

SUBJECT: MCC Strategic Equality Plan 2016 - 2020

MEETING: Council

DATE: 10th March 2016

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 Equality Objectives within a Strategic Equality Plan (SEP). This is the Council's second SEP replacing the version 2012 – 2016 on the 1st April 2016.

2. RECOMMENDATIONS:

- 2.1 That Council approves this plan.

3. KEY ISSUES:

- 3.1 This is a required document but given the timing of its publication it does not represent a fundamental shift from the previous iteration. During 2016-2017 Monmouthshire County Council will undertake 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 is gained during this work will provide us with a far clearer understanding of the challenges we face in securing equality.
- 3.2 However, one of the specific duties in the Equality Act 2010 requires Public Bodies to publish their second SEP by 1st April 2016. We have consulted on the Objectives and the associated Plan. The consultation ran from the 16th December 2015 to the 14th January 2016.

4. REASONS:

- 4.1 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 focuses on making a 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, GAVO, CAIR, Twitter, Facebook.

9. BACKGROUND PAPERS:

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

10. AUTHOR:

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