

## CONTEXT

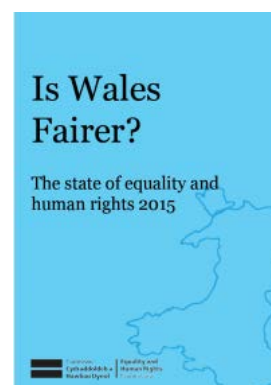
This Strategic Equality Plan 2020-2024 is being developed to demonstrate the Council's commitment to meeting the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which came into force on 6 April 2011. It will highlight links to legislation and regulations covering the Welsh Language Standards and Human Rights issues and how it supports 3 of the 7 aims of the Welsh Government's Well-being of Future Generations (Wales) Act 2015; *A more equal Wales*, *A Wales of cohesive communities* and *A Wales of vibrant culture and thriving Welsh language*.

Building on our previous equalities work the Plan explains to staff, citizens and stakeholders and elected members, how Caerphilly County Borough Council intends to deliver its equalities commitments whilst continuing to be an inclusive organisation that does not tolerate discrimination of any kind.

A number of external reports undertaken by the Equality and Human Rights Commission have supported and influenced the development our new equality objectives.

### **Is Wales Fairer? 2015 – Equality and Human Rights Commission**

The [Is Wales Fairer? 2015](#) report looks at 7 key challenges that need to be addressed in Wales. According to the report, inequalities and abuses of human rights are entrenched and will require a concerted effort from individuals and public, private and third sector organisations to tackle and reduce them.



The 7 challenges identified were:

1. Close the attainment gaps in education
2. Encourage fair recruitment, development and reward in employment
3. Improve living conditions in cohesive communities
4. Increase access to justice and encourage democratic participation
5. Improve access to mental health services and support people experiencing poor mental health
6. Prevent abuse, neglect and ill-treatment in care and detention
7. Eliminate violence, abuse and harassment in the community

To date not all these challenges have been met. However, progress has been made towards meeting these challenges via a number of effective action plans within the council. For example, in March 2018 the council adopted a set of Well-being Objectives for 2018-2023 within its Corporate Plan. Well-being

Objective 1 is **Improve education opportunities for all** and this will be addressed through the Shared Ambitions Strategy 2019-2022. A full list of relevant supporting documents is included within each of the objectives.

## Is Wales Fairer? 2018 – Equality and Human Rights Commission

The format of [\*Is Wales Fairer? 2018\*](#) outlines the following themes. The objectives within the Plan have been developed to align with these themes;

- Education
- Work
- Living Standards
- Health
- Justice and Personal Security
- Participation



The report identifies that some progress has been made in making Wales fairer, but suggests that there is much more work that needs to be done. The Equality and Human Rights Commission's key focus will be socio-economic disadvantage, disability, gender and race and these will be reflected in the Council's Strategic Equality Objectives 2020-2024.

When developing our equality objectives, both *Is Wales Fairer? 2015* and *Is Wales Fairer? 2018* were fundamental in guiding us to the equality objectives we are consulting on and which are detailed in this document.

## Consultation

This consultation aims to seek the views of staff, citizens, stakeholders and elected members on the objectives to clarify their views on the most appropriate actions for inclusion in the plan.

<b>Equality Objective 1</b>	
Service Planning and Delivery – Understand and remove the barriers people face when accessing services	
<b>Context</b>	
<p>This objective focuses on the provision of accessible and inclusive services to the citizens of Caerphilly. We will achieve this by continuing our engagement with service users to identify and eliminate barriers to services.</p> <p>Barriers experienced by groups and individuals may include, accessing information in appropriate formats to suit their needs, mental health difficulties, transport and unemployment. Service areas should implement plans and strategies collaboratively to successfully address and remove identified barriers.</p> <p>Education, health &amp; mental health services, housing, social services and transport are areas which we wish to improve upon.</p> <p>Empowering groups with protected characteristics to be able to access the services they need is a key focus for the Council.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
<ul style="list-style-type: none"> <li>➤ <a href="#">Caerphilly Public Services Board's Well-being Plan 2018-2023.</a></li> <li>➤ <a href="#">Corporate Plan 2018-2023</a></li> <li>➤ <a href="#">Well-being of Future Generations (Wales) Act 2015</a></li> </ul>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	

