

Corporate Equality Management Group

03 August 2011

NOTES

Attendance	
David MacGregor	Assistant Chief Executive - Performance
Nikki Sutton	Children's directorate
Paul Williams	Human Resources
Judith Brooks	Wellbeing directorate
Helen Hammond	Corporate Improvement Team
Gary Ennis	Communities directorate
Sue Evans	Organisational Development
John Davies	Communities directorate
Satwant Pryce	Communities directorate
Rhiannon Crocombe	Corporate Improvement Team
Apologies	
Bev Davies	ICT & Property

Agenda item		Action
1	Apologies	
1.1	Recorded above.	
2	Notes of CEMG meeting held 11 May 2011 and CEMG workshop held 27 June 2011	
2.1	Approved.	
3	Matters arising	
3.1	11/05/11, 3.2: Equal Opportunities monitoring – PW indicated that by September, it is likely that 6000 staff will be receiving their payslip via email. It is therefore intended that a link to the updated EO monitoring form will be included within a future payslip email, which staff will be asked to complete. Prior to this, it will be necessary to inform staff of the need to ensure that the personal information we hold is accurate, and of the public sector equality duty requirement to ask additional questions. It hasn't yet been agreed how the remainder of staff not receiving payslips by email will be reached.	
4a	Progress report on development of the Strategic Equality Plan (SEP)	
4a.1	It was noted that in some service areas, even where there is a facility to	

	collect data on service users in relation to protected characteristics, the questions aren't always asked, so we aren't necessarily able to gather a full picture of the make up of our service users in these areas. It was also noted that in those service areas which have universal access and where we don't work directly with people, we hold very little data on service users with protected characteristics. As such, there is a general lack of information available in relation to the protected characteristics but this is an issue for all local authorities, not just Bridgend	
4a.2	CIT is to continue coordinating the gathering of the information which is available within the authority which will help to inform our equality objectives and SEP. It was agreed that we continue to establish what we do know as well as what we don't in relation to the protected characteristics, and link in with LSB partners to gather additional high level information on the local population.	CIT
4a.3	The importance of keeping abreast of local issues in relation to equalities matters was agreed.	
4a.4	GE confirmed that he had spoken with Transportation as regards making decisions on which routes were subsidised, and confirmed that the focus of the subsidy is not directly linked to the protected characteristics.	
4a.5	It was noted that a meeting is to take place with Adele Baumgardt on 24 August to discuss progress on information gathering with a view to drafting objectives, and agreed that a special CEMG meeting should be scheduled for mid-September.	RC
4a.6	It was agreed that in drafting the equality objectives we need to have pulled together all the available information from directorates, fully considered the guidance from the EHRC as well as from the WLGA, as well as taken account of the WLGA Equality Improvement Framework (EIF). It was noted that the EIF and SEP will inform each other, and that we need to work towards implementing the EIF via the SEP.	
4a.7	It was agreed that the SEP may need to be taken to Cabinet in March rather than to Cabinet Committee – Equalities (CC-E) in February, so as to allow more time for consultation with community groups on the proposed objectives.	
4b	Equality Impact Assessments	
4b.1	<p>It was agreed that:</p> <ul style="list-style-type: none"> the summary of EIAs undertaken by the Children's directorate needs to be further updated with additional detail; GE should liaise with the Director about the completion of the EIAs in Communities; there needs to be a consistent corporate template for CEMG representatives to use and keep up to date with details of all the EIAs their directorates have undertaken; all existing EIAs should be published once they have been gathered together, checked and logged (a full list of EIAs should be made available on the website with hyperlinks); the summaries of EIAs undertaken can act as part of the information 	NS GE PW / RC

	<p>gathering process for the SEP, and consideration needs to be given as to whether any of the gaps identified could potentially be translated into equality objectives;</p> <ul style="list-style-type: none"> no further EIA training should be rolled out until the EIA summary logs have been completed. 	
5	Matters arising from Cabinet Committee – Equalities 23 May 2011	
5.1	None.	
6	Cabinet Committee - Equalities 22 August 2011 - review of key papers	
6.1	It was agreed that of the eight guidance documents which the EHRC have produced on the public sector equality duty, only the essential overview guide should be attached to the report to be sent to CC-E.	
6.2	The group discussed the role for CC-E in terms of the Community Cohesion Strategy (which has been agreed by the Community Safety Partnership (CSP) and is to go to Cabinet for endorsement in September). It was suggested that CC-E needs to oversee community cohesion issues in terms of the protected characteristics, therefore CC-E should receive an annual progress report on the strategy. SP agreed to discuss this further with Cllr Sage. It was also suggested that the strategy should help inform our equality objectives and SEP.	SP
6.3	It was agreed that the information report on the Community Cohesion Strategy should not go to CC-E on 22 August, but should go to the CC-E meeting in November, after it has been to Cabinet. The report needs to make clear that Cabinet will oversee the delivery of the strategy via the monitoring of the Communities business plan and that the CSP will monitor actions assigned to the police and agencies other than the local authority. Progress in this area will be subject to scrutiny via the CSG Overview and Scrutiny Committee.	SP
6.4	SP took the group through the report on domestic abuse. The links between domestic abuse and POVA were queried – SP agreed to pick this up with Leigh Thorne. It was also suggested that links with substance misuse be picked up on within the report.	SP
6.5	DRM confirmed he would check / amend the remainder of the draft reports for CC-E prior to their circulation to Members.	DRM
7	Review of Cabinet Committee - Equalities forward work programme	
7.1	JB confirmed she is aware that the main item on the agenda for 22 November relates to Wellbeing.	
8	Items for the next meeting and any other business	
8.1	None.	