

Public Document Pack



Neuadd y Sir / County Hall, Llandrindod, Powys, LD1 5LG

Os yn galw gofynnwch am - If calling please ask for
Stephen Boyd

Ffôn / Tel: 01597 826374

Ffôn Symudol / Mobile:

Llythyru Electronig / E-mail: steve.boyd@powys.gov.uk

CABINET

Tuesday, 28th June, 2022

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

SUPPLEMENTARY PACK

| | |
|----|-----------------------------|
| 1. | POWYS: PROUD COUNCIL |
|----|-----------------------------|

To consider a report by County Councillor Matthew Dorrance Deputy Leader.
(Pages 1 - 20)

This page is intentionally left blank

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 28 June 2022

REPORT AUTHOR: County Councillor Matthew Dorrance
Deputy Leader

REPORT TITLE: Powys: Proud Council

REPORT FOR: Received for Decision

1. Proud Councils

- 1.1. Proud Councils is a voluntary partnership of Welsh Local Authorities who are proactive in the inclusion of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) people.
- 1.2. The partnership aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.
- 1.3. Being involved in the partnership would enable Powys:
 - to have a coordinated approach to media messages around LGBTQ+ inclusion
 - staff to network with members from other local authorities
 - to share resources to ensure best value for money
 - to benefit from shared good practice

2. Proposal

- 2.1. It is proposed that Powys County Council becomes a member of Proud Councils and forms part of the wider collaboration.

3. Background

- 3.1. Proud Councils was formed in 2015 to ensure that local government across Wales is a visible leader in the field of LGBTQ+ rights and actively championing LGBTQ+ inclusion in our communities.
- 3.2. There are currently nine local authorities forming part of the Proud Councils partnership in Wales. These are:
 - Blaenau Gwent
 - Bridgend County Borough
 - Caerphilly
 - Cardiff
 - Merthyr Tydfil

- Newport
- Rhondda Cynon Taf
- Swansea
- Torfaen

3.3. The partnership has been shortlisted for the Public Sector Equality award category in June 2022. This award aims to recognise the contributions of those who campaign for LGBTQ+ equality worldwide, whilst celebrating moments of unprecedented LGBTQ+ achievement.

3.4. Quarterly meetings are held, sometimes more frequently if planning a specific event.

3.5. Each local authority will provide a lead officer to Proud Councils, this is usually the Equality Officer or equivalent.

4. Advice

4.1. That Cabinet approve the recommendation to become a Proud Council as this sends a very clear signal that we are a welcoming and inclusive employer. An employer that supports and promotes diversity across our workforce and supports the LGBTQ+ community.

5. Resource Implications

5.1. Whilst there is no set cost as membership is on a voluntary basis, it is requested that members contribute accordingly to costs incurred such as merchandise/branding, stall costs etc. The breakdown cost per Local Authority (LA) over the last three years is below:

- 2019/20 - £193 per LA
- 2020/21 – No costs
- 2021/22 - £25 per LA

5.2. It is anticipated that with potential inflationary increases and the increase in activity following COVID-19, the annual cost per Local Authority will be between £250 - £500 per annum.

5.3. This will be resourced by the Transformation and Communication team.

6. Legal Implications

6.1 Legal: the recommendations can be accepted from a legal point of view

6.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: “ I note the legal comment and have nothing to add to the report”.

7. Data Protection

7.1. _Not applicable

8. Comment from local member(s)

8.1. Not applicable

9. Impact Assessment

9.1. Full Impact Assessment within Appendix one.

Recommendation

1. That Cabinet approves the recommendation to become a Proud Council.

Contact Officer: Catherine James
Tel: 01597 826 768
Email: Catherine.james@powys.gov.uk

Head of Service:
Emma Palmer, Head of Transformation and Communication

Corporate Director: n/a

CABINET REPORT NEW TEMPLATE VERSION 3

This page is intentionally left blank

Impact Assessment

Consideration of Powys County Council becoming a member of 'Proud Councils'



DRAFT

15/06/2022

Reference: 3103-7436-7278-2974

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

| | |
|--------------------------------|--|
| Author name | James Langridge-Thomas, Strategic Planning, Policy and Performance Manager |
| Head of service | Emma Palmer, Head of Transformation and Communications |