



## **CORPORATE AND REGENERATION SCRUTINY COMMITTEE - 18TH FEBRUARY 2025**

**SUBJECT: STRATEGIC EQUALITY PLAN ANNUAL REPORT 2023-2024**

**REPORT BY: CHIEF EXECUTIVE**

### **1. PURPOSE OF REPORT**

- 1.1 To inform members of the progress made during the financial year 2023-2024 against actions in the Council's Strategic Equality Plan 2020-2024.

### **2. SUMMARY**

- 2.1 The Council has a statutory duty to produce an annual report on equalities issues under current legislation. The requirements are very detailed as to what relevant information must be included in the annual report (attached in full as Appendix 1).
- 2.2 The amount of information presented is therefore in order to ensure that the regulatory body involved (the Equality and Human Rights Commission) are provided with full evidence of the Council's compliance and commitment to those statutory duties.
- 2.3 The Strategic Equality Plan Annual Report must be published by the 31 March the following year.

### **3. RECOMMENDATIONS**

- 3.1 For members of Corporate and Regeneration Scrutiny Committee to note the content of the annual report and agree for it to be considered at Cabinet on 19<sup>th</sup> March 2025 for approval, and consequently the report being published on the Council's website by 31<sup>st</sup> March deadline.

#### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 The council is required under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to produce an annual report on the steps it has taken to meet the Public Sector Equality Duty, and its own equality objectives as set out in the Strategic Equality Plan 2020-2024.

#### **5. THE REPORT**

- 5.1 Under the Public Sector Equality Duty in Wales, an annual report on the Strategic Equality Plan must be published within 12 months after the end of the financial year that is covered by that report.
- 5.2 Appended to this report in Appendix 1 is the Strategic Equality Plan Annual Report 2023-2024.
- 5.3 The report gives an overview of consultation and engagement exercises we undertook during 2023-2024, which include:
- The Caerphilly Conversation – Council Budget Setting 2024-2025
  - Caerphilly Leisure and Well-being Hub
  - Various Active Travel Routes – Ystrad Mynach; Lansbury Park and Van Road; and Wattsville – Risca
  - The Meals Direct Service
- 5.4 The report provides a brief snapshot of some key decisions the Council made during 2023-2024. Particular focus in the report has been given to:
- Corporate Plan 2023-2028
  - Strategic Equality Plan 2024-2028
  - Pride in Veterans Standard
  - Motor Neurone Disease Charter
- 5.5 We celebrated and marked many significant calendar dates, including:
- Pride Month
  - Youth Work Week
  - Black History Month
  - White Ribbon Day
  - Welsh Language Rights Day (Mae Gen i Hawl)
  - Diwrnod Shwmae
  - Holocaust Memorial Day
  - LGBT History Month
  - St. David's Day
  - International Women's Day
  - Safeguarding Week
  - St Dwywnwen's Day

5.6 Also highlighted in the report are six case studies, with each in their own right making a positive difference to the lives of residents with protected characteristics. The six case studies are:

- Refugee Week
- Communities for Work Plus (CfW+)
- Ukrainian Crisis
- Library Service - Empowering Our Community One Word at a Time!
- Cost of Living Support
- Community Development Team

5.7 The progress against the actions in the Strategic Equality Plan 2020-2024 have either been met or are progressing well. Those that have not progressed well or enough are included in the Council's new Strategic Equality Plan 2024-2028.

#### 5.8 **Conclusion**

The report demonstrates the Council's progress during the financial year 2023-2024 against the actions in the Council's Strategic Equality Plan 2020-2024.

5.9 The report was taken to CMT/Leadership Team on 22 January, and will be taken to Cabinet on 19 March, following this meeting.

### 6. **ASSUMPTIONS**

6.1 No assumptions have been made in preparing this report.

The information and data detailed in the report are progress updates from across service areas on implementing the Strategic Equality Plan 2020-2024 and meeting the equality objectives during 2023-2024.

