

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE - EQUALITIES**

**14 JANUARY 2016**

**REPORT OF THE CORPORATE DIRECTOR RESOURCES**

**6 MONTHLY UPDATE ON THE IMPLEMENTATION OF THE STRATEGIC EQUALITY PLAN 2012 - 2016**

**1. Purpose of report**

The purpose of this report is to provide Members with an update on the implementation of the current 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 and impacts on the work of the whole council. This report also supports the following priorities in the Corporate Plan 2013 – 2017:

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

**3. Background**

3.1 The Strategic Equality Plan and accompanying action plan was developed in 2012 with all service areas identifying how the council could meet its obligations under the Equality Act 2010 and the Public Sector Equality Duty. 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. The target dates for achieving the strategic equality objectives and actions were agreed with service areas.

3.2 Monitoring the council's progress in meeting its strategic objectives is undertaken by the Cabinet Committee Equalities on a six monthly basis.

**4. Current situation/ proposal**

4.1 Progress against the council's identified objectives is ongoing. Many actions have now been concluded which have supported the development of new/improved service provision. The detail of progress is outlined in appendix 1. The remaining outstanding actions are on

track for completion during the remainder of the current Strategic Equality Plan.

4.2 A summary of the key points to note from the last update are as follows:

- A Community Transport Strategy has now been concluded;
- An Equality and Diversity training programme for front line employees has been developed and is being rolled out;
- An employee LGB & T staff network has been established;
- Equality Impact Assessments continue to be undertaken on new and reviewed services;
- More meaningful consultation and engagement is now undertaken with protected characteristic groups and the public.

## **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 this report and the progress being made.

**Sarah Kingsbury**

**Head of Human Resources and Organisational Development**

**Date: 03 December 2015**

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**Background documents:**

None