

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

17 SEPTEMBER 2012

REPORT OF THE ASSISTANT CHIEF EXECUTIVE - PERFORMANCE

STRATEGIC EQUALITY PLAN – ACTION PLAN

1. Purpose of report

The purpose of this report is to provide Members with an update on the conclusion of the Strategic Equality Plan – Action Plan and equality objectives.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Equality Act 2010 sets out general and specific duties for local authorities in Wales. The specific duties include the preparation of a Strategic Equality Plan and the publication of the council's equality objectives.

3.0 Background

3.1 On 6 March 2012, Cabinet approved the council's first Strategic Equality Plan and a draft action plan intended to underpin it. It was agreed that the finalised action plan would be presented to Cabinet Committee - Equalities in September 2012.

4. Current situation / proposal

4.1 The finalised action plan has been updated to include the following:

- Performance indicators
- Clarification as to which of the protected characteristics, (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), will be impacted by each of the strategic equality objectives and their underpinning actions.
- An outline of how the objectives and actions will be achieved
- Explanations as to how success will be measured

4.2 The strategic equality objectives presented to Cabinet in March remain unchanged.

4.3 These objectives have now been mainstreamed into Directorate Business Plans, and progress will be monitored via the council's Corporate Performance Assessment (CPA) process.

4.4 Detailed progress will be reported to Cabinet Committee – Equalities at 6 monthly intervals to coincide with the relevant CPA reviews.

5. Effect upon Policy Framework& Procedure Rules

5.1 None.

6. Equality Impact Assessment

6.1 The proposals contained within this report cover a wide range of services and all protected characteristic groups. A full EIA has therefore been produced which is attached as appendix 1

7. Financial Implications

7.1 None from this report

8. Recommendation

8.1 That Cabinet Committee – Equalities
a) Approves the revised Strategic Equality Plan action plan

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11 September 2012

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Background documents: None