

GWYNEDD COUNCIL CABINET



Date of meeting: 27 September 2021
Cabinet Member: Councillor Menna Jones
Contact Officer: Delyth G Williams, Equality Advisor
Contact Telephone Number: 01286 679708
Title of Item: 2021/22 Annual Report, Strategic Equality Plan 2020/24

Report to a meeting of Gwynedd Council Cabinet

1 THE DECISION SOUGHT

The Cabinet is requested to note the content and approve the 2021/22 Annual Report of the 2020-24 Equality Plan.

2 THE REASON FOR THE NEED FOR A DECISION

The intention of the Annual Report is to note the progress made with the Action Plan for the 5 Equality Objectives that we are working towards during 2020-21, as noted in the Council's Strategic Equality Plan 2020-24. The Cabinet is requested to approve this progress. Reporting annually is a duty of the 2010 Equality Act as it is implemented in Wales.

3 CONTENTS

The purpose of the Strategic Equality Plan is to reduce inequality between people with protected characteristics and people without those characteristics in accordance with the Equality Act 2010. The Ensuring Fairness for All Project (i.e. the Equality Plan), has been identified by the Cabinet as one of the priority projects within the Council Plan.

This is the second Annual Report for the 2020-24 Equality Scheme and it reports against the 5 objectives set out in it. These first two years have been challenging ones. We have had to change our ways of working and perhaps take on new work for a while. This has brought challenges but also opportunities. As a result our schedules have inevitably slipped somewhat. Having said that we are confident that all the work will be completed within the lifetime of the Plan.

The report also contains additional details in accordance with the guidelines of the Equality Act 2020-24 as it is implemented in Wales including a report on the equality characteristics of our workforce.

4 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

The Strategic Equality Plan's Equality Impact Assessment has been updated as a result of the new situation and the data around Covid-19. We have not seen a need to change it this year.

The Statutory Officers' observations

i) Chief Finance Officer

I am satisfied that approving the Annual Equality Report will not create additional spending commitments. I support the report, and I do not have further comments from the perspective of financial propriety.

ii) Propriety Officer

Nothing to add from a propriety perspective