### 7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 A full Equalities Impact Assessment and consultation was undertaken on the Strategic Equality Plan 2020-2024 when being developed, therefore no full assessment has been made on this annual report. The report itself is an assessment of work and progress made by the Council under the Strategic Equality Plan 2020-2024 and progress against the actions.

7.2 [Link to IIA](#)

### 8. **FINANCIAL IMPLICATIONS**

8.1 There are no direct financial implications to this report as the annual report covers work already undertaken in the previous financial year.

## **9. PERSONNEL IMPLICATIONS**

- 9.1 Equalities data is included in the Workforce Development Strategy 2021–2024. In accordance with the action plan contained within the Strategy, work is ongoing to refine and enhance our equalities data with a view to reporting and publishing data to align with March 2024. Following the additional funding for Workforce Development staff, the collation of training data is also a focus in line with the action plan.

## **10. CONSULTATIONS**

- 10.1 The report is based on information and data gathered across service areas on implementing the Strategic Equality Plan 2020-2024 and meeting the equality objectives during 2023-2024.
- 10.2 This report has been sent to the Consultees listed below and all comments received are reflected in this report.

## **11. STATUTORY POWER**

- 11.1 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011  
Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017  
Welsh Language (Wales) Measure 2011  
Well-being of Future Generations Act (Wales) 2015  
Human Rights Act 1998  
Local Government (Wales) Measure 2011

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Consultees: Richard Edmunds Chief Executive  
Dave Street, Deputy Chief Executive  
Mark S Williams, Corporate Director for Economy and Environment  
Gareth Jenkins, Interim Director Social Services  
Cllr Eluned Stenner, Cabinet Member for Finance and Performance  
Cllr Philippa Leonard, Cabinet Member for Planning and Public Protection  
Cllr Carol Andrews, Cabinet Member for Education and Communities  
Cllr Gary Johnston, Chair of Corporate and Regeneration Scrutiny Committee  
Cllr Amanda McConnell, Vice-Chair of Corporate and Regeneration Scrutiny Committee  
Stephen Harris, Head of Financial Services and Section 151 Officer  
Sue Richards, Head of Education Planning and Strategy and Programme Director Place Shaping  
Lynne Donovan, Head of People Services  
Robert Tranter, Head of Legal Services and Monitoring Officer

Kathryn Peters, Corporate Policy Manager  
Allan Dallimore, Regeneration Services Manager  
Becky Griffiths, Service Manager – Adult Services  
Caroline Millington, Area Community Education Worker  
Christopher Hunt, Regional Community Cohesion Coordinator  
Elizabeth Sharma, Consultation and Public Engagement Officer  
Geraint Ashton, Policy Officer – Equalities and Welsh Language  
Gwyn Williams, Digital Services Manager  
Hayley Lancaster, Transformation Manager – Insights and Intelligence  
Heather Delonnette, Senior Policy Officer – Policy and Partnerships  
Huw Jordan, Housing Strategy Officer  
Karen Pugh, Senior Manager, Libraries  
Karen Williams, Customer Services Hub Manager  
Kath Thomas, Resettlement Lead Policy Officer  
Lauren Hughes, Area Regeneration Coordinator  
Lisa Lane, Head of Democratic Services and Deputy Monitoring Officer  
Louise Aston, Lead Employment Support Officer  
Neil Cooksley, Workforce Development Manager  
Nick Rutter, Digital Communications Officer  
Sarah Ellis, Lead for Inclusion and ALN  
Sarah Mutch, Early Years and Partnerships Manager  
Saran Pope, Library Operations and Resource Manager

**Background Papers:**

- [Strategic Equality Plan 2020-2024](#)
- Compliance Notice – [Section 44 Welsh Language \(Wales\) Measure 2011](#)
- Report to Cabinet on the 16 May 2024 – [Welsh Language Standards Annual Report 2023-2024](#)
- Various Guidance Documents (*These are available electronically for information on the Intranet Portal and on the Council's website at [www.caerphilly.gov.uk/equalities](http://www.caerphilly.gov.uk/equalities)*)

**Appendices:**

**Appendix 1** – Strategic Equality Plan Annual Report 2023-2024