

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

16 OCTOBER 2014

REPORT OF THE CORPORATE DIRECTOR RESOURCES

**6 MONTHLY UPDATE ON THE IMPLEMENTATION OF THE STRATEGIC
EQUALITY PLAN ACTION PLAN**

1. Purpose of report

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

2. Connection to Corporate Improvement Objectives/ other corporate priorities

2.1 The Strategic Equality Plan is statutory and cross-cutting impacting on the work of the whole council. This report also supports the following priorities in the Corporate Plan 2013 – 2017:

- **Priority 2:** Working together to raise ambitions and drive up educational achievement;
- **Priority 3:** Working with children and families to tackle problems early;
- **Priority 4:** Working together to help vulnerable people to stay independent;
- **Priority 6:** Working together to make the best use of our resources.

3. Background

3.1 The Equality Act 2010 introduced a general duty for public bodies to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations. The protected characteristics are:-

- Age (Act applies to over 18yrs)
- Disability
- Gender reassignment
- Marriage and Civil Partnership (only in relation to eliminating discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

- 3.2 Additionally, Welsh Government introduced specific duties for public authorities in meeting the general duties under the Act. These are set out in the Equality Act 2010 (Statutory Duties)(Wales) Regulations 2011. One of these was a duty to publish equality objectives and a Strategic Equality Plan. The equality objectives set out how the council plans to address the most pressing issues for each of the protected characteristic groups.

4. Current situation/ proposal

- 4.1 Implementation work continues on the Strategic Equality Plan Action Plan which was approved in September 2012 with many concluded actions developing new or improved services. Progress on the action plan since September 2012 is outlined in appendix 1.
- 4.2 Following approval and publication of the Strategic Equality Plan in April 2012, equality objectives have been mainstreamed into Directorate Business Plans and progress will be monitored via the Cabinet Equalities Committee.

5. Effect upon policy framework & procedure rules

- 5.1 None.

6. Equality Impact Assessment

- 6.1 As this is a progress report, no Equality Impact Assessment is required.

7. Financial Implications

None in this report.

8. Recommendation

- 8.1 That Cabinet Equalities Committee considers progress being made.

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9 September 2014

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Background documents:

None