

**SUBJECT: Strategic Equality Plan Annual Monitoring Report 2020- 2021**

**MEETING: Strong Communities Select Committee**

**DATE: 18<sup>th</sup> November 2021**

**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 April 2020 to March 2021

## **2. RECOMMENDATIONS:**

- 2.1 That members scrutinise the Strategic Equality Plan Annual Monitoring Report covering the period 2020– 2021.

## **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 has been in operation for a year setting out objectives for the key areas that the authority has committed to addressing and accompanying actions. The monitoring report assesses progress made during the first of the four years against the objectives:
- 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 It is worth taking into consideration that the Covid Pandemic may have had an adverse impact on the levels of achievement on some of the outcomes that were originally anticipated. There are some examples of good practice that have been noted in relation to the response to the pandemic from the council to people with protected characteristics.

3.5 The monitoring report has been attached as an appendix to this covering report.

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

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.

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

There are no implications within this plan.

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

This is a monitoring report and has not been subject to consultation. The scrutiny undertaken by the committee will help shape the final version of this report prior to publication

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

MCC Strategic Equality Plan 2020 - 2021.

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

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