



## Draft Strategic Equality Plan 2020 - 2024

The Draft Strategic Equality Plan includes 7 Equality Objectives that outline how Caerphilly County Borough Council intends to deliver its equalities commitments whilst continuing to be an inclusive organisation that does not tolerate discrimination. This consultation aims to seek views on the proposed Equality Objectives outlined within the draft Plan and to identify key actions for delivering these objectives moving forward. The consultation will run from **11 November 2019 to 06 December 2019**.

### How we will use your information

The information you provide will be used by the service area relevant to the consultation within Caerphilly County Borough Council. Views expressed will be collated together and used to produce a summary report. The summary report will be used to evaluate and help draw out thematic actions to be included in the Plan. We will not keep your views in a way that will identify you for longer than is necessary. You have a number of rights in relation to the information including the right of access to information we hold about you and the right of complaint if you are unhappy with the way your information is being processed. For further information on how we process your information and your rights please click the following link: <https://www.caerphilly.gov.uk/CaerphillyDocs/FOI/PrivacyNotices/Privacy-Notice-Consultations-Surveys.aspx>

#### Q1 I am responding

- As a resident of the County Borough
- As a member of staff
- Representing a third sector organisation, please write in:  
 As an elected member
- As a business person
- Other, please write in:

#### Q2 My postcode is:

**Q3 Do you agree or disagree that the draft Equality Objectives outlined will help the Council to reduce inequalities in the workforce and assist service access and delivery?**

	Agree	Disagree	Don't Know
Understand and remove the barriers people face when accessing services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improve education opportunities for all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promote and facilitate inclusive and cohesive communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engage with members of the community to participate and have their voices heard when planning service delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure the Welsh speaking public can access services that comply with the statutory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create a workforce which reflects and respects the diversity of the communities within the county borough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduce the Gender Pay Gap	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q4 If you disagree with any of the objectives included in the draft Plan, please give details below:**

**Q5 Are there any areas of inequality that you feel are not covered by the draft Equality Objectives outlined? Please give details below:**

**Q6 What actions should we take to ensure that we reduce inequalities in the workforce and assist service access and delivery?**

**Q7 Has your response to this consultation been influenced because of any of the following: your ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, use of Welsh language, BSL or other languages, nationality or responsibility for any dependents? If so, please give details below.**

**Q8 Are there any further comments you would like to make?**

## Something About You

To ensure that we achieve a representative sample, it would be useful if you could answer the following questions about yourself. These questions are optional.

Q9 **I am** (select one)

- |                                |                                |                                |
|--------------------------------|--------------------------------|--------------------------------|
| <input type="checkbox"/> <16   | <input type="checkbox"/> 16-25 | <input type="checkbox"/> 26-39 |
| <input type="checkbox"/> 40-49 | <input type="checkbox"/> 50-65 | <input type="checkbox"/> 66+   |

Q10 **I am** (select one)

- |  |  |
|--|--|
| <input type="checkbox"/> Female                  | <input type="checkbox"/> Male              |
| <input type="checkbox"/> Other, please write in: | <input type="checkbox"/> Prefer not to say |

Q11 **Sexual orientation** (select one)

- |                                   |  |   |
|-----------------------------------|--|---|
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Gay               | <input type="checkbox"/> Heterosexual           |
| <input type="checkbox"/> Lesbian  | <input type="checkbox"/> Prefer not to say | <input type="checkbox"/> Other, please write in |

Q12 **Religion or belief** (select one)

- |   |  |
|---|--|
| <input type="checkbox"/> Buddhist               | <input type="checkbox"/> Christian (All denominations) |
| <input type="checkbox"/> Hindu                  | <input type="checkbox"/> Humanist                      |
| <input type="checkbox"/> Jewish                 | <input type="checkbox"/> Muslim                        |
| <input type="checkbox"/> Sikh                   | <input type="checkbox"/> Prefer not to say             |
| <input type="checkbox"/> Other, please write in |  |

Q13 **Ethnic origin** (select one)

- |   |                                |  |
|---|--------------------------------|--|
| <input type="checkbox"/> Asian                  | <input type="checkbox"/> Black | <input type="checkbox"/> Chinese           |
| <input type="checkbox"/> Mixed                  | <input type="checkbox"/> White | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Other, please write in |                                |  |

Q14 **Marital Status** (select one)

- |  |  |                                    |
|--|--|------------------------------------|
| <input type="checkbox"/> Civil Partnership   | <input type="checkbox"/> Dissolved Civil Partnership | <input type="checkbox"/> Divorced  |
| <input type="checkbox"/> Living with partner | <input type="checkbox"/> Married                     | <input type="checkbox"/> Separated |
| <input type="checkbox"/> Single              | <input type="checkbox"/> Surviving Civil Partnership | <input type="checkbox"/> Widowed   |
| <input type="checkbox"/> Prefer not to say   |  |                                    |

Q15 **Do you consider yourself to have a disability?** (select one)

- |                              |                             |  |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Prefer not to say |
|------------------------------|-----------------------------|--|

Q16 **What is your main language?** (select one)

- |  |  |
|--|--|
| <input type="checkbox"/> English                                 | <input type="checkbox"/> Welsh             |
| <input type="checkbox"/> Other (including British Sign Language) | <input type="checkbox"/> Prefer not to say |

**Thank you for taking the time to give your views. Please return your completed form to Anwen Cullinane, Business Improvement Services, Caerphilly County Borough Council, Penallta House, Tredomen Park, Ystrad Mynach, Hengoed, CF82 7PG.**

**We will use your views to help develop our Strategic Equality Plan and publish a summary of the consultation responses on our website which will be published in April 2020.**