

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

9 March 2017

**REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND
PARTNERSHIP SERVICES**

DRAFT STRATEGIC EQUALITY PLAN ANNUAL REPORT 2015 / 2016

1. Purpose of report

The purpose of this report is to provide members with an update on the work done to develop the council's fifth annual report (2015 - 2016) on the strategic equality plan (SEP).

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.

2.2 The strategic equality plan also supports the council's following corporate priorities:

- Priority 2: Helping people to be more self-reliant;
- Priority 3: Smarter use of resources.

3. Background

The council has published annual reports on its SEP since 2011/12. The SEP annual report enables the council to:

- Monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- The steps taken to identify and collect relevant information;
- Any reasons for not collecting relevant information;

- Where appropriate, employment information, including information on training and pay.

Progress made by the council on each of its nine equality objectives is included in the report, which will be of interest to:

- Elected members;
- Members of the community and community groups;
- Equality and Human Rights Commission;
- Welsh Government.

4. Current situation / proposal

4.1 This draft annual report (appendix 1) covers the period 1 April 2015 to 31 March 2016, and must be agreed and published by 1 April 2017.

4.2 Some key points to note from the annual report are:

- The council continues to build good relationships with representative groups e.g. the Muslim Community at Aberkenfig Mosque;
- The council delivered training on equality and diversity, and equality impact assessments, during the reporting period. 85 employees attended face to face Valuing Difference training, while 216 completed the Introduction to Equality and Diversity e-learning course. 24 employees completed the EIA e-learning module;
- In 2015, the council was awarded an Action on Hearing Loss Cymru Excellence Wales Award.

5. Effect upon Policy Framework& Procedure Rules

5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

6.1 The report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

7. Financial Implications

7.1 There are no financial implications identified as this is an information/update report.

8. Recommendation

8.1 That the Cabinet Committee notes the progress being made and approves the Strategic Equality Plan Annual Report 2015/16.

Andrew Jolley
Corporate Director – Operational and Partnership Services
Date: 27 February 2017

Contact Officers:

Sarah Kingsbury
Head of Human Resources and Organisational Development
Email: Sarah.kingsbury@bridgend.gov.uk
Telephone: 643212

Paul Williams
Equality Officer
Email: Paul.williams2@bridgend.gov.uk
Telephone: 643606

Background papers: None.