

SUBJECT: 6th Annual Monitoring Report on the Council's Strategic Equality Plan

1. PURPOSE:

The Equality Act 2010 was introduced in April 2011. Within the Specific duties is the requirement to publish an annual report on the progress made by the Council in its compliance with its Strategic Equality Plan, equality objectives and action Plan. The Act's principles and processes ensure that the Council remains true to its corporate values of Openness, Fairness, Flexibility and Teamwork.

2. RECOMMENDATIONS:

That Members endorse the progress made by the Council in the sixth year of the Strategic Equality Plan as detailed in its sixth annual monitoring report.

3. KEY ISSUES:

One of the specific duties in the Equality Act 2010 requires Public Bodies to publish an Annual Report detailing the progress on achievement of the actions outlined in the plan covering the period 1st April 2015 to 31st March 2016. There is also an appendix a report on the work that has been carried out on the Gender Pay Gap.

4. REASONS:

Whilst the Objectives and Plan fundamentally build on the existing culture and values of the Council, the Annual Report highlights many examples of good practice that have taken place across the different directorates.

5. RESOURCE IMPLICATIONS:

The Annual Report does not highlight any requirement for additional financial resources.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

By its very nature, the Annual Report on the Strategic Equality Plan will have positive implications for all the protected characteristics so a Future Generation Evaluation will not accompany this report.

7. CONSULTEES:

Monmouthshire Inclusion Group, Officers, Monmouthshire Equality and Diversity Champion.

8. BACKGROUND PAPERS:

Equality Act 2010, EHRC Guidance, MCC Strategic Equality Plan.

9. AUTHOR:

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