

**SUBJECT: 8th Annual Monitoring Report on the Council's Strategic Equality Plan**

**MEETING: Strong Communities Select**

**DATE: 24<sup>th</sup> February 2020**

**DIVISION/WARDS AFFECTED: ALL**

**1. PURPOSE:**

The Select Committee has a responsibility to ensure that the Council complies with legislation and that it is embedded into practice. The Equality Act 2010 was introduced in April 2011 and within the Specific duties of the Act 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 comprehensive 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 scrutinise the examples of good practice carried out by staff of MCC and the progress made on the action plan in line with their role to ensure policy and practice delivers legislative requirements.

**3. KEY ISSUES:**

One of the specific duties of the Equality Act 2010 requires all listed Public Bodies to publish an annual report. The purpose of this report is as follows:

- To evidence the progress made on the action plan that sits in the Strategic Equality Plan 2016 -2020.
- It gives many examples of the good practice carried out by the directorates of the council as outlined in the report covering the period 1<sup>st</sup> April 2018 to the 31<sup>st</sup> March 2019.

- It records how the council complies with the Specific Duties as set out in the Equality Act 2010 namely:
- How and who we engage with, our process for the assessment of impact, the recording of equality information by protected characteristic, the recording of employment information also by protected characteristic, recording of pay differences and staff training data, the procurement process, and finally the requirement to report and publish.

#### **4. REASONS:**

Whilst the strategic objectives and the action plan fundamentally build on the existing culture and values of the Council, the annual report highlights the many examples of good practice that have taken place across the different directorates of the council.

#### **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:**

Officers, Monmouthshire Equality and Diversity Champion.

#### **8. BACKGROUND PAPERS:**

Equality Act 2010, EHRC Guidance, MCC Strategic Equality Plan 2016 - 2020.

#### **9. AUTHOR:**

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