

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**  
**27 JULY 2021**

**REPORT OF THE CHIEF EXECUTIVE**

**ALL WALES RACE EQUALITY ACTION PLAN UPDATE REPORT**

**1. Purpose of report**

- 1.1 The purpose of this report is to update Cabinet Committee Equalities on the All Wales Race Equality Action Plan and consultation.

**2. Connection to corporate well-being objectives / other corporate priorities**

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

**3. Background**

- 3.1 In the summer of 2020, Jane Hutt MS, The Deputy Minister responsible for Equalities, asked officials to develop an “ambitious and radical” - Race Equality Plan: An Anti-racist Wales. The Plan aims to make Wales an anti-racist nation and make the Welsh Government and all public bodies become anti-racist organisations by 2030.
- 3.2 In January 2021, Welsh Government wrote to Welsh Chief Executives informing them of their intention to develop the plan before the end of the current Senedd term.
- 3.3 Both the ministerial and co-chairs' foreword also make clear that the plan is intended to be practical and 'action orientated', and raises questions around the efficacy of the current legislative frameworks (particularly in regards to the Equality Act 2010, the Social Services and Well-being Act 2014 and the Well-being of Future Generations (Wales) Act 2015).

- 3.4 The Race Equality Action Plan (REAP) journey started with the Wales Race Forum and race equality organisations calling on the government to develop a race-specific Strategy. The killing of George Floyd and the Covic-19 pandemic related inequalities further strengthened the argument towards the need for this plan.

#### **4. Current situation / proposal**

- 4.1 Aimed at Welsh Government, the action plan put forward a large number of recommendations spanning a wide range of policy areas. The REAP is a large, complex document at 147 pages with around 64 goals and approximately 340 actions. It covers 13 policy themes and 5 cross-cutting themes.
- 4.2 Whilst not all of these policy areas apply to local authorities, there are several areas where there is significant overlap, and relevance to the council's ongoing community cohesion and equalities work and delivery of our 2020-2024 Strategic Equality Plan.
- 4.3 A public consultation for the Welsh Government Race Equality action closed on 15 July 2021, and the Council Equality team sought responses from Corporate Directors to fully understand the operational implications of implementing the proposed actions before submitting a formal response to the consultation on behalf of the Local Authority.
- 4.4 The Regional Community Cohesion Coordinator for Swansea, Neath Port Talbot and Bridgend will provide an overview of **Appendix One** and **Appendix Two**.

#### **5. Effect upon policy framework and procedure rules**

- 5.1 The report has no direct effect upon the policy framework or procedure rules but supports the council's statutory duties in relation to equalities and human rights.

#### **6. Equality Act 2010 Implications**

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions.

This is an information report, therefore it is not necessary to carry out an Equality Impact Assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

#### **7. Well-being of Future Generations (Wales) Act 2015 implications**

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

**Prevention** - The report aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

**Integration** - The report supports collaboration with key stakeholders to ensure integration for all people within our community.

**Collaboration** - Partnership working assists the council in meeting its Public Sector Equalities Duties and ensures appropriate collaboration is carried to support the workforce and the community.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **8. Financial implications**

8.1 There are no financial implications regarding this report

## **9. Recommendation**

9.1 That Cabinet Committee Equalities receives and considers this report and the attached appendices.

**Mark Shephard**  
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**27 July 2021**

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**Background papers:** None