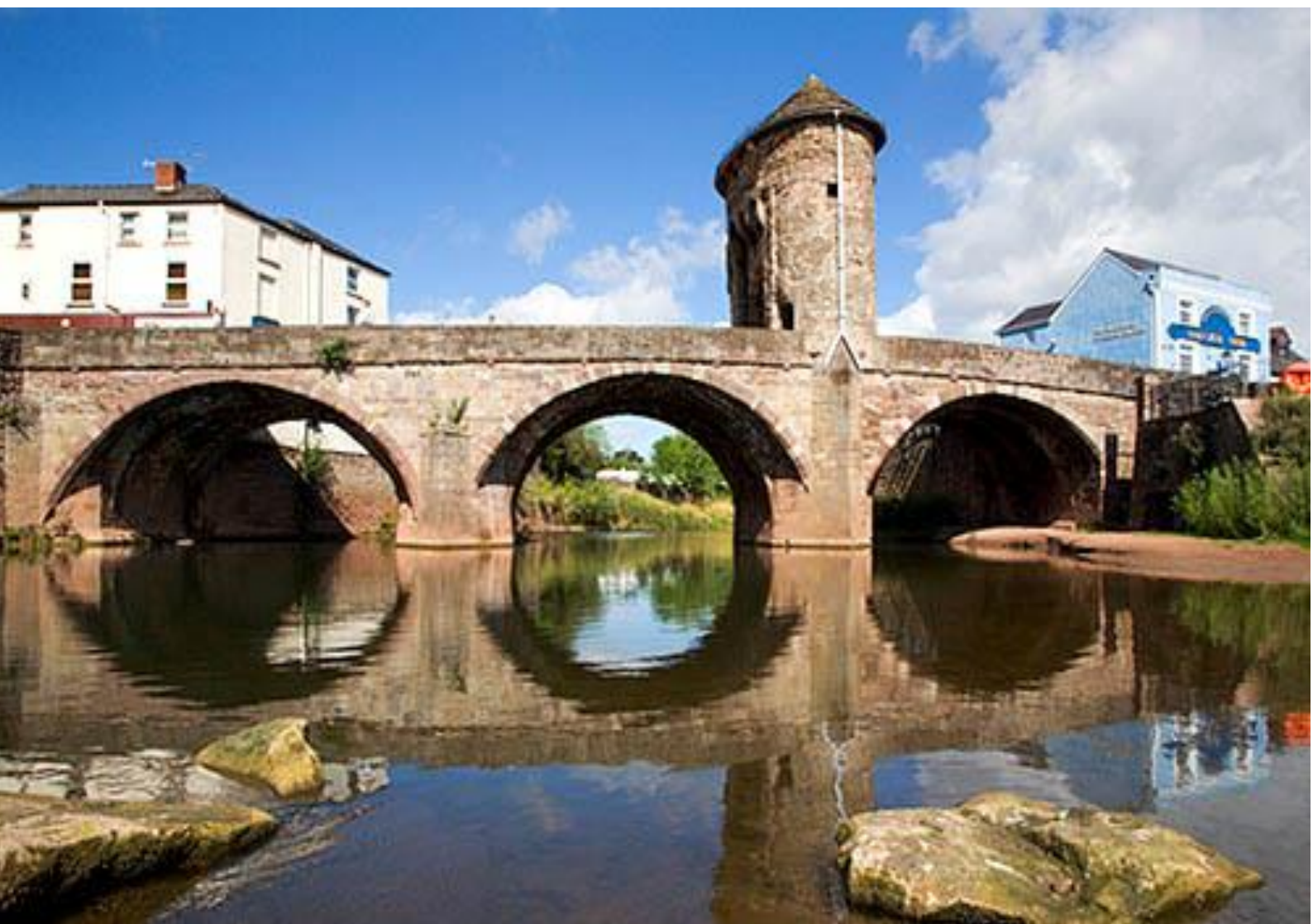


Equality and Diversity  
Cydraddoldeb ac  
Amrwyiaeth



Strategic Equality Plan

6th Annual Report

Period 2016 – 2017



monmouthshire  
sir fynwy

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# Version Control

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# Strategic Equality Plan

## Annual Report 2016 to 2017

This document is available on the Council's website at

[www.monmouthshire.gov.uk](http://www.monmouthshire.gov.uk)

If you require a hard copy of this document or a copy in a different format, e.g. large print, Braille, audio version, word format for screen readers etc. please contact the:

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# Foreword

The Public Sector Equality Duty requires that all public authorities covered under the specific duties in Wales should produce an annual equality report by the 31<sup>st</sup> March each year and, therefore, we are delighted to present Monmouthshire County Council's sixth, and its first annual report on its second Strategic Equality Plan. The Equality Act 2010 continues to present real challenges for Monmouthshire County Council in ensuring that its functions, decisions and behaviours fully take into account the impact they make on people/groups of people with protected characteristics. The backdrop of a continually challenging financial climate makes the provision of services to the people of Monmouthshire very difficult. Having said that Monmouthshire has been brave and creative in finding innovative ways of delivering these services with dwindling resources. Our adoption of the obligations under the Act require that we fully take into account the impacts and effects these decisions have on those that the Equality Act 2010 seeks to protect. As you will see from our outstanding good practice examples over the last 6 years Monmouthshire County Council has worked exceptionally hard to deliver for its citizens who come under the umbrella of the protected characteristics .