<b>Equality Objective 2</b>	
Education, Skills and Employment – Improve education opportunities for all	
<b>Context</b>	
<p>The primary aim of this objective is to ensure that our communities are well equipped to secure sustainable and well paid employment as a means of preventing poverty. Through ensuring our citizens are ready to enter the working environment we will prevent long term problems associated with low skills and un-employability.</p> <p><i>‘Improve Education opportunities for all’</i> as detailed in the <b>Council’s Corporate Plan</b>, will be delivered using outcomes identified within the <b>Shared Ambitions 2019-2022 Strategy</b>. This strategy outlines the Council’s commitment to work with schools and the Education Achievement Services (EAS) to improve educational attainment and achievement.</p> <p>Increasing the number of citizens accessing education, training and employment will positively contribute to creating cohesive and resilient communities that will thrive. The skills agenda is fundamental to the economic development and economic prosperity of the nation, Cardiff Capital Region and Caerphilly County Borough.</p> <p>Key to this will be around focussing our work on reducing the number of young people who are not in employment, education and training, eliminating the gap in unemployment and economic inactivity gap, identify the skills gaps and shortages in priority sectors, increase the number and quality of apprenticeships and improve people’s perception of apprenticeships.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
➤ <a href="#">‘Is Wales Fairer? 2018 Report’</a>	➤ <a href="#">Corporate Plan 2018-23</a>
➤ <a href="#">Shared Ambitions 2019-22 Strategy</a>	➤ <a href="#">Cymraeg 2050</a>
➤ <a href="#">Prosperity for All Action Plan</a>	➤ <a href="#">Nurture, Equip and Thrive (NET)</a>
➤ <a href="#">Well-being of Future Generations (Wales) Act 2015</a>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	

<b>Equality Objective 3</b>	
Community Cohesion – Promote and facilitate inclusive and cohesive communities	
<b>Context</b>	
<p>Community cohesion as defined in Welsh Government’s <b>Community Cohesion National Delivery Plan 2014-2016</b> is described as the ability of all communities to function and grow in harmony together rather than in conflict. It aims to build communities where people feel confident that they belong and are comfortable mixing and interacting with others, particularly with different people with different protected characteristics. A key contributor to cohesion is integration which is what must happen to enable new residents and existing residents to adjust and live harmoniously with one another.</p> <p>Community cohesion can therefore be used to measure how well different minority and majority communities develop and relate to each other. Communities may define themselves by neighbourhood, ethnicity or culture, age group, religion or belief, sexual orientation, language, gender or other characteristics or interests.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
<ul style="list-style-type: none"> <li>➤ <a href="#">Corporate Plan 2018-2023</a></li> <li>➤ <a href="#">‘Is Wales Fairer? 2018 Report’</a></li> <li>➤ <a href="#">Well-being of Future Generations (Wales) Act 2015</a></li> <li>➤ <a href="#">Community Cohesion National Delivery Plan 2014-2016</a></li> </ul>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	

<b>Equality Objective 4</b>	
Inclusive Engagement and Participation – Engage with citizens to encourage participation and to have their voices heard when planning service delivery	
<b>Context</b>	
<p>This Objective is also one of our Corporate Objectives and looks at how we can ‘Support citizens to remain independent and improve their well-being’. It includes supporting people to help themselves by providing comprehensive advice and guidance including signposting to other services. It’s about having meaningful conversations with people to help them identify what matters to them, which will inform services to suit their needs.</p> <p>The availability of information in various formats is essential in ensuring that all citizens are able to participate in any or all engagement exercises. Whilst advances in technology enable us to provide information in digital formats, there continue to be barriers that prevent citizens from engaging. Transport, mental health, socio-economic status, low literacy and numeracy skills and particular difficulties experienced by hard to reach or seldom heard groups, are some of the barriers that continue to prevent citizens from engaging with the council and wider support services.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
<ul style="list-style-type: none"> <li>➤ <a href="#">Corporate Plan 2018-2023</a></li> <li>➤ <a href="#">‘Is Wales Fairer? 2018 Report’</a></li> <li>➤ <a href="#">Well-being of Future Generations (Wales) Act 2015</a></li> <li>➤ <a href="#">Customer and Digital Strategy 2019-2023-2023</a></li> <li>➤ <a href="#">Communication and Engagement Strategy</a></li> </ul>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	

