

**SUBJECT: MCC Strategic Equality Plan 2020 - 2024**

**MEETING: Strong Communities Select**

**DATE: 24th February 2019**

**DIVISION/WARDS AFFECTED: All**

**1. PURPOSE:**

- 1.1 The Equality Act 2010 was introduced in April 2011 and within its specific duties is the requirement to publish the Council's Strategic Equality Objectives within a Strategic Equality Plan (SEP). This is the Council's third such SEP and will replace the version 2016 – 2020 on the 1<sup>st</sup> April 2020.

**2. RECOMMENDATIONS:**

- 2.1 That members scrutinise the latest Strategic Equality Plan covering the period 2020 – 2024.

**3. KEY ISSUES:**

- 3.1 This document uses evidence gleaned from two substantial assessments of need and wellbeing within the County as a consequence of the Wellbeing of Future Generations Act 2015 and the Social Services and Wellbeing Act 2014. The quantitative and qualitative information that it gained during this work will provided us with a far clearer understanding of the challenges we face in securing equality.
- 3.2 Another key source of evidence was the Equality and Human Rights (EHRC) document "Is Wales Fairer 2018". This publication
- 3.3 However, one of the specific duties in the Equality Act 2010 requires Public Bodies to publish their second SEP by 1<sup>st</sup> April 2020. We have consulted on the Objectives and the associated Plan. The consultation is running from the 6<sup>th</sup> January 2020 to the 15<sup>th</sup> February 2020.

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

- 4.1 The Council's first 2 SEP's concentrated on getting the foundations for Equality and Diversity in place in Monmouthshire. Having done that this third SEP focuses on making a real difference to people across the county.

#### **5. RESOURCE IMPLICATIONS:**

- 5.1 There are no significant resource implications within the SEP.

#### **6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:**

- 6.1 By its very nature, 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.
- 6.2 The actual impacts from this report's recommendations will be reviewed annually and incorporated in an Annual Monitoring Report as per one of the Specific Duties of the Equality Act 2010.

#### **7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS**

There are no implications within this plan.

#### **8. CONSULTEES:**

Monmouthshire Inclusion Group, Strong Communities Select Committee, GAVO, 50+ Forum, Access 4 All Forum, Monmouth Visually Impaired Group, Twitter, Facebook, MCC website.

#### **9. BACKGROUND PAPERS:**

Equality Act 2010, "Is Wales Fairer 2018", Social Justice Strategy, EHRC Guidance, MCC Strategic Equality Plan version 2.

#### **10. AUTHOR:**

Alan Burkitt, Policy Officer Equalities and Welsh Language.

#### **11. CONTACT DETAILS:**

Tel: 01633 644010

E-mail: [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

