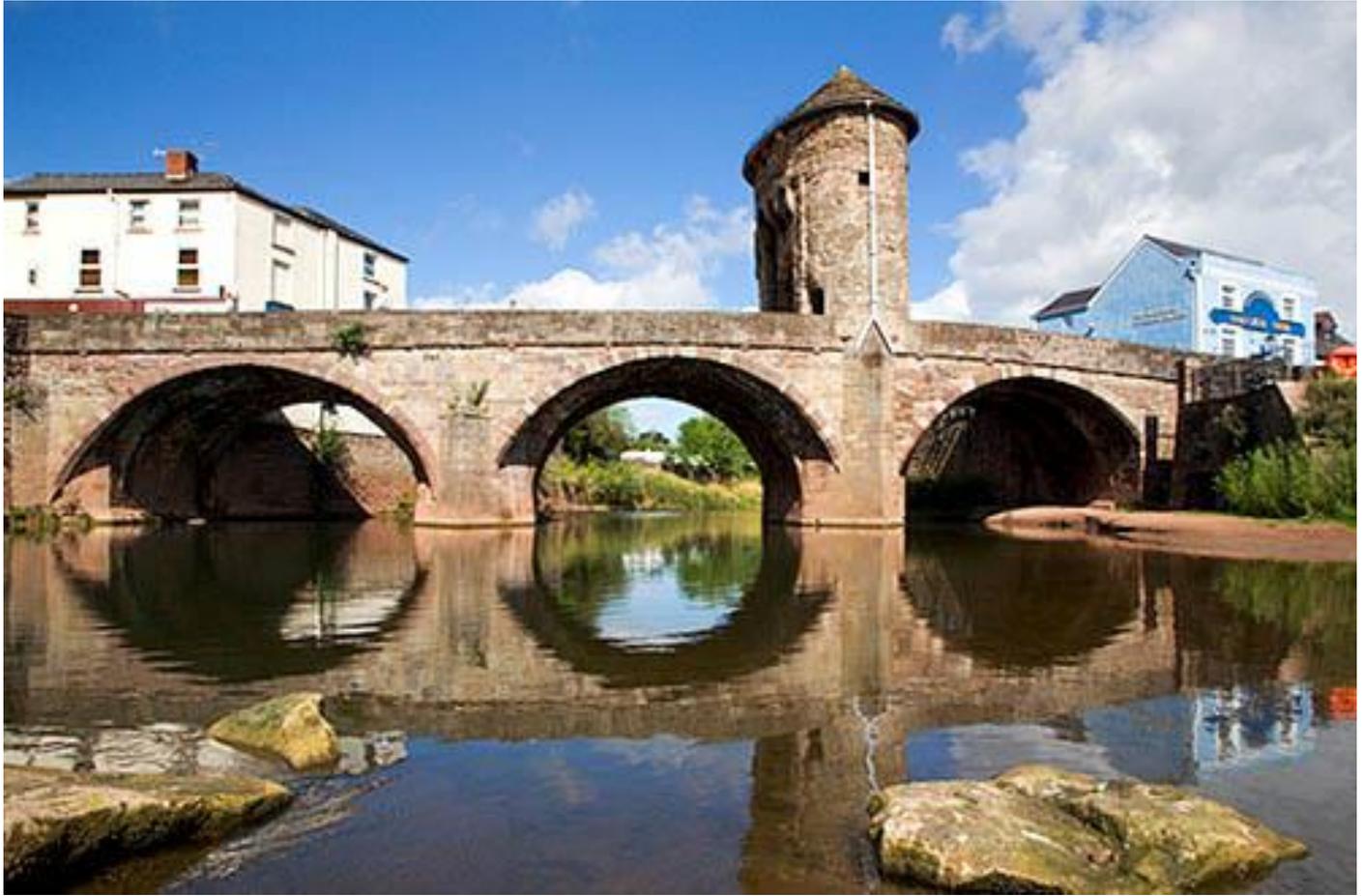


Equality and Diversity
Cydraddoldeb ac
Amrwyiaeth



Strategic Equality Plan

2016 – 2020

Cynllun Cydraddoldeb
Strategol

Version Number 1



monmouthshire
sir fynwy

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Version Control

Title	Monmouthshire County Council Strategic Equality Plan 2016 - 20
Purpose	Legal document required under the Equality Act 2010
Owner	Monmouthshire CC
Approved by	Council
Date	XXXX/04/2016
Version Number	One
Status	Official version
Review Frequency	Annual
Next review date	1/4/2017
Consultation	<i>GAVO, CAIR (Monmouthshire Disablement Association) Monmouthshire Inclusion Group, e mail to all stakeholders, Management Teams, Public Budget Consultation events , Single Integrated Plan engagements, Future Generations engagement sessions, (The Hub), external (Council website), press release, Twitter, Facebook.</i>

