
EQUALITY & INCLUSION STRATEGY 2020-2024

Reason for this Report

1. To inform the Committee's pre-decision scrutiny of the **Equality & Inclusion Strategy 2020-2024**, attached at **Appendix 1**. Members will be able to provide any comments, observations or recommendations for consideration prior to approval of the report at Cabinet on the 17th September 2020.

Context

2. The Public Sector Equality Duty includes a requirement for public authorities to develop and publish Strategic Equality Objectives every four years. Therefore, an Equality and Inclusion Strategy for 2020 – 2024 has been developed, containing four Strategic Equality Objectives detailing a number of actions for their delivery over a four year period.

Structure of the Papers

3. This report contains the following information for Members' consideration:
 - Equality & Inclusion Strategy 2020-2024 – **Appendix 1**, which in turn contains:
 - Consultation Report on the Objectives – **Appendix A**
 - Equal Opportunities Policy Statement – **Appendix B**
 - Terminology – **Appendix C**

Background

4. The Council's current Strategic Equality Plan 2016-2020 was approved in March 2016. The Strategic Equality Objectives detailed in the 2016-2020 plan have been revised and updated for 2020-2024 to reflect best practice and provide an ambitious vision for equality in Cardiff over the next four years.
5. The Strategic Equality Objectives for 2020-2024 and actions identified to deliver each Objective are detailed in the Equality and Inclusion Strategy 2020-2024 (**Appendix 1**) and this document constitutes the Council's Strategic Equality Plan.

Legal Duties and Requirements

6. The Equality and Inclusion Strategy 2020-2024 details how the Council will meet the legal obligations as found within the Equality Act 2010 and Public Sector Equality Duty.
7. The Equality Act 2010 brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens equalities legislation and introduced a Public Sector Equality Duty (the 'general duty'), which replaced the separate duties on race, disability and gender equality.
8. The general duty covers the following protected characteristics:
 - i) Age
 - ii) Disability
 - iii) Gender Reassignment
 - iv) Marriage and Civil Partnership
 - v) Pregnancy and Maternity
 - vi) Race – including ethnic or national origin, colour or nationality
 - vii) Religion or belief – including lack of belief
 - viii) Sex (Gender)
 - ix) Sexual orientation

9. The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services.
10. When making decisions and delivering services, public authorities must have due regard to the need to:
- i) Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
 - ii) Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
 - iii) Foster good relations between people who share a protected characteristic and those who do not.
11. In advancing equality of opportunity between people who share a protected characteristic and those who don't, the Council must also ensure that it:
- i) Removes or minimises disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic.
 - ii) Encourages persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation is disproportionately low; and
 - iii) Meets the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

Specific duties in Wales

12. There are specific statutory duties placed upon the Council which set out what actions the Council must take to comply. The broad purpose of the specific duties in Wales is to help listed bodies in their performance of the general duty and to aid transparency. The specific duties in Wales came were published by Welsh Government in April 2011.

13. A listed body in Wales must:

- i) Publish objectives to meet the general duty;
- ii) Publish a statement setting out the steps it has taken or intends to take to meet the objectives and how long it expects to take to meet each objective;
- iii) Make appropriate arrangements to monitor progress towards meeting its objectives and to monitor the effectiveness of its approach; and
- iv) Give appropriate consideration to relevant equality information it holds when considering what its equality objectives should be.

14. As part of this requirement listed bodies must also:

- i) Have due regard to the need to have objectives to address the causes of any pay differences that seem reasonably likely to be related to any of the protected characteristics; and
- ii) Publish an equality objective to address any gender pay gap identified or else publish reasons why it has not done so.

Socioeconomic Duty

15. The Welsh Government has detailed their intention to commence the Socio-economic Duty in Wales. In summary, the statutory requirement of the duty places a legal responsibility on relevant bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

16. The Welsh Government guidance regarding the Socioeconomic Duty notes that its commencement will be a key mechanism for supporting the most vulnerable in our society, particularly within the context of Covid-19 recovery.

17. The Socioeconomic Duty has been considered throughout the Equality and Inclusion Strategy 2020-2024 in preparation for the introduction of the Duty.

Issues

18. The Equality and Inclusion Strategy 2020-2024 attached at **Appendix 1** details how the Council will meet the legal obligations as found within the Equality Act 2010 and Public Sector Equality Duty. The Strategy has been developed in consultation with residents, Council officers and partners, and contains four Strategic Equality Objectives detailing a number of actions for their delivery over a four year period. Progress against these Objectives will be detailed in an Annual Report.
19. The four Strategic Equality Objectives for 2020-2024 are:
- i) **To develop and deliver services which are responsive to Cardiff's inequality gap:** We will deliver inclusive services and partnerships which actively address inequality and exclusion and enable all of Cardiff's residents to realise their potential and live safely.
 - ii) **To lead the way on equality and inclusion in Wales and beyond:** We will demonstrate leadership on equality and inclusion in Wales, holding ourselves to a high standard so others will look to us as a source of good practice.
 - iii) **Cardiff is accessible to everyone who is living, visiting or working in the city:** We will apply inclusive design principles to create city infrastructure that provides an inclusive and barrier- free environment for our residents and wider region. This will enable everyone to participate equally, confidently and independently in city life.
 - iv) **To build an inclusive and representative organisation:** We will implement actions to ensure the Council workforce better reflects the diversity of the city we serve, and be a workplace where colleagues feel confident about being themselves at work.

20. The key sections of the Strategy at **Appendix 1** are set out on the following pages of the document:

- **Foreword** (*page 3*)
- **Introduction** (*page 6*)
- Valuing Cardiff's diversity (*page 9*)
- Commitments in everything we do; as an influencer and convener; and employer (*pages 10-11*)
- Making it happen – integrating equality into everything we do; Equality Impact Assessments (*pages 12-13*)
- **Overview** of Strategy document, including a short summary of the consultation (which is detailed in **Appendix A**); 4 Strategic Equality Objectives; and timeline (*pages 14-16*)
- **Objective 1** – To develop and deliver services which are responsive to Cardiff's Inequality Gap (*pages 17-34*)
- **Objective 2** – To lead the way on equality and inclusion in Wales and beyond (*pages 35-46*)
- **Objective 3** – Cardiff is accessible to everyone who is living, visiting or working in the city (*pages 47-55*)
- **Objective 4** – To build an inclusive and representative organisation (*pages 56-65*)

Scope of the Scrutiny

21. The Committee have the opportunity to undertake pre-decision scrutiny of the **Equality & Inclusion Strategy 2020-2024**, attached at **Appendix 1** which is being presented to Cabinet on 17th September 2020. Members are requested to consider whether there are comments and observations that need to be captured during the Committee's discussion of this item at the Way Forward for submission to Cabinet.

22. To support this item the following witnesses will be in attendance to provide a presentation and to respond to any questions from the Committee - Councillor Chris Weaver, Cabinet Member for Finance, Modernisation and Performance; Gareth Newell, Head of Performance & Partnerships; and Sian Sanders, Operational Manager for Community Safety, Cohesion and Engagement.

Legal Implications

23. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

24. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATIONS

The Committee is recommended to:

- i. Consider the contents of this report, appendices and information provided at the meeting and report any comments, observations and recommendations to the Cabinet prior to its consideration of the report on the 17th September 2020; and
- ii. Consider the way forward for the future scrutiny of the issues raised in the Strategic Equality Plan.

DAVINA FIORE

Director of Governance and Legal Services

9 September 2020