It has been decided that there will be a revision to the councils second SEP in the light of evidence that has been presented in the EHRC "Is Wales Fairer" Report and gathered from the extensive Wellbeing Assessment.

**Councillor Sara Jones**

**( Cabinet Member Social Justice + Community Development)**

**Paul Matthews**

**Chief Executive**

# Glossary of acronyms

EqlA – Equality Impact Assessment

WLGA – Welsh Local Government Association

EHRC – Equality and Human Rights Commission

SEWREC – South East Wales Regional Equality Council

STONEWALL CYMRU – an organisation that engages with lesbian, gay and bi-sexual people

CAIR – Monmouthshire Disablement Association

SACRE - Standing Advisory Council on Religious Education

GAVO – Gwent Association of Voluntary Organisations

MEDG – Monmouthshire Equality and Diversity Group

CEN – Corporate Equality Network

FGE – Future Generations Evaluations

LGBTQ – Lesbian, Bi-sexual, Trans-gender, (Gender) Queer

# Introduction

## Links to strategies

The Council's Strategic Equality Plan (2) 2016 – 2020 was approved by Council on the 3<sup>rd</sup> March 2016. It is important to note that it is not a standalone plan and has close links to a number of other key council, partnership and national strategies, plans and policies. Some of these are specifically focussed on equality and others have included equality as one of the key themes. Examples being:

- Welsh Language Measure (Wales) Act 2011
- “Strategaeth Mwy na geiriau”/”More than words strategy” 2011 and 2016
- Monmouthshire Local Development Plan 2011-21
- Strategy for Older People Wales Phase 3
- Monmouthshire Single Integrated Plan 2013-17
- Monmouthshire County Council Improvement Plan 2014- 17
- Well Being of Future Generations Act 1<sup>st</sup> April 2016
- Social Care and Well-being (Wales) Act 2014
- Draft Social Justice Strategy
- Draft Tackling Loneliness and Isolation Strategy

The Equality Act 2010 not only requires the Council to comply with its general and specific duties (highlighted below), but also provides an opportunity for it to demonstrate its commitment to the principles of equality which have been a feature of its functions prior to the implementation of the Act.

## The 3 aims of the General Duty of the Equality Act 2010

In exercising its functions the Council must have due regard to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. foster good relations between people who share a protected characteristic and those who do not;

The act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.



## **The Specific Duties in Wales**

The broad purpose of the specific duties is to help public bodies, such as this Council, in their performance of the general duty, and to aid transparency. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The following are the specific duties:

- Setting equality objectives and publishing strategic equality plans
- Engagement
- Assessment of impact
- Equality information
- Employment information, pay differences and staff training
- Procurement
- Reporting and publishing

Below is how we have performed in complying with the specific duties:

# Setting equality objectives and publishing Strategic Equality Plans

Monmouthshire's **Equality Objectives** are listed below:

1. **Doing the basics** – we must do what we are required to do under the Equality Act 2010
2. **Educating and guiding** – working closely with both staff and Elected Members offering training, advice and guidance to enable them to make informed decisions.
3. **Celebrating and Commemorating**– it is important that we celebrate/recognise key equality days to raise public awareness and show our respect as an organisation.
4. **Making a difference** – Working in partnership on projects that have a positive impact on people or groups of people with protected characteristics.
5. **Keeping our focus** – Despite challenging times we have to keep our focus on the more vulnerable people we provide services to.

# Engagement

Our officers have carried out extensive engagement with our citizens as evidenced in this section

## **Communications and Engagement**



## The Community Hubs

As you can see from the information below the Council's Hubs in their broadest capacity interact daily with groups and individuals that fall within many of the protected characteristics as part of their commitment towards the Equality agenda, for example...

- Age -Story Time and Rhyme Time with our younger library service customers
- Cylch Ti a Fi song sessions and others for babies and young children through the medium of Welsh.
- Welsh Language classes for adult learners are held in Chepstow, Caldicot and Chepstow Hubs
- Sex - Shared Reading, Men's Group and Knit and Natter sessions to which we have regular interaction.
- Disabilities - the Hub team play an important role in regards to the completion of Blue Badge applications with our residents and address when applications have been rejected. This is an important function from the social and wellbeing agenda perspective as the awarding of a Blue Badge will have a massive impact on an individual's independence and can help address social exclusion and isolation.
- Generic - We support the community with regards to the following: council tax, housing benefit, home searches and homeless cases mean we are in constant contact with a really broad demographic in each of the Hub locations.
- **Holocaust Memorial Day in Caldicot Hub:**
- Caldicot Community Hub hosted a ceremony on Holocaust Memorial Day on Friday 27<sup>th</sup> January 2017. Those attending reflected on the suffering of people under Nazi persecution and subsequent genocides in

Cambodia, Rwanda, Darfur and Bosnia. The theme of the 2017 Holocaust Memorial Day was “*How can life go on?*” asking communities to contemplate the aftermath of genocide and of their responsibilities in the wake of such a crime. Birdsong by Gillian Clarke was read by Library Lead Ceri Smith, followed by A Survivor Story about Elie Wiesel read by Library Lead Sarah Davies. There were two short films from the Holocaust Memorial Trust and a Survivor Story about Chanrithy Him read by a Friend of Caldicot Library. The charity iNEEED (Supporting people seeking refuge) made an appeal and the evening closed with a Pause for Thought from Pastor David Miller. 43 people attended, including Renate Collins, a local Holocaust Survivor.