Strategic Equality Plan

2016 to 2020

This document is available on the Council's website at

www.monmouthshire.gov.uk

Also it is available upon request in hard copy, large print, Braille, audio version, word format for screen readers etc. Please contact the:

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Welcome

We are pleased to present Monmouthshire County Council's second Strategic Equality Plan. The Equality Act 2010 was implemented in April 2011 and represented an opportunity for Monmouthshire County Council to ensure that its functions and decisions fully took into account the impact they had on the Protected Characteristics. The Act's principles and processes ensure that the Council remain true to its corporate values of Openness, Fairness, Flexibility and Teamwork.

Over the last 4 years we have made some significant progress in embedding Equality considerations into our thinking and culture. That being said, there is still much to achieve. In developing our thinking around the Inclusion Agenda issues, we have come to realise that there are gaps in our knowledge that affect our awareness of how our actions can affect some of the Protected Characteristics. Also with the need to work within ever reducing budgets meaning that we have to consider different ways of doing things, the challenge is to do that without adversely affecting people or groups of people with Protected Characteristics. A key part of that is ensuring that we develop more inclusive services and to continue to consult with service users on what they really need.

Our commitment to Inclusion (equality and diversity) as an organisation will ensure that we continue to strive towards a robust compliance with the Act.

Councillor Philip Hobson

**Deputy Leader of the Council
and Equality Champion**

Paul Matthews

Chief Executive

The Vision for Monmouthshire

Building Sustainable and Resilient Communities

The vision for our county is described in the Single Integrated plan for Monmouthshire to Build Sustainable and Resilient Communities. This was developed by the Local Service Board – the group which brings together the leaders of key organisations in Monmouthshire.

We have identified three specific themes that will be the focus of our work together:

- Nobody is Left Behind
- People are Confident, Capable and Involved
- Our County Thrives

Monmouthshire County Council partnership administration continuance agreement clearly sets the direction of the council for the period up to May 2017. The [Continuance Agreement](#) sets four specific priorities which we consider when planning how to deliver and resource our services, these are:

- Education
- Safeguarding vulnerable people
- Promotion of enterprise, economic development and job-creation
- Maintaining locally accessible services

The Values that Guide us

We want to ensure communities can access and shape the county on their own terms. Our organisation will enable change on things that matter today whilst looking ahead to the things that that will be important tomorrow. We are trying to create an organisational culture that is innovative, responsive and flexible.

We have a very clear set of values that underpin all work of the council and guide the behaviours that are expected of everyone working for us or working with us. These do not change as time passes. They are consistent and they define us.

Openness: we aspire to be open and honest to develop trusting relationships

Fairness: we aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect

Flexibility: we aspire to be flexible in our thinking and action to become an effective and efficient organisation

Teamwork: we aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals

These values are our compass. They are consistent points that we look to as we take forward our work.

Understanding our responsibilities

The Equality Act 2010

The Equality Act 2010 came into operation on the 6th April 2011. The Act replaced 116 previous different pieces of law relating to equality, and put them all together into one piece of legislation. The Act strengthens the law in important ways, and in some respects extends current equality law to help tackle discrimination and inequality.

The Council, as a public body in Wales, has a requirement under the Act to meet both general and specific duties.

