

Bridgend County Borough Council

Cyngor Bwdeistref Sirol Pen-y-bont ar Ogwr




Role of Cabinet Equalities Committee

Linda Smith

**Policy & Performance Management Officer / Swyddog Polisi a Rheoli Perfformiad
Corporate Development & Partnerships / Datblygiad Corfforaethol &
Phartneriaethau**

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Objective

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- ▶ Familiarise Members with the Cabinet Equalities Committee and its role within the Authority.
 - ▶ To inform members of the commitment required from those Members appointed to Committee.
 - ▶ Outline our equality and human rights duties.

Cabinet Equalities Committee

- ▶ Cabinet has the responsibility for the Equalities function and it is for them to determine the membership and the frequency of its meetings.
- ▶ The Role of the Committee is to:
 - To prepare and develop corporate equality policies and schemes to achieve the Authority's statutory duties
 - To monitor and review the implementation of the Authority's equality policies and schemes.
 - To advise on the effective promotion of equality mainstreaming within the Council, including appropriate training measures for Councillors.
 - To promote and provide community leadership on equality issues by developing a programme of initiatives aimed at eliminating discrimination, promoting equal opportunities and good community relations across the County Borough.

Cabinet Equalities Committee


- ▶ Committee membership is the whole Cabinet plus cross-party membership.
- ▶ Must have a minimum of 3 Cabinet Members.
- ▶ Quarterly meetings.
- ▶ Duty to have due regard to the public equality duties and human rights.

General equality duties

Covering employment, service delivery & procurement:

- ▶ Promote equality of opportunity
- ▶ Promote good relations
- ▶ Promote positive attitudes
- ▶ Promote participation
- ▶ Eliminate harassment
- ▶ Eliminate unlawful discrimination
- ▶ Equal treatment of Welsh and English in conduct of public business

People protected on grounds of

- 
- ▶ Gender
 - Women
 - Men
 - Transgender
 - ▶ Disability
 - Sensory
 - Physical
 - Mental Health
 - Learning/Cognitive
 - ▶ Age
 - ▶ Race
 - White
 - Black
 - Asian
 - Mixed
 - Chinese
 - Gypsy & Irish Traveller
 - Jewish & sikh
 - ▶ Religion and belief
 - ▶ Sexual orientation