## YOUTH SERVICE AND EQUALITIES

### LGBTQ+ etc

- Chepstow Comprehensive has a weekly lunchtime group for all pupils. They are heavily involved in making a difference in the school with a colourful display they have created and the delivering of assemblies.
- Chepstow Comprehensive School celebrated Black History Month.
- Caldicot Comprehensive LGBTQ+ Network has now been developed into an Equality Network as a result of the wishes of the members.
- Monmouth Comprehensive School are in the process of setting up their own LGBT Network
- Inclusive Youth clubs have been established in Caerwent and Bulwark with additional staff available to deal with any specific needs.
- An inclusive group which has been running in Gilwern for a number of years has ended as all of the attendees have now moved in to mainstream sports groups (which was the remit of the group).
- LGBT Conference 2 was held in Monmouthshire County Hall Usk 30-09-19
- LGBT Sports sessions held on a monthly basis with the Youth Service and Disability Sports leading.
- LGBT group (young people) from Chepstow school delivered LGBT training to primary school teachers on 02/02/17 with the support of Chepstow school and the Youth Service.
- LGBT group from Chepstow school visited Caldicot Equalities and diversities group in November to promote their good practice of the work they have going on in Chepstow Comprehensive and offer their support.

- W/C 9<sup>th</sup> October youth workers supported the delivery of LGBT awareness workshops in assemblies at Chepstow Comprehensive.
- The Youth Service attended the Eisteddfod Genedlaethol Cymru in Abergavenny in August 2016
- The youth service took a group of young people to the Youth Pride Cymru annual Iris film festival 14<sup>th</sup> October 2016
- Youth workers offering additional support to Additional Learning Needs (ALN) young people on a one to one basis throughout the academic year Chepstow Comprehensive School and Archbishop Rowan Williams Church in Wales School, Portskewett.
- From Jan 2017 – Dec 2017 the Youth Service worked with a gentleman who was referred via a Community Psychiatric Nurse and with support he tended to the Castle garden and the community garden at Caldicot Castle with me.

## Disability Sport

In 2016 (1<sup>st</sup> January – 31<sup>st</sup> December) Monmouthshire's Disability Sport participation figures were:

Year	Total Number of Participations	Total Number of Clubs/Sessions	Insport/NGB Accredited Clubs
2016	29078	48	17

- **National Exercise Referral Scheme**

In 2016/17 (1<sup>st</sup> April 2016 – 31<sup>st</sup> March 2017) Monmouthshire's National Exercise Referral Scheme received 1395 referrals onto the programme due to various conditions including Back Care, Cancer, Cardiac Rehabilitation, Diabetes, Falls Prevention, Mental Health, Obesity Pulmonary Disease and more.

- **Volunteering**

In 2016 Monmouthshire Leisure Services volunteer Daniel Johnsey won Sport Wales Young Coach of the Year Award. *\*Daniels film reached over 38,000 people on social media with 185 shares and 95 inspirational comments.*



When Daniel was 11 and waiting for a school bus he was knocked down by a car travelling at speed. He suffered a severe head injury, a broken pelvis and arm while his left foot was almost severed. In a coma for 10 days and in a 'locked in' state for five months, Daniel has since undergone 32 operations:

And now 11 years later, Daniel has been working with Monmouthshire County Council's Disability Sport officer helping young people step from a small disability specific gym class into the mainstream fitness suite at Caldicot Leisure Centre. He has also coached at Active Gwent's insport series event in Newport and volunteered over 50 hours at the Mongames summer programme in Caldicot.

It was there he coached a young girl who hadn't been able to perform a tumble turn in swim lessons. By the end of the summer, Daniel had worked his magic. The coaching has given him a huge surge in confidence.

### **Syrian Refugee re-settlement Programme**

In 2016, Monmouthshire County Council welcomed its first group of Syrian refugees via its participation on the Home Office Vulnerable Persons Resettlement Scheme. Working in partnership with Monmouthshire Housing Association, Melin Homes and residents in the county, we were able to set up 3 homes in Abergavenny to house our new residents. The families were provided with integration support including ESOL lessons, befriending by local volunteers and additional employment training.

We were able to utilise this opportunity to support the development of Abergavenny Town of Sanctuary who continue to provide support to our families to date.

