

SUBJECT: STRATEGIC EQUALITY PLAN ANNUAL MONITORING REPORT 23-24

MEETING: PEOPLE SCRUTINY COMMITTEE

DATE: 25TH NOVEMBER 2024

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

- 1.1 To provide the committee with an opportunity to examine the Disability Confident Level 2 Self-Assessment 3 Year Action Plan (Employer Evidence Template).

2. RECOMMENDATIONS:

- 2.1 That members scrutinise the Disability Confident Level 2 Self-Assessment 3 Year Action Plan (Employer Evidence Template).

3. KEY ISSUES:

- 3.1 On the 14th May 2024 we were accepted as a Disability Confident **Employer**. As a result, we have committed to the following, outlined in our 3 Year Action Plan (Employer Evidence Template):
- Actively attracting and recruiting disabled people to help fill your opportunities (including jobs, apprenticeships, internships, work experience, etc).
 - Providing a fully inclusive and accessible recruitment process
 - Offering an interview to disabled people who meet the minimum criteria for the job
 - Being flexible when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job.
 - Proactively offering and making reasonable adjustments as required.
 - Encouraging our suppliers and partner firms to be Disability Confident
 - Ensuring employees have sufficient disability equality awareness training
 - Providing work experience and apprenticeships
 - Providing an environment that is inclusive and accessible for staff, clients and customer
 - Supporting employees to manage their disabilities or health conditions

- Ensuring there are no barriers to the development and progression of disabled staff
- Ensuring managers are aware of how they can support staff who are sick or absent from work
- Valuing and listening to feedback from disabled staff
- Identifying and sharing good practice

4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):

The updated actions within the Employer Evidence Template outline how we are addressing the criteria stipulated by the Disability Confident Employer status.

The Disability Confident Employer Self-Assessment is by its very nature a plan that is looking to address, mitigate and positively address identified issues for disabled employees and disabled applicants.

5. EVALUATION CRITERIA

The evaluation criteria is as above.

6. REASONS:

The Authority has committed to become a Disabled Confident Employer within its Strategic Equality Plan 2024-28. This status will end on 11th May 2027 when we would anticipate that the Authority will gain Disability Confident Leader (Level 3) status.

7. RESOURCE IMPLICATIONS:

N/A

8. CONSULTEES:

The Accessibility Inclusion Group has been repurposed to evaluate and contribute to the 3 Year Action Plan. The group includes colleagues from Human Resources, Equalities, Employment and Skills, Workforce Development and Disabled/Neurodiverse employees.

9. BACKGROUND PAPERS:

Disability Confident Level 2 Self-Assessment 3 Year Action Plan (Employer Evidence Template)

10. AUTHOR:

Pennie Walker – Equality and Welsh Language Manager

11. CONTACT DETAILS:

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Is my report exempt?

In some instances it may be necessary to submit a report to a committee but withhold the whole report, or part of that report, due to the sensitive nature of information contained within it.

There are specific circumstances in which a report may be considered exempt which are set in legislation. When writing your report bear in mind the following circumstances to consider whether your report should be exempt;

Local Government Act, Schedule 12A, Part 4;

12. Information relating to a particular individual
13. Information which is likely to reveal the identity of an individual
14. Information relating to the financial or business affairs of any particular person (including the authority holding that information)
15. Information relating to any consultation or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
16. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings
17. Information which reveals that the authority proposes –
 - a. To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
 - b. To make an order or direction under any enactment
18. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

If you are unsure if the report should be exempt or not you should contact Democratic Services or the Monitoring Officer for further advice and guidance. The principal to bear in mind however is that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

If your report is to be exempt you should let Democratic Services know as soon as possible if you have not already done so when adding the item to the forward plan of the relevant committee.

When submitting your report to Democratic Services for publication with the agenda you must also include an exemption certificate which give details as to why the report is exempt and not for publication. This certificate will be publicly available with the agenda in place of the report so the reasoning for the exemption should be made clear on this form. The exemption certificate is available overleaf.

Further information on definitions and exemptions is available within the Local Government Act at the following link; <http://www.legislation.gov.uk/ukpga/1972/70/schedule/12A>



**SCHEDULE 12A LOCAL GOVERNMENT ACT 1972
EXEMPTION FROM DISCLOSURE OF DOCUMENTS**

Meeting and Date of Meeting: **Insert date and meeting**

Report: **Insert report title**

Author: **Insert author**

I have considered grounds for exemption of information contained in the background paper for the report referred to above and make the following recommendation to the Proper Officer:-

Exemptions applying to the report:

[Enter the section and reason of the exemption, as defined by the Local Government Act set out above e.g – This report will be exempt under paragraph 12 of Schedule 12A – Information relating to a particular individual]

Factors in favour of disclosure:

Openness & transparency in matters concerned with the public

Prejudice which would result if the information were disclosed:

[Give a brief indication of what information would be disclosed and the impact of its disclosure]

My view on the public interest test is as follows:

Factors in favour of disclosure are outweighed by those against.

Recommended decision on exemption from disclosure:

Maintain exemption from publication in relation to report

Date: **Insert date**

Signed: **Signed by report author**

Post: **Insert post**

I accept/I do not accept the recommendation made above

Signed: [Signed by Chief Officer / Head of Service / Chief Executive]

Date: **Insert Date**