

SUBJECT: MCC Strategic Equality Plan number two 2016 - 2020

MEETING: Strong Communities Select

DATE: 28th January 2016

DIVISION/WARDS AFFECTED: All

1. PURPOSE:

The Equality Act 2010 was introduced in April 2011 and within its Specific duties is the requirement to publish the Council's Equality Objectives within a Strategic Equality Plan (SEP). The Act's principles and processes ensure that the Council remains true to its corporate values of Openness, Fairness, Flexibility and Teamwork. This is the Council's second SEP replacing the version 2012 – 2016 on the 1st April 2016.

2. RECOMMENDATIONS:

That Council approve this the Council's second Strategic Equality Plan (SEP).

3. KEY ISSUES:

One of the Specific Duties in the Equality Act 2010 requires Public Bodies to publish their second SEP's by 1st April 2016. In giving the Protected Characteristics due regard, it was necessary to consult on the Objectives and Plan and to take feedback into consideration in the development of the final Plan. The consultation ran from the 16th December 2015 to the 14th January 2016.

4. REASONS:

The Council's first SEP (2012 – 2016) concentrated on getting the foundations for Equality and Diversity in place in Monmouthshire. Having done that this second SEP is concentrating more on actions and getting things done (trying to make a difference). Comments received in the consultation have been

considered and the Plan amended accordingly and it is felt that the revised SEP now better meets the needs of the diverse population of Monmouthshire.

5. RESOURCE IMPLICATIONS:

There are no significant resource implications within the SEP.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

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.

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, GAVO, CAIR, Twitter, Facebook.

9. BACKGROUND PAPERS:

Equality Act 2010, EHRC Guidance, MCC Strategic Equality Plan version 1.

10. AUTHOR:

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11. CONTACT DETAILS:

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