## Raglan Dementia Project expands

In 2016 Staff in Social Care & Health received a valued accolade from the Care Council for Wales when a Monmouthshire County Council initiative was recognised for the role it has played in transforming the lives of people with dementia. At a ceremony in Cardiff's City Hall The Raglan Project took first prize in the Care for Older People category in the prestigious Social Care Council for Wales Accolade in 2015 (Excellent Outcomes for Older People with Dementia).

As a result of the success of the above the new model of "Care At Home" has seen the Care At Home Team being fragmented into smaller teams, namely clusters which is the key to consistency and relationship based care. Each cluster is now made up of a small number of staff supporting people within that cluster. The new model requires staff from each clusters to meet regularly which has resulted in an improvement in how vital information are exchanged and communicated. This is a fundamental component of providing relationship based care.

This new way of working has enable us to get a better understanding of what the person's likes and dislikes. The staff now have more time to spend with people, they are not rushing in and out. The new model is less task orientated and it is more about the person. We are getting feedback of how it's changed their lives and enabled them to stay at home.

This new way of working has seen staff achieving things they would not normally have done or thought they could do. This new way of working has empowered them to make their own decisions and to help people to achieve what they want for example walking in their garden.

Families and relatives of the person we support are happier and that this is what they wanted to, for them to stay at home and also to see an improvement in their health and wellbeing that they actually want to go out with their family.

## THE ARMED FORCES COVENANT

The Monmouthshire Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its Armed Forces community at the local level. It is intended to complement the national Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces.

The purpose of the Community Covenant is to encourage support for the Armed Forces community working and residing in the County of Monmouthshire and to recognise and remember the sacrifices made by members of this Armed Forces community, particularly those who have given the most. This includes in-Service and ex-Service personnel, their families and widows/widowers throughout the County.

For the Monmouthshire Public Services Board and partner organisations, the Community Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.

For the Armed Forces community, the Community Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

Though not a protected characteristic group in their own right, Armed Forces personnel (both current and former) and their families, can fall under the duties of the Equality Act in a number of ways. Physical disability due to injury, or emotional or mental health issues due to post-traumatic stress can affect armed forces personnel; there could also be links to domestic abuse within families for example.

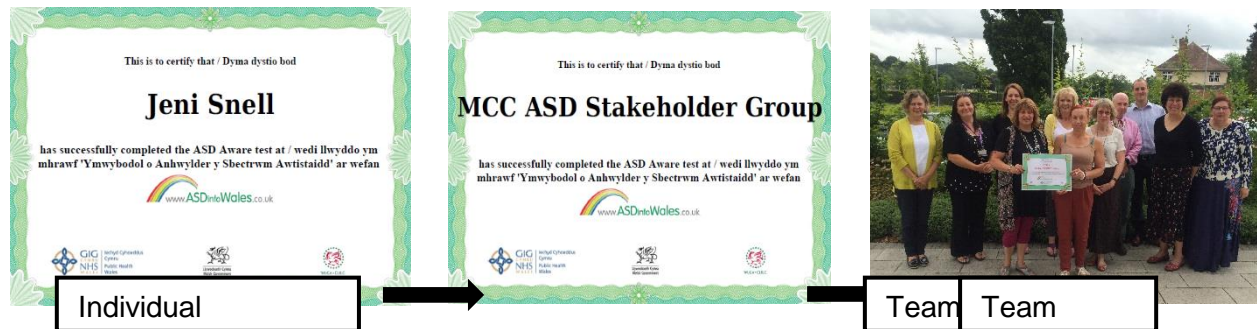
When providing services and treating our residents fairly and equally according to their needs, these Armed Forces issues clearly do intersect with the more mainstream Equalities issues and this is why the Covenant has been included in this policy to ensure that the Armed Forces context is taken into account at the proper stages.

## OTHER EVENTS HELD ACROSS THE SERVICE AREAS

- There was a Trans Day held on the 16<sup>th</sup> July 2016 in the Shire Hall in Monmouth and over 100 people attended
- On the 19<sup>th</sup> Nov 2016 there was an Equality Wedding show in the Shire Hall Monmouth which showcased Civil Partnerships as one of its key services
- On the 4<sup>th</sup> of November 2016 British Sign Language training/awareness sessions were held in the Community Hubs
- As usual the Council held the annual Remembrance Day Ceremony at County Hall Usk.
- 1<sup>st</sup> June 2016 – Mental Health awareness/first aid training 2 day course
- From 2016 to 2017 and our MCC staff have completed 2,177 ASD Aware Certificates in order to become an ASD Friendly organisation and the below is the ASD Stakeholder Group Mission document which outlines the challenge:

- **Monmouthshire ASD Stakeholder Group Mission**

- Last year Monmouthshire Autism Stakeholder Group set an Autism Aware Mission, to help Monmouthshire County Council to become the 1<sup>st</sup> Local Authority in Wales to register as fully Autism Aware by completing the Welsh Government awareness questionnaire scheme.
- We are on our way to achieving our goal with over 2,000 individuals successfully completing their certificates. Recently all of the village shops in Magor and Usk completed theirs to be the first village in Wales to become Autism Aware. This is the link to the ITV article and short film <http://www.itv.com/news/wales/2017-03-30/how-a-little-boy-from-magor-inspired-his-village-to-become-autism-aware/>
- However, we still need your help to join us in this mission.