The General Duties

The **general duties** are that in exercising its functions the Council must have due regard to:

1. eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited by the Act;
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. foster good relations between people who share a protected characteristic and those who do not;

The act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Specific Duties

The Equality Act 2010 also sets out a number of Specific Duties that Public Bodies are required to comply with:

- Publish sufficient information to demonstrate its compliance with the general duty across its functions
- Prepare and publish Equality Objectives and detail the engagement that has been undertaken in developing them.
- Publish a Strategic Equality Plan.
- Set out how progress will be measured

The Specific Duties in Wales

The broad purpose of the specific duties is to help public bodies, such as this Council, in their performance of the general duty, and to aid transparency. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The following are the specific duties:

- Equality Objectives and Strategic Equality Plans
- Engagement
- Assessment of impact
- Equality information
- Employment information, pay differences and staff training
- Procurement
- Reporting and Publishing

The Protected Characteristics

The general duty covers the same people that were covered by previous legislation, but strengthens and consolidates it into one Act. It introduces 'protected characteristics' which replaces the phrase 'equality strands'.

The protected characteristics – as defined by the Equality and Human Rights Commission (EHRC) are:

Age - A person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Sex - A man or a woman.

Gender re-assignment - The process of transitioning from one gender to another.

Disability - A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Pregnancy and maternity - The condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, it gives protection against maternity discrimination for 26 weeks after giving birth, and includes treating a woman unfavorably because she is breastfeeding.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Race - This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Religion or belief (including lack of belief) - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. The Equality Act 2010 applies to this characteristic, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Welsh Language Commitment

The Welsh Language Measure 2011 has replaced the Welsh Language Act 1993 and places an obligation on public sector bodies to comply with Welsh Language Standards all with timescales of either 6 or 12 months. Essentially the Measure has the same requirement as the Welsh Language Act: to treat the Welsh and English languages on the basis of equality in the provision of services to the public in Wales.

The Welsh language is acknowledged as a key element of the equality agenda and the new standards will be maintained as a stand-alone document and subject to scrutiny to ensure that outcomes are delivered.

However, in terms of due process, the impact of the Council's functions and practices in terms of the Welsh language will be assessed alongside the other protected characteristics in the new Future Generations Assessment (which incorporates the Equality Impact Assessment process and the requirements of the Well-being of Future Generations (Wales) Act 2015

The Well-Being of Future Generations Act

The Act requires us to improve social, economic and environmental wellbeing, in accordance with the sustainable development principle which seeks to ensure that present needs are met without compromising the ability of future generations to meet their own needs.

In planning our services we must consider and demonstrate that we have applied the following sustainable governance principles in our decision making:

- Balancing short term needs with long term needs.
- Using an integrated approach, balancing social, economic and environmental needs.
- Involving others and taking their views into account.
- Working in collaboration with others.
- Putting resources into preventing problems

The Welsh Government has also set 7 wellbeing goals which we need to contribute to. In our planning we consider how our activities deliver the well-being goals below, and how, if possible, we can better contribute to the goals:

- A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A Wales of cohesive communities
 - A globally responsible Wales
 - A Wales of vibrant culture and thriving Welsh language
 - A more equal Wales
-

Achievements over the last 4 years in Monmouthshire

Stonewall Employers Index 2015/ 2016

In 2014 Monmouthshire County Council made a decision to work with Stonewall Cymru and engage in the 2015 Stonewall Employers Index (the first time the Council had taken part). Monmouthshire, as do all other public bodies, have (Lesbian Gay Bisexual Transgender) LGBT staff but were not demonstrating their commitment to being a place where these staff could be themselves and be valued for the work they do rather than for their sexuality. The Council was placed a very creditable 256th out of 397, has submitted again recently for 2016 and was placed 244th out of 415 and will meet with Stonewall to plan further areas for development. The Council is very fortunate to have role models and champions at both Elected member and Chief Officer level which allows LGBT staff to work in a safe environment where they can thrive.

(Lesbian Gay Bisexual Trans Queer +) LGBTQ+ Group

The LGBTQ+ Group was started in May 2013.

The group came into being as a result of the numbers of Young People (YP) being referred into counselling from the Mental Health Team and it became apparent that some of the YP did not need to be involved with Mental Health Services, they simply needed to be who they were born to be (LGBTQ+)

It started with 4 members who were accessing counselling services and discussed promoting and advertising the group, a poster was designed and distributed to schools, G.P. surgeries, Youth Centres etc. There were a couple of enquiries from YP who had seen the posters and so it has grown.

Presentations have been made to assemblies for Years 10 & 11 in 3 of our Comprehensive schools. The Counsellor introduces the group followed by 5 members telling their stories. The most positive feedback has been from teaching staff as well as some pupils asking about the group.

