

**SUBJECT: Strategic Equality Plan Annual Monitoring Report 2022-23**

**MEETING: Performance and Overview Scrutiny Committee**

**DATE: 21<sup>st</sup> June 2023**

**DIVISION/WARDS AFFECTED: All**

## **1. PURPOSE:**

- 1.1 To provide the committee with an opportunity to examine progress against the commitments made in the Strategic Equality Plan during the period to March 2023.

## **2. RECOMMENDATIONS:**

- 2.1 That members scrutinise the progress report and recommend any refinements that could be made prior to its publication as the organisation's Strategic Equality Plan Annual Monitoring Report.

## **3. KEY ISSUES:**

- 3.1 The Equality Act 2010 was introduced in April 2011 and within its specific duties is the requirement to publish an annual report on the council's performance against its commitments made in its Strategic Equality Plan.
- 3.2 The third Strategic Equality Plan covers the period 2020 – 2024 setting out objectives for the key areas that the authority has committed to addressing and accompanying actions. The monitoring report assesses progress made during this period with a particular focus on the year ending March 2023.
- 3.3 The objectives are:
- Give children the best possible start in life overcoming barriers to attainment and opportunity
  - Overcome inequalities in access to economic prosperity
  - Create cohesive communities
  - Provide services that are accessible to our public and support our workforce.
  - Create a diverse and inclusive workforce
  - Reduce the gender pay gap.

3.4 A detailed progress report is attached as appendix 1 highlighting progress against the actions contained in the strategic equality plan.

**4. REASONS:**

4.1 To ensure compliance with the Equality Act 2010 and that the residents of Monmouthshire with protected characteristics are protected from discrimination and their needs are fully considered in the services that we as a council provide.

**5. RESOURCE IMPLICATIONS:**

5.1 There are no resource implications within the monitoring report.

**6 WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

6.1 The Equality Objectives and the accompanying action plan and the Strategic Equality Plan within which they sit will have positive implications for all the protected characteristics. As this is a monitoring report rather than a policy decision, no assessment is required

**8. CONSULTEES:**

The scrutiny undertaken by the committee will help shape the final version of this report prior to publication.

**9. BACKGROUND PAPERS:**

Strategic Equality Plan 2020 - 2024

**10. AUTHOR:**

Matthew Gatehouse, Head of Policy Performance and Scrutiny

**11. CONTACT DETAILS:**

Tel: 01633 644397