## Our engagement groups and partners

- Monmouthshire Inclusion Group (formerly the Monmouthshire Equality and Diversity Group – **MEDG**) - (consisting of: Aneurin Bevan Health Board, GAVO, Heddlu Gwent Police, Charter Housing, SACRE, CAIR, Monmouthshire Housing, The Police Authority, Action 50+ Abergavenny, SEWREC, Melin Housing Association). This group continues to act as an independent engagement group and continues to play a key role in advising/challenging the Council.
- **CAIR** – (Monmouthshire Disablement Association) continues to be a critical friend to the Council by reviewing issues for the Highways department, carrying out access audits for schools, assisting with drop kerb locations etc.
- **GAVO** (Gwent Association of Voluntary Organisations) has an extensive database to which they circulate relevant Council information.
- The **Access for All Forum** is now an established forum that is very well supported by the public and brings together disabled groups quarterly to discuss issues that affect them. SEWREC continues to organise the Forums and the Council provides the accessible transport which allows disabled people to attend.
- The **Older People's Forum** runs in tandem with the Access for All Forum and enables our ageing population to be consulted and engaged in matters that directly affect them. Also it affords them the opportunity to be a 'voice' for older people in Monmouthshire through consultations, questionnaires, surveys, dissemination of information, interaction between service users and service supplier, relating to the development and delivery and will provide feedback and inform the Ageing Well Executive Group action plan and priorities.

## Our Monmouthshire engagement in 16/17 for the Well-being Assessment

The information gathered from this extensive engagement exercise will help to gather evidence to enable a revised second Strategic Equality Plan to encompass any issues discovered and to address them.

Abergavenny 50+	Monmouth Business Network Meeting
Abergavenny Adult Ed Classes 14/9/16	Youth Service INSET training day
Abergavenny Community Centre 9/9/16	Parent Forum of Children with Autism
Abergavenny Jobs Fair 18/10/16	Police and Crime Commissioner Event for Community Councils
Abergavenny Library	Llanfoist School assembly
Abergavenny Town Hall 23/8/16	Rogiet School assembly
Ace centre 6/10/16	LGBT awareness event at County Hall
Acorn Centre 19/9/16	Beachley Barracks Coffee Morning
Bridges Monmouth Social circles/tea dance	Monmouth Place Group
Bronze Ambassadors young people	PSB Engagement and Participation group
Bulwark Community Centre 17/9/16	Ageing Well Forum
Caldicot Hub 11/10/16	Monmouthshire Environment Partnership Board
Caldicot Market 30/9/2016	Financial Exclusion and Digital Inclusion Partnership
Chepstow Rugby Registration - 4/9/16	Monmouthshire County Council Members Seminar



Chepstow Show 13/8/16	Monmouthshire County Council MonDelivers Seminar for staff
Facebook (Raglan comments)	Abergavenny Civic Society
Fire Station - Abergavenny 3/9/16	Monmouthshire Made Open
Flu Jab Morning 12/10/16	Monmouthshire Voices 19/10/16
Gilwern Coffee Morning - 14/10/16	Parent forum for children with autism, Undy FC 15/9/16
Life Issues Group 9/9/16	Parent&toddler, Aber Comm Centre - 6/10/16
Livestock Market 24/8/16	People First Monmouth
Llandogo Coffee Morning	Raglan Project 21/9/16
Magor Square 3/9/2016	Rogiet Community Café
Ysgol Gymraeg Y Fenni	Shirenewton Super Saturday - 3/9/16
Mon Community Climate Champions - 19/10/16	Tintern Ladies Group 19/9/16
Mon Fairtrade County Group - 23/11/16	Tintern Table Top Sale 18/9/16
Mon Visually Impaired Group - 3/11/16	Transition Chepstow 19/9/16
The Bridges Stroke Association Coffee Morning 1/19/16	Transition Monmouth
Monmouth Market 21/10/16	Usk Hub -18/8/16
Monmouth MS Society 8/9/16	Usk Show 10/9/16
Monmouth Show 25/8/16	Ysgol Gymraeg Y Fenni
Chepstow Parent Group	Online Questionnaire

## Assessment of Impact

Since the Equality Act introduced the requirement for organisations to Impact Assess the council has repeatedly updated the EQIA toolkit in order to ensure that it is both increasingly robust and user friendly. The most recent version has taken on the specific requirements of the Well Being of Future Generations Act (WBFGA). The toolkit has taken on the following legislative requirements to become a unified assessment document:

- Equality Act 2010 and the consideration of the needs of those with Protected characteristics,
- Well Being of Future Generations Act April 2016,
- Corporate Parenting
- Safeguarding

## Equality Information

For the Council the collection of relevant equality information is essential when it comes to knowing our service users and shaping the services that we need to provide. It is widely recognised that there remain significant challenges when it comes to collecting accurate information in relation to equality and diversity, particularly for some of the more “sensitive” of the protected characteristics such as sexual orientation and gender reassignment. That said, the Council has remained firm in its support of the principles of the Equality Act 2010.

