet the criteria will be implemented over the following three years and then the strategy will be reviewed.

Our Corporate Plan is the overarching strategy of the Council. It provides the basis for our strategic planning and focuses on achieving wellbeing objectives that create opportunities for citizens to live longer, healthier, and happier lives.

Our Strategic Equality Plan which helps us meet the aims of the Equality Act 2010 and progress our equalities agenda. The Strategic Equality Plan will also contribute significantly to our work to create an inclusive Vale.