People's human rights

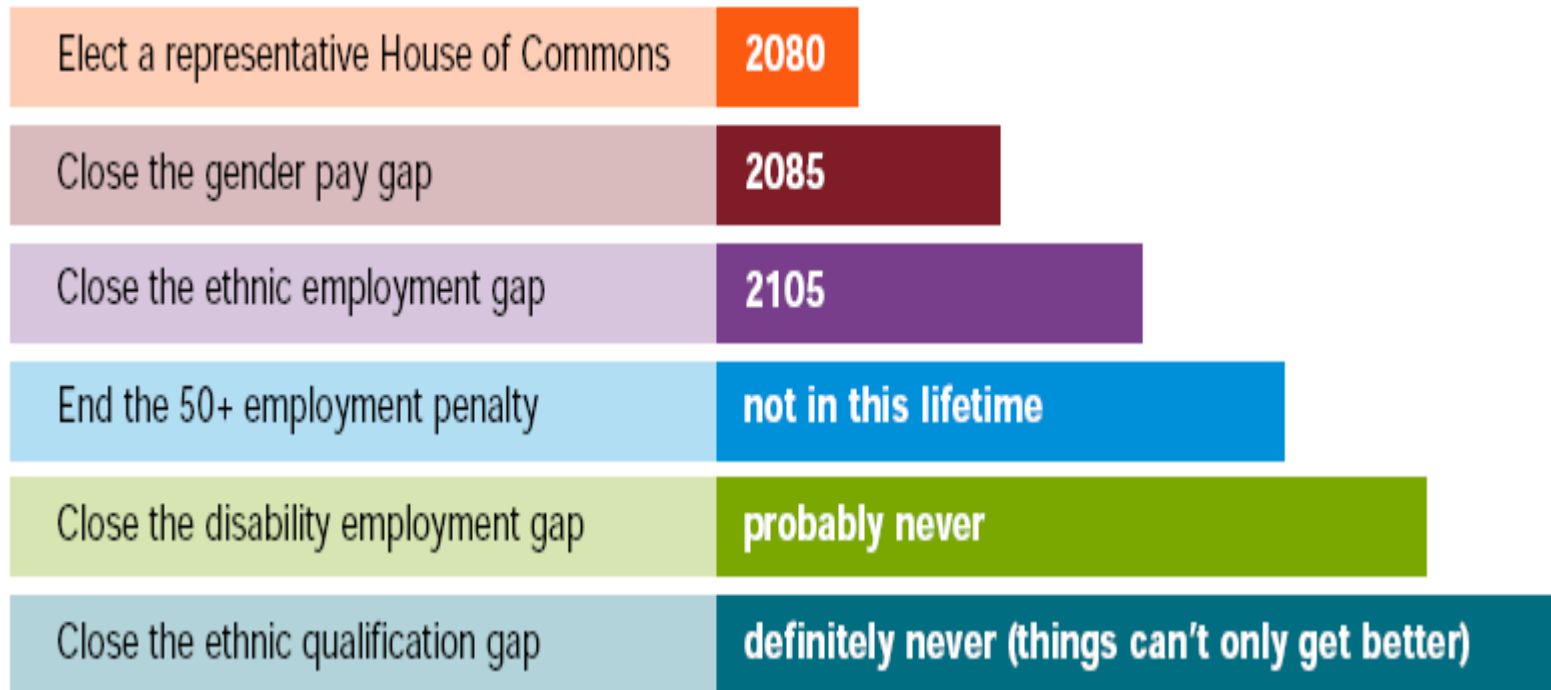


- ▶ The right to life
- ▶ Prohibition of torture or inhuman or degrading treatment
- ▶ Prohibition of slavery and forced labour
- ▶ The right to liberty and security
- ▶ The right to a fair trial
- ▶ No punishment without law
- ▶ The right to respect for private and family life
- ▶ Freedom of thought, conscience and religion
- ▶ Freedom of expression
- ▶ Freedom of assembly and association
- ▶ Right to marry
- ▶ Right to effective remedy
- ▶ Prohibition of discrimination
- ▶ Right to peaceful enjoyment of their possessions
- ▶ Right to access education
- ▶ Right to free elections

National developments

- ▶ Equality and Human Rights Commission
 - Neil Wooding - Commissioner for Wales
 - Kate Bennett - National Director for Wales
 - www.equalityhumanrights.com
- ▶ 'Framework for a Fairer Future' - Equality Bill
 - Introduce a new Equality Duty on the public sector
 - End age discrimination
 - Require transparency
 - Extend scope of positive action
 - Strengthen enforcement

Why do we have equality duties?



Inequality persists



- ▶ Gender pay gap persists
 - Woman's full-time pay is on average 12.6% less per hour than a man. Working part-time 40% less.
- ▶ Employment for disabled people
 - If you are disabled you are two and half times more likely to be unemployed
- ▶ Age discrimination
 - 62% of 50 + believe turned down for job because of age
 - By 2025 over half the adult population will be over 50 +
- ▶ Homophobic bullying
 - 6 out of 10 lesbian or gay school children experience bullying

What do we mean by equality?

The term 'equality' does not simply mean treating everyone the same. It means understanding and tackling the different barriers to equal opportunities that different people face so that everyone has a fair chance to fulfil their potential.

What is discrimination?

▶ Ethnocentrism

- the view that one's own group is the centre of everything, and all others are scaled and rated with reference to it.
- the tendency for people to put their own group in a position of centrality and worth, while creating and reinforcing negative attitudes and behaviours toward outgroups.

▶ Stereotyping:

- by gender, race, disability, background, job, address etc.
- Help us to make quick decisions, fill in gaps in our knowledge, make sense of who we are and who others are.
- But risk judging others by past personal experience, making the wrong assumptions or having false expectations.

Types of discrimination



▶ **Direct discrimination**

- Where a person is treated less favourably on the grounds of race, gender, disability, sexual orientation, religion, belief or age.

▶ **Indirect discrimination**

- Where an apparently neutral provision, criteria or practice disadvantages a considerable or large proportion of one equality target group or community.

Social barriers to equality



▶ Attitudinal

- Using Assumptions, stereotypes etc.

▶ Institutional

- Policies, criteria and practices etc.

▶ Environmental

- Physical i.e. lighting, steps, print, signage, hearing loops etc.


Our community

- ▶ 25% Limited long-term health
- ▶ 13% Disability Benefits
- ▶ 13% Unpaid Carers
- ▶ 1.4% Non-white ethnic group
- ▶ 85% Born in Wales
- ▶ 11% Welsh speakers
- ▶ 70% Christian
- ▶ 21% No religion
- ▶ 540 Non-UK nationals 2006-07
- ▶ 10% 16 – 25 years
- ▶ 28% 26 – 45 years
- ▶ 26% 46 – 55 years
- ▶ 25% 56 – 65 years
- ▶ 15% Over 65


Our workforce

- ▶ 25% Male
- ▶ 75% Women
- ▶ 73% Ethnic White
- ▶ 0.8% Ethnic minority
- ▶ 1% Disabled People
- ▶ 4% Welsh speakers
- ▶ 4% Unpaid carers
- ▶ 10% 16 – 25 years
- ▶ 49% 26 – 45 years
- ▶ 26% 46 – 55 years
- ▶ 14% 56 – 65 years
- ▶ 0.7% Over 65

Key objectives

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- ▶ Achieve Equality Improvement Framework
 - Improving authority status
 - WPI annual assessment
 - ▶ Develop single Corporate Equality Scheme
 - Setting out how we will meet our public equality duties across all equality strands
 - Incorporating specific duties on race, disability and gender
 - Linking to the Corporate Plan and our priority themes
 - ▶ Revise the Welsh Language Scheme

To achieve this

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- ▶ Undertaken an audit as part of Equality Improvement Framework.
 - ▶ Main findings:
 - Promote a clear vision on equality for the Authority
 - Improve knowledge, understanding and training on equality
 - Improve use of data collection and analysis
 - Improve methods of reporting and accountability
 - ▶ Corporate Equality Management Group activities:
 - Identify priority actions and bring that to the Committee
 - Training needs assessment for staff
 - Data collection audit for Authority
 - Pilot on Equality Impact Assessments
 - Draft Corporate Equality Scheme

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Any Questions?

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A starter for 10 ...

- ▶ Part of Committee's role is to advise on the effective promotion of equality mainstreaming within the Council, including appropriate training measures for Councillors
 - Develop proposals for Cabinet Equalities Committee members
 - Develop proposals for Council members