Digital stories of some members have been recorded which have been used in training within the authority but also the Police use the stories in their training for LGBT/Hate Crime officers.

The group is a supportive, educative environment which is a safe place to come to. There have been guest speakers who are positive LGBT role models for the members. There have also been social trips, attending Pride Cymru in Cardiff, bowling and a meal out.

There has been a residential organised for our Trans members, doing workshops around body image, voice, self-esteem building with developing a sense of self.

The group has grown, meets on the first Wednesday of every month, and is now affiliated to 'Umbrella Gwent' and some members will be joining the founder to help start groups in other parts of Gwent.

Afghan Interpreters and Syrian Refugees

The Council has successfully facilitated the relocation of 13 households of Afghan Interpreters to Monmouthshire and are in the process of working with the UK Home Office to relocate 20 households of vulnerable Syrian Refugees to the County over the next 5 years.

Promotion of the Welsh Language

In the recent Wales Audit Office Annual Report compiled after an authority-wide Inspection, the Council was commended on its work to promote the use of the Welsh Language.

Equality Champions

As a commitment to the equality agenda the Council has designated the Deputy Leader as the Equality, Diversity and Welsh Language Champion in order to promote and support the equality agenda at political level across the Council. He is also Chair of the Monmouthshire Inclusion Group. Also the Leader of the Council take a personal responsibility for Equality issues and other Elected Members take a lead for specific characteristics.

Equality Impact Assessments

Over the last 4 years the Equality Impact Assessment toolkit (EqIA) has been repeatedly updated in order to ensure that it is both increasingly robust and user friendly and is used across all the Council's decision-making processes. In support of this an EqIA training programme, lead by Anna Morgan from the WLGA was rolled out for Elected Members and appropriate officers.

As early adopters of the Well-being of Future Generations (Wales) Act 2015 we have been developing a Future Generations Assessment which also includes the Equality Impact Assessment in a more streamlined toolkit. It is currently running as a pilot and it seems that it is likely to be formally adopted in the near future.

EQIA's, the Council's annual financial savings proposals and the setting up of the Financial Savings Panel

Over the last 3 years the Council has impact assessed the mid term financial savings proposals and every year we have looked at the process and re-developed it to make the system more robust in order that Equality is one of the key considerations of every decision made. A development this year has been setting up of a Financial Savings Panel lead by two senior officers to look in depth at all aspects of the proposals. Officers from People Services, Legal Services and the Policy Officer Equality and Welsh Language are able to scrutinise proposals with the instigators of the proposals to discuss any potential issues and to look at any potential mitigations.

BSL Interpreter

A hearing impaired officer required an interpreter for him to access key personal training. This was done for two courses and will be done for any future need.

Raglan Project

The Raglan Project won a prestigious Social Care Council for Wales Accolade in 2015 (Excellent Outcomes for Older People with Dementia). This project provides full time carers for dementia sufferers so that they have consistency of carer and service provision which is all important for them. It is anticipated that this type of service will be rolled out in other towns and communities in Monmouthshire in the future.

World Autism Awareness Week 2015 The ASD (Autistic Spectrum Disorder) Team launched a mission to get Monmouthshire to be the first Council in Wales that is ASD Aware. As of the 30th November 2015 over 1636 members of staff have completed the ASD quiz and been given a certificate.

Disability Sport / Insport Development

The insport Development programme is part of the broader insport project, which aims to support the physical activity, sport, and leisure sectors delivering inclusively of disabled people. Disability Sport Wales know that the best understanding for local delivery, and the clearest understanding of the demographics of the immediate community is the local authority, and for sport – this starts with the LA Sport Development department.

The principle behind insport Development is for DSW to develop a Toolkit which will support the development of inclusive thinking, planning, development and delivery by everyone within the Sport Development team so that ultimately they will deliver across the spectrum to disabled and non-disabled people, at whatever level they wish to participate or compete.

The intention is to initiate and then support cultural change with regards to the approaches the local authority have towards disabled people, and to support the identification of an understanding of what inclusion means to them. The result will be that opportunity is widened, participation increases,

disabled people become more active and engaged (either as players, or officials, coaches, or volunteers), and we collectively achieve the sector vision for a nation who is hooked on sport for life, and one which consists of many champions.

The programme consists of 4 incremental standards (Ribbon, Bronze, Silver and Gold), against which a series of aims have been identified. At Ribbon standard the local authority will be assigned a Case Officer who will support the sport development team in achieving the aims against each standard (and this will mean greater partnership working throughout the Council at the higher-level standards); and at the end of each stage the team will present their journey so far to an independent panel. Demonstration of support for each aim is identified by uploading relevant documents and information to a bespoke portal , and the content of the presentation then serves to illustrate the extent to which philosophies of inclusion have been embedded throughout the organisation, and the difference that working towards inclusion has made.

Monmouthshire insport Timeline

Insport Development Award	Date Award Completed	Proposed Completion Dates
Ribbon	February 2014	
Bronze	February 2015	
Silver	IN PROGRESS	2016.17
Gold		2018.19

Monmouthshire Key Performance Indicator's

Year	No. of Clubs/Sessions	No. of Accredited Clubs	Participants under 16	Participants 16-64	Total Number of Participant Opportunities
2013	36	13	241	152	15599
2014	50	17	272	352	23896
2015	Data collected annually in December (Jan-Dec) – Next report will be January 2016				

Equality Objectives 2016 to 2020

We have decided to change our equality objectives as we feel that we need to make them more concise, impactful and in keeping with what we feel we need to do. We believe that the old objectives gave us a good foundation for the first 4 years, now we believe that the new objectives will serve us better as we move on.

1. **Doing the basics** – we must do what we are required to do under the Equality Act 2010
2. **Educating and guiding** – working closely with both staff and Elected Members offering training, advice and guidance to enable them to make informed decisions.
3. **Celebrating and Commemorating**– it is important that we celebrate/recognise key equality days to raise public awareness and show our respect as an organisation.
4. **Making a difference** – Working in partnership on projects that have a positive impact on people or groups of people with protected characteristics.
5. **Keeping our focus** – Despite challenging times we have to keep our focus on the more vulnerable people we provide services to.

Overview of Monmouthshire

Geographically Monmouthshire is a predominantly rural county, covering 329 square miles of countryside. With a population density of 1 person per hectare or only 100 people per square kilometre it is one of the more sparsely populated areas of Wales (compared to 140 people/km² for Wales as a whole). The county's population of approximately 91,300 is concentrated in the five towns of Abergavenny, Monmouth, Usk, Caldicot and Chepstow. Due to its vast size and rural nature, the county has an extensively dispersed population.

Historically Monmouthshire County Council is one of 22 unitary authorities in Wales, which were formed in 1996 following the Local Government (Wales) Act 1994. The area was formerly part of Gwent County Council.

Politically Monmouthshire is made up of 42 electoral wards which are represented by 43 members (councillors) who are elected by the people of Monmouthshire. The Council operates a Cabinet system, which is led by the Leader of the Council. The cabinet consists of 8 Executive Members covering 8 portfolios and there are five Select scrutiny committees. A Senior Leadership Team consisting of the Chief Executive and the Chief Officers covering Social Services, Education and Leisure and Environment, lead on the strategic management of the Council's business. As of August 2015 the Council employed approximately 4,000 staff.

Statistically It is widely recognised that there remain significant challenges when it comes to collecting accurate information relating to equality and diversity, particularly for some protected characteristics e.g. Sexual Orientation and Gender Reassignment.

Equality/diversity/inclusion in Monmouthshire

Monmouthshire County Council has shown a commitment to equality, diversity and inclusion over the past decade or more and highlighted below are some key areas of work which demonstrate the progress made.

Links to other strategies

The Strategic Equality Plan is not a standalone plan and has close links to a number of key Council and Partnership strategies, plans, policies and frameworks. Some of these have been specifically focused on equality and others which have included equality as a key theme. Examples being:

- Welsh Language Standards introduced under the Welsh Language (Wales) Measure 2011.
- Accessible and Inclusive Events Guide
- Corporate Improvement Plan
- Local Development Plan
- Monmouthshire Domestic and Sexual Abuse Action Plan
- The Single Integrated Plan will become the Well-being of Future Generations Plan.
- People and Organisation Development Strategy 2014-2017

People and Organisation Development Strategy 2014 - 2017

Various quotes from the above strategy reveal that Monmouthshire County Council are serious about Equality, diversity and wellbeing not just in terms of the public we serve but also the people we employ:

Diversity, Inclusion and Wellbeing

“Diversity and inclusion are the key drivers of a creative culture and make a key contribution to colleague wellbeing. We want to be sure that what we do reflects the make-up and diversity of our communities.....Our inside environment must be geared up to recognising difference and diversity and enabling people to be their authentic and unique selves”.

Equalities

“Our Equality and Diversity Strategy and practices help promote a positive work environment. We expect every colleague to treat others with dignity, respect and courtesy. We do not tolerate under any circumstances discrimination or harassment.....”

Single Integrated Plan (SIP) 2013 - 2017

The SIP recognises the importance of Equality and diversity and demonstrates this through stating: “.....there are vulnerable people living in our communities who need our support.....”

Developing the Equality Objectives and Strategic Equality Plan

The SEP was put out for formal consultation via internal website, and with a targeted e mail distribution to all stakeholders and a post on the Councils' Twitter site. Specific organisations/groups that were consulted were as follows:

- Monmouthshire Inclusion Group who consist of:
 - Aneurin Bevan Health Board,
 - Crown Prosecution Service,
 - GAVO,
 - Heddlu Gwent Police,
 - SACRE (Standing Advisory Council on Religious Education),
 - Monmouthshire Housing,
 - Police and Crime Commissioner,
 - SEWREC,
 - Melin Housing Association,
 - CAIR (Monmouthshire Disablement Association)

Monmouthshires' Equality Objectives

Equality Objective One

Doing the basics

Equality Objective Two

Educating and guiding

Equality Objective Three

Celebrating and commemorating

Equality Objective Four

Making a difference

Equality Objective Five

Keeping our focus

Appendix 1 - Action Plans - How this action plan is set out

Provides a unique reference number for each action

Provides details on the intended action under each of the five equality objective

Outlines the intended timescale for delivering the action

Provides information on who is responsible and accountable for making the action happen

Outlines whether it is considered the action will have an impact on each of the protected characteristics, includes



Ref No	Action	Timescale	Responsibility	Impact on Protected Characteristics			
				S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

Understanding the Acronyms

S = Sex

R = Race

SO = Sexual Orientation

W = Welsh Language

A = Age

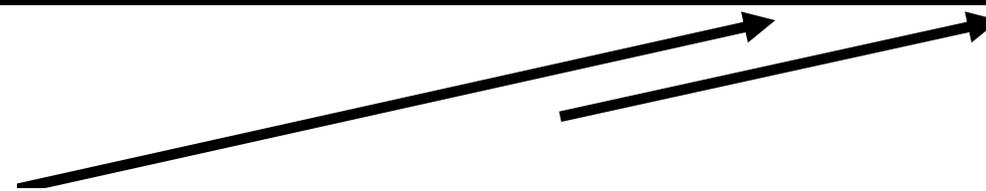
R&B = Religion + Belief

GR = Gender Reassignment

D = Disability

P&M = pregnancy + maternity

M & CP = Marriage and Civil Partnership



Objective One – Doing the basics

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
1	Report annually on progress of Strategic Equality Plan through Council political and professional structures	Annually	Policy Officer Equality + Welsh Language Corporate Equality Network	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
2	Promote the Monmouthshire Strategic Equality Plan and Equality Objectives	2016 -20	Corporate Communications Corporate Equality Network Monmouthshire Inclusion Group Elected Member Equality Champion	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

3	Produce a project plan for the implementation of the Welsh Language Standards	2016 - 17	Policy Officer Equality + Welsh Language Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓
4	Produce an Annual Monitoring Report for the Welsh Language Standards	TBC	Policy Officer Equality + Welsh Language Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓
5	Produce a 5 year strategy to set out how the Council proposes to promote the Welsh Language and to facilitate the use of the Welsh Language more widely in Monmouthshire.	30 th September 2016	Policy Officer Equality + Welsh Language Welsh Language Support Officer	S	SO	
				A	GR	
				D	M & CP	
				R	P & M	
				R&B	W	✓

6	Circulate a questionnaire to collect information regarding all existing staff across all the protected characteristics	April 2017	Policy Officer Equality + Welsh Language Employee Services	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
7	To annually submit to the Stonewall Employers Index	Annually every September	Policy Officer Equality and Welsh Language All directorates	S		SO	✓
				A		GR	✓
				D		M & CP	✓
				R		P & M	
				R&B		W	

Objective Two- Educating and guiding

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
8	Ensure that the Policy Officer Equality and Welsh Language works closely with the Elected Member Equality Champion to maintain the high profile of Equality/Diversity/Inclusion agenda within the Council	2016 -20	Policy Officer Equality + Welsh Language Deputy Leader (Equality Champion)	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
9	Hold staff and Elected Member awareness and briefing Sessions on relevant equality topics as and when required	As required 2016 -20	Policy Officer Equality + Welsh Language Corporate training Members Secretariat	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

10	Provide advice and guidance to elected members and Council staff on equality issues as required	2016 -20	Policy Officer Equality + Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
11	Produce equality focused communications e.g. stories and articles for The Hub, Council website, Facebook and Twitter.	Bi-monthly	Corporate Communications Policy Officer Equality + Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
12	Ensure the relevant Equality web pages of the Council website contain up-to-date equality information	Continually update	Digital Marketing Officer.	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

Objective Three – Celebrating and Commemorating

13	Celebrate “International Womens Day”.	8 th March	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	
14	Celebrate “LGBT History Month”.	Every February	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	✓
				A		GR	✓
				D		M & CP	✓
				R		P & M	
				R&B		W	
15	Publicise “Anti- Bullying Week”.	Every November	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	
				R&B	✓	W	

16	Commemorate "Holocaust Memorial Day".	Every 27 th January	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R	✓	P & M	
				R&B	✓	W	
17	Publicise "White Ribbon awareness"	Every November	Corporate Communications Policy Officer Equality and Welsh Language Policy Officer Equality and Welsh Language	S	✓	SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	
18	Celebrate "IDAHOT (International Day against Homophobia and Transphobia) Day".	Every May	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	✓
				A		GR	✓
				D		M & CP	
				R		P & M	
				R&B		W	

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
19	Support Macmillan Cancer Care	Every September	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
20	Commemorate Remembrance Day	11 th November	Corporate Communications Policy Officer Equality and Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
21	Promote Foster Care Fortnight	16 th – 29 May 2016 and annually thereafter	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics						
				S	A	D	R	SO	GR	M & CP
22	Publicise Hate Crime Week	Every October	Corporate Communications Policy Officer Equality and Welsh Language	S	✓	SO	✓			
				A	✓	GR	✓			
				D	✓	M & CP	✓			
				R	✓	P & M	✓			
				R&B	✓	W	✓			
23	Celebrate Fairtrade Fortnight	Every Feb/Mar	Sustainable Development Officer Corporate Communications	S		SO				
				A		GR				
				D		M & CP				
				R	✓	P & M				
				R&B		W				
24	Celebrate Santes Dwywnen's Day	25 th January	Corporate Communications Policy Officer Equality + Welsh Language	S		SO				
				A		GR				
				D		M & CP				
				R		P & M				
				R&B		W	✓			

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
25	Celebrate the Eisteddfod – Welsh Language and Cultural Festival	April – Aug 2016	Corporate Communications Policy Officer Equality + Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
26	Celebrate “Diwrnod Shwmae” – celebration of the Welsh Language	15 th October	Corporate Communications Policy Officer Equality + Welsh Language	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
27	Celebrate St David’s Day	1 st March	Corporate Communications Policy Officer Equality + Welsh Language	S		SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓

Objective Four – Making a difference

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
28	Support and work with the Menter Iaith, Urdd, WESP and Greater Gwent Fforwm Iaith to improve Welsh Language provision within Monmouthshire.	2012 - 16	Policy Officer Equality + Welsh Language Children and Young Peoples Directorate	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
29	Attend Cair etc to engage, support and exchange information	2016 - 20	Policy Officer Equality + Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
30	Implement the VAWDASV (Violence against Women Domestic Abuse and Sexual Violence) Local action Plan.	Action Plan	LSB Development Manager	S	✓	SO	✓
				A	✓	GR	✓
				D		M & CP	
				R	✓	P & M	
				R&B		W	

31	Work towards the attainment of the British Sign Language (BSL) Charter	March 2017	Policy Officer Equality and Welsh Language. Sensory Impairment Practitioner Corporate Training	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	
32	Implement the Anti poverty action plan and the programme of intent	Action plan	LSB Development Manager	S	✓	SO	✓
				A	✓	GR	✓
				D		M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	
33	Work towards attainment of the Disability Silver and Gold awards	Silver 2016-17 Gold 2018-19	Disability Sports Officer	S		SO	
				A		GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	

34	Implement the Ageing Well action plan (linked to the SIP)	Action plan	LSB Development Manager	S	✓	SO	
				A	✓	GR	
				D		M & CP	
				R		P & M	
				R&B		W	
35	Re engage with Time 4 change champion project	Sept 2016	Policy Officer Equality and Welsh Language	S		SO	
			Time 4 Change Champions	A		GR	
			Employee Services	D	✓	M & CP	
				R		P & M	
				R&B		W	
36	To work in partnership with SEWREC to support the Access 4 All and 50+ Forum which gives the opportunity for people to ask questions of the Council	quarterly	SEWREC (South East Wales Regional Equality Council)	S		SO	
			Policy Officer Equality and Welsh Language	A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	

37	A representative to attend the Gypsy Traveller Network which is tasked with having dialogue with the Gypsy Traveller population of Monmouthshire, Torfaen and Newport	Bi- monthly meetings	Policy Officer Equality and Welsh Language Housing Manager	S		SO	
				A		GR	
				D		M & CP	
				R	✓	P & M	
				R&B		W	
38	Implement the “Mwy na Geiriau/More than Words” action plan	Annual action plan from Welsh Govt	Social Care Policy Officer Equality and Welsh Language	S		SO	
				A	✓	GR	
				D	✓	M & CP	
				R		P & M	
				R&B		W	✓
39	Implement the Well-being Group action plan.	Action plan to be followed	Sharran Lloyd	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

40	Monmouthshire is in the process of re-locating 20 households of Syrian Refugees to the County over the next 5 years.	Annual report	Housing Manager	S		SO	
			Elected Member Equality Champion	A		GR	
			Community Cohesion Officer	D		M & CP	
				R	✓	P & M	
				R&B	✓	W	

Objective Five – Keeping our Focus

41	Establish a Welsh Language Task and Finish Group for the implementation of the Welsh Language Standards	2016 -2017	Policy Officer Equality + Welsh Language Welsh Language Support Officer	S		SO	
				A		GR	
				D		M & CP	
				R		P & M	
				R&B		W	✓
42	Regularly review and improve the Equality Impact Assessment process in conjunction with the requirements of the Well-being of Future Generations (Wales) Act 2015.	Regular review and update	Policy Officer Equality + Welsh Language Sustainable Development Officer Policy and Performance Manager	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

43	Monmouthshire Inclusion Group (Ex-Monmouthshire Equality and Diversity Group – MEDG)	To meet quarterly	Policy Officer Equality and Welsh Language Elected Member Equality Champion	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓
44	LGBTQ+ Group to positively promote this protected characteristic	Annual Report	Youth Services Manager	S		SO	✓
				A	✓	GR	✓
				D		M & CP	
				R		P & M	
				R&B		W	
45	To ensure that the Impact assessment of the annual financial saving mandates/proposals is robust	Annually Aug – Mar	Programme Manager Legal Services, Equalities Officer, People Services.	S	✓	SO	✓
				A	✓	GR	✓
				D	✓	M & CP	✓
				R	✓	P & M	✓
				R&B	✓	W	✓

Appendix 2 - Glossary of terms and anacronyms

EqIA – Equality Impact Assessment

Stakeholder – an individual who is affected or can be affected

Citizen – member of the public

Objective – can be a goal, purpose or aim

Impact – having an effect

Procurement – buying goods or services

Elected Members – Councillors

WLGA – Welsh Local Government Association

EHRC – Equality and Human Rights Commission

VALREC – Valleys Regional Equality Council

SEWREC – South East Wales Race Equality Council

Stonewall Cymru – an organisation that engages with lesbian, gay, bi-sexual and Trans-gender people

CAIR – Monmouthshire Disablement Association

SACRE - Standing Advisory Council on Religious Education

GAVO – Gwent Association of Voluntary Organisations

VAWDASV – Violence against Women Domestic Abuse and Sexual Violence

LGBTQ – Lesbian, Gay, Bisexual, Transgender, Queer