<b>Equality Objective 5</b>	
Welsh Language – To ensure the Welsh speaking public can access services that comply with the statutory requirements	
<b>Context</b>	
<p>Welsh language issues are not covered by the <b>Equality Act 2010</b> but have a set of standards under the <b>Welsh Language (Wales) Measure 2011</b>. These are detailed in the regulations approved by Welsh Government as the <b>Welsh Language Standards (No. 1) Regulations 2015</b>.</p> <p>Internal working practices continue to evolve to ensure that the principle of language equality is respected in every aspect of service provision. To assist the council in meeting the requirements of the Welsh Language Standards and to meet the needs of the Welsh speaking population of the county borough, we work in partnership with organisations such as; Menter Iaith Caerffili, Fforwm Iaith, Welsh medium schools etc. This work is detailed in the county borough’s <b>Five Year Welsh Language Strategy 2017-2022</b>.</p> <p>We must comply with all agreed Welsh Language Standards as detailed in the <b>Council’s Compliance Notice</b> to ensure that the Welsh-speaking population, whether they be staff, citizens, students or visitors can access the council’s services in Welsh.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
➤ <a href="#">Council’s Compliance Notice - Welsh Language Standards</a>	➤ <a href="#">Cymraeg 2050</a>
➤ <a href="#">Five Year Welsh Language Strategy</a>	➤ <a href="#">Well-being of Future Generations (Wales) Act 2015</a>
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	

<b>Equality Objective 6</b>	
Inclusive, Diverse and Equal Workforce – Create a workforce which reflects and respects the diversity of the communities within the county borough	
<b>Context</b>	
<p>Creating a workplace which is safe and inclusive promotes a positive working environment where staff feel valued and empowered enabling them to provide high quality services to our citizens.</p> <p>We need a greater understanding of the diversity of our workforce. To achieve this, collection of equalities monitoring data is key and ensuring that this data is captured at the beginning of the employment process with the council is essential. This data will be cleansed and updated on a regular basis.</p> <p>Fairness at work and good job performance go hand in hand. Tackling discrimination helps to attract, motivate and retain staff and enhances an organisation’s reputation as an inclusive employer.</p> <p>Equalities and Welsh language training equips staff with the skills and understanding required to engage with citizens sensitively. Upskilling staff to have an awareness of protected characteristics ensures that citizens with specific needs receive services that are accessible and compliant.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Justice and Personal Security, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Welsh Language	
<b>Supporting Documents</b>	
<ul style="list-style-type: none"> <li>➤ <a href="#">Is Wales Fairer? 2018 Report</a></li> <li>➤ <a href="#">Level 2 Disability Confident Employer</a></li> <li>➤ <a href="#">Stonewall Diversity Champions</a></li> </ul>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	



<b>Equality Objective 7</b>	
Reducing the Gender Pay Gap	
<b>Context</b>	
<p>We are required to look at gender pay indifferences within the council and identify an objective that will address any identified difference.</p> <p>The Council publishes an annual <a href="#">CCBC Gender Pay Gap Statement 2018</a> which is a requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.</p> <p>As a council we are confident that our gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. The gender pay gap is the result of roles in which male and females currently work and the salaries that these roles attract.</p> <p>Our gender pay gap is reflective of the causes of gender pay gap at a societal level. For example research has identified that, although parents are increasingly flexible, the responsibility of childcare still falls disproportionately upon women. It is a fact within this data that the vast majority of part time posts are held by females and that these are the posts that attract salaries in the lower quartiles.</p>	
<b>Themes from Is Wales Fairer? 2018</b>	
Education, Work, Living Standards, Health, Participation	
<b>Relevant Protected Characteristics</b>	
Age, Marriage and Civil Partnership, Pregnancy and Maternity, Sex	
<b>Supporting Documents</b>	
<ul style="list-style-type: none"> <li>➤ <a href="#">Corporate Plan 2018-2023</a></li> <li>➤ <a href="#">‘Is Wales Fairer? 2018 Report’</a></li> <li>➤ <a href="#">Chwarae Teg – State of the Nation 2019 Report</a></li> </ul>	
<b>Actions:</b>	
1.	
2.	
3.	
4.	
5.	