



My Ref / Fy Ref: Scrutiny DD/CC

Your Ref / Eich Ref :

Date / Dyddiad: 23 November 2015

Appendix 7

Councillor Nigel Howells  
Chair, Policy Review and Performance Scrutiny Committee  
County Hall  
Atlantic Wharf  
CARDIFF CF10 4UW

Dear / Annwyl Nigel,

**RE: POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE  
8 OCTOBER 2015: STRATEGIC EQUALITY PLAN**

Thank you for your letter regarding the above. I was grateful to Committee for your considered and useful feedback on our draft Strategic Equality Plan (SEP). Thank you for also arranging for Martyn Jones to attend to provide his helpful and interesting views, and for Sheila Hendrickson-Brown to ask the question on Equality Impact Assessment.

I have reflected on the seven key points made in your letter, and am pleased to respond as follows:

- **Equality Impact Assessment:** Objective One in our draft SEP is to “*meet our specific equality objectives, and build equality into everything we do*”. You heard my thoughts on how the Council’s practice of equality impact assessment can be developed, and we will seek to reflect this into the Plan’s action plan on publication in March 2016.
- **Equality Objectives:** I feel that our draft Objectives are already broad and strategic enough to remain relevant over the four year Equality Plan period. I will, however, will discuss with Cabinet colleagues, and also



reflect on any key messages coming out of the What Matters! Refresh to ensure that our final Objectives link to the highest level of policy commitments possible.

- **Championship at Cabinet and Senior Management level:** Linking to the points made above, you will have seen in our draft SEP the statements *“each Cabinet Member has individual responsibility to mainstream diversity within their portfolio of responsibilities”* and *“each Director will have responsibility for actions within the Plan”*, with individual responsibilities also identified for the Leader, myself, the Chief Executive and the Director of Governance and Legal Services, and collective responsibility for every Council employee . I anticipate that our final Plan document will continue to reflect this commitment, and the action plan may contain targets associated with this.
- **Reflections on Martyn Jones’ commentary:** I have since you meeting updated the document, so that the version that is out for consultation is now more age neutral. I will also ask officers to explore the points made by Martyn regarding Prudential Healthcare, the Wellbeing of Future Generations and socio economic deprivation when they consult Diverse Cymru on the draft Plan on 13 November.

We have made inquiries with local public service partners regarding the possibility of working to shared equality objectives. Arrangements for the immediate period are limited by the fact that several organisations have already gone out to consultation on their objectives, but this clearly remains an aspiration moving forward.

- **Partnership with the Third Sector:** Amongst other arrangements to involve local third sector organisations in the SEP, officers have arranged to consult the Cardiff Third Sector Council on 18 November, and the points you have raised around the advisory role of the third sector will be explored then.
- **“Outcome visioning” work:** Equality Officers have now begun the process of meeting Directorate equality representatives to plan how

outcomes from the consultation process can be translated into actions in the final SEP, and this process will continue through the winter.

- **Inclusive consultation:** We will do all we can to make our consultation inclusive. As examples, arrangements are developing to consult People First, Cardiff Deaf Club and Gypsy Travellers Wales. The consultation documents have been sent to trades union representatives, as you requested.

I hope that the above information welcome, and look forward to continuing our partnership with the Committee in developing the Council's equality agenda.

Yours sincerely  
Yn gwyir

A handwritten signature in black ink, appearing to read 'Dan De'Ath', written in a cursive style.

**Councillor/ Y Cyngorydd Daniel De'Ath**  
**Cabinet Member for Safety, Engagement & Democracy**  
**Aelod Cabinet Dros Diogelwch, Ymgysylltu a Democratiaeth**  
**Councillor for Plasnewydd/**  
**Cyngorydd Plasnewydd**