## Employment Information

Human Resources Division operates an on-line data collection system which provide all the information the council needs to understand the make up of its staff in respect of the protected characteristics. Even though the system itself is sufficiently robust it continues to be a challenge to get staff to complete these forms and it is recognised that more work needs to be done across the council to ensure that we are in possession of all the data as required by the Equality Act 2010.

## Pay Differences (Gender pay gap)

- The original Equal Pay Action Plan 2012 – 2015 has been completed and the Council remains fully committed to the principles of Equality. All new posts are evaluated by the Human Resources Division using the GLPC job evaluation process to ensure consistency and fairness of assessment. information
- The Council as the largest employer in the county has decided that it will now publish a Gender Pay report on an annual basis. The report for 2016 - 2017 will be presented to Council on the 31<sup>st</sup> March 2018 and will then be available on the Council website from that date onwards.

## Staff and Elected Member Training

- The Council's Induction Programme has a specific section which deals with the Equality Act 2010, equalities in general and the Welsh Language.
- The Social Services Sensory Team continue to run 4 half day sessions per annum for staff and partner organisations on sight, hearing and dual sensory loss.
- With Local Government elections taking place in May 2017 Equality and Diversity sessions for elected members will be held as a part of their induction process and will be reported upon in next years monitoring report.

## Procurement

The Council's Procurement process uses the documentation of the Welsh Purchasing Consortium therefore it is comprehensive in how Equalities is considered.

## Reporting and Publishing

This report is being published as per the requirements of the Equality Act 2010 and will be available in alternative formats upon request from the 1<sup>st</sup> April 2017.

## The Welsh Language

- This large (176+ Standards not including sub-sections) and exceptionally complicated piece of legislation has presented serious challenges not only in the interpretation of their exact meaning but also ensuring legal compliance by specific deadlines across the whole of the Council and its 3,500+ staff and 93,000 residents.
- A working group continues to meet regularly to discuss the requirements and potential implications of the “More than Words Strategy 2011”/ “Strategaeth Mwy na Geiriau 2011”. This strategy from the Welsh Government requires that providers of social care make an “active offer” regarding providing services through the medium of Welsh if the service user so wishes. The Council have made significant progress in respect of their action plan and continue to work in partnership with Aneurin Bevan Health Board and partner Council’s to provide this service.
- The Welsh Language Monitoring Report 2015-16 was produced and sent to the Commissioners office by the 30<sup>th</sup> June 2016
- A Welsh Language training programme is devised and runs annually.
- Welsh Language days (Diwrnod Santes Dwynwen, Dydd Gwyl Dewi Sant, Diwrnod Shwmae and Y Pethau Bychain) are all celebrated by the Council on an annual basis.

## In Conclusion

This is the Council's sixth annual report and is an accurate statement of the steps that we have and are taking to tackle this challenging piece of legislation.

The Strategic Equality Plan has been operation since 2012 and considering the severe financial situation faced by the Council over this prolonged period of time it is rightly proud of what has been achieved and confident that despite these financial constraints it has demonstrated a firm commitment to the Equality Act 2010 and to the people of Monmouthshire who come under the protection of the protected characteristics.

This Monitoring Report is the first one for the new Strategic Equality Plan covering the period 2016 – 2020. This will build on the foundations laid by the first one and will concentrate more on actions and making a real difference for the residents of Monmouthshire.

# Appendix 1 - Action Plans - How this action plan is set out

Provides a unique reference number for each action

Provides details on the intended action under each of the five equality objective

Outlines the intended timescale for delivering the action

Provides information on who is responsible and accountable for making the action happen

Outlines whether it is considered the action will have an impact on each of the protected characteristics, includes



Ref No	Action	Timescale	Responsibility	Impact on Protected Characteristics			
				S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

## Understanding the Acronyms

S = Sex

R = Race

SO = Sexual Orientation

W = Welsh Language

A = Age

R&B = Religion + Belief

GR = Gender Reassignment

D = Disability

P&M = pregnancy + maternity

M & CP = Marriage and Civil Partnership

## Objective One – Doing the basics

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
1	Report annually on progress of Strategic Equality Plan through Council political and professional structures  <b>Done annually as legal requirement</b>	Annually	Policy Officer Equality + Welsh Language  Corporate Equality Network	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
2	Promote the Monmouthshire Strategic Equality Plan and Equality Objectives  <b>Done as required</b>	2016 -20	Corporate Communications  Corporate Equality Network  Monmouthshire Inclusion Group  Elected Member Equality Champion	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓



3	Produce a project plan for the implementation of the Welsh Language Standards <b>Project plan completed and fully actioned according to timescales</b>	2016 - 17	Policy Officer Equality + Welsh Language  Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓
4	Produce an Annual Monitoring Report for the Welsh Language Standards <b>Produced annually as legally required</b>	Annual	Policy Officer Equality + Welsh Language  Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓
5	Produce a 5 year strategy to set out how the Council proposes to promote the Welsh Language and to facilitate the use of the Welsh Language more widely in Monmouthshire. <b>Strategy produced and agreed by Council 19<sup>th</sup> January 2017</b>	30 <sup>th</sup> September 2016	Policy Officer Equality + Welsh Language  Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓

6	Circulate a questionnaire to collect information regarding all existing staff across all the protected characteristics  <b>Technical issues with transfer of data has delayed this process</b>	April 2017	Policy Officer Equality + Welsh Language  Employee Services	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
7	To annually submit to the Stonewall Employers Index  <b>Due to cost and value for money issues it was decided not to re-engage with Stonewall on the Index.</b>	Annually every September	Policy Officer Equality and Welsh Language  All directorates	S		SO	✓
				A		GR	✓
				D		M & CP	✓
				R		P & M	
				R&B		W	

## Objective Two- Educating and guiding

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
8	<p>Ensure that the Policy Officer Equality and Welsh Language works closely with the Elected Member Equality Champion to maintain the high profile of Equality/Diversity/Inclusion agenda within the Council</p> <p><b>The Policy Officer Equality and Welsh Language and the Elected Member met regularly to keep up to date with any new developments/ progress.</b></p>	2016 -20	Policy Officer Equality + Welsh Language  Deputy Leader (Equality Champion)	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
9	<p>Hold staff and Elected Member awareness and briefing Sessions on relevant equality topics as and when required</p> <p><b>Local Government elections were arriving in May therefore advice and guidance given as and when required rather than structured sessions</b></p>	As required  2016 -20	Policy Officer Equality + Welsh Language  Corporate training  Members Secretariat	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

10	Provide advice and guidance to elected members and Council staff on equality issues as required  <b>As above</b>	2016 -20	Policy Officer Equality + Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
11	Produce equality focused communications e.g. stories and articles for The Hub, Council website, Facebook and Twitter.  <b>Need to re-look at this area</b>	Bi-monthly	Corporate Communications  Policy Officer Equality + Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
12	Ensure the relevant Equality web pages of the Council website contain up-to-date equality information  <b>Equality pages of the Internet and Intranet updated in 2016</b>	Continually update	Digital Marketing Officer.	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

## Objective Three – Celebrating and Commemorating

13	Celebrate “International Womens Day”.	8 <sup>th</sup> March	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	
14	Celebrate “LGBT History Month”.	Every February	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	✓
				A		GR	✓
				D		M & CP	✓
				R		P & M	
				R&B		W	
15	Publicise “Anti- Bullying Week”.	Every November	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	
				R&B	✓	W	

16	Commemorate "Holocaust Memorial Day". <b>Commemorated with an event in Caldicot Hub</b>	Every 27 <sup>th</sup> January	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R	✓	P & M	
				R&B	✓	W	
17	Publicise "White Ribbon awareness"	Every November	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	
18	Celebrate "IDAHOT (International Day against Homophobia and Transphobia) Day".	Every May	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	✓
				A		GR	✓
				D		M & CP	
				R		P & M	
				R&B		W	

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
19	Support Macmillan Cancer Care	Every September	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
20	Commemorate Remembrance Day <b>Event arranged by the Leader of the Councils secretary. Attended by elected members and invited dignitaries</b>	11 <sup>th</sup> November	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
21	Promote Foster Care Fortnight <b>Promotion campaign organised by the councils Fostering Team and promoted by the Communications team</b>	16 <sup>th</sup> – 29 May 2016 and annually thereafter	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics						
				S	A	D	R	SO	GR	M & CP
22	Publicise Hate Crime Week	Every October	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	✓			
				A	✓	GR	✓			
				D	✓	M & CP	✓			
				R	✓	P & M	✓			
				R&B	✓	W	✓			
23	Celebrate Fairtrade Fortnight <b>Regular events organised by the councils Sustainability Policy Officer.</b>	Every Feb/Mar	Sustainable Development Officer Corporate Communications	S		SO				
				A		GR				
				D		M & CP				
				R	✓	P & M				
				R&B		W				
24	Celebrate Santes Dwynwen's Day <b>Communications Team arrange a Facebook and Twitter presence to celebrate the day and support/promote the Welsh language</b>	25 <sup>th</sup> January	Corporate Communications Policy Officer Equality + Welsh Language	S		SO				
				A		GR				
				D		M & CP				
				R		P & M				
				R&B		W	✓			



Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
25	Celebrate the Eisteddfod – Welsh Language and Cultural Festival  <b>The Eisteddfod was a massive success that has in turn lead to a massive demand for opportunities to learn the Language and a shortage of tutors.</b>	April – Aug 2016	Corporate Communications  Policy Officer Equality + Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
26	Celebrate “Diwrnod Shwmae” – celebration of the Welsh Language  <b>As 24 in above</b>	15 <sup>th</sup> October	Corporate Communications  Policy Officer Equality + Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
27	Celebrate St David’s Day  <b>As in 24 and 26 above</b>	1 <sup>st</sup> March	Corporate Communications  Policy Officer Equality + Welsh Language	S		SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓

## Objective Four – Making a difference

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
28	Support and work with the Menter Iaith, Urdd, WESP and Greater Gwent Fforwm Iaith to improve Welsh Language provision within Monmouthshire.  <b>Policy Officer attends the WESP and is a committee member of the Menter Iaith. The Greater Gwent Fforwm Iaith has not met for some time but there is an intention to re-establish it in the near future.</b>	2012 - 16	Policy Officer Equality + Welsh Language  Children and Young Peoples Directorate	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
29	Attend Cair etc to engage, support and exchange information  <b>Policy Officer regularly attends in order to liaise any issues between the group and the council</b>	2016 - 20	Policy Officer Equality + Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	

30	Implement the VAWDASV (Violence against Women Domestic Abuse and Sexual Violence) Local action Plan.  <b>Welsh Government have changed from a local to a regional approach with a regional action plan.</b>	Action Plan	PSB Development Manager	S	✓	SO	✓
				A	✓	GR	✓
				D		M & CP	
				R	✓	P & M	
				R&B		W	
31	Work towards the attainment of the British Sign Language (BSL) Charter  <b>Unfortunately this was not achieved as the council's Sensory Impairment Practitioner left the Council and also the 3 year Lottery funded project ended</b>	March 2017	Policy Officer Equality and Welsh Language.  Sensory Impairment Practitioner  Corporate Training	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
32	Implement the Anti poverty action plan and the programme of intent  <b>A Tackling Poverty Plan is being developed and actioned by FEDIP</b>	Action plan	PSB Development Manager	S	✓	SO	✓
				A	✓	GR	✓
				D		M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	

33	Work towards attainment of the Disability Silver and Gold awards  <b>Working towards Silver award - May 2018</b>	Silver 2016-17  Gold 2018-19	Disability Sports Officer	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
34	Implement the Ageing Well action plan (linked to the SIP)  <b>The above has been completed and a new action plan is being developed in light of the evidence gleaned from the “Well being assessment”</b>	Action plan	PSB Development Manager	S	✓	SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	
35	Re engage with Time 4 change champion project  <b>Issues with changes of staffing at Time 4 Change led to delays with re-engagement.</b>	Sept 2016	Policy Officer Equality and Welsh Language  Time 4 Change Champions  Employee Services	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	

36	To work in partnership with SEWREC to support the Access 4 All and 50+ Forum which gives the opportunity for people to ask questions of the Council  <b>Administrative support given to the Forum</b>	quarterly	SEWREC (South East Wales Regional Equality Council)  Policy Officer Equality and Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
7	A representative to attend the Gypsy Traveller Network which is tasked with having dialogue with the Gypsy Traveller population of Monmouthshire, Torfaen and Newport  <b>Policy Officer attended</b>	Bi- monthly meetings	Policy Officer Equality and Welsh Language  Housing Manager	S		SO	
				A		GR	
				D		M & CP	
				R	✓	P & M	
				R&B		W	
38	Implement the “Mwy na Geiriau/More than Words” action plan  <b>Policy Officer meets with Social services lead to progress and write annual progress report for Welsh Government and Director of Social Services Annual Report</b>	Annual action plan from Welsh Govt	Social Care  Policy Officer Equality and Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	✓

39	Implement the Well-being Group action plan. <b>Currently being developed</b>	Action plan to be followed	PSB Development Manager	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
40	Monmouthshire is in the process of re-locating 20 households of Syrian Refugees to the County over the next 5 years. <b>The first tranche of refugees re-located and settled well.</b>	Annual report	Housing Manager Elected Member Equality Champion Community Cohesion Officer	S		SO	
				A		GR	
				D		M & CP	
				R	✓	P & M	
				R&B	✓	W	

## Objective Five – Keeping our Focus

41	Establish a Welsh Language Task and Finish Group for the implementation of the Welsh Language Standards  <b>Policy Officer worked with individual departments to discuss implications of the Standards</b>	2016 -2017	Policy Officer Equality + Welsh Language  Welsh Language Support Officer	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
42	Regularly review and improve the Equality Impact Assessment process in conjunction with the requirements of the Well-being of Future Generations (Wales) Act 2015.  <b>Review to take place 2018</b>	Regular review and update	Policy Officer Equality + Welsh Language  Sustainable Development Officer  Policy and Performance Manager	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

43	Monmouthshire Inclusion Group (Ex-Monmouthshire Equality and Diversity Group – MEDG)	To meet quarterly	Policy Officer Equality and Welsh Language  Elected Member Equality Champion	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
44	LGBTQ+ Group to positively promote this protected characteristic  <b>Regularly meeting and expanding</b>	Annual Report	Youth Services Manager	S		SO	✓
				A	✓	GR	✓
				D		M & CP	
				R		P & M	
				R&B		W	
45	To ensure that the Impact assessment of the annual financial saving mandates/proposals is robust  <b>To be reviewed in 2018</b>	Annually  Aug – Mar	Programme Manager  Legal Services, Equalities Officer, People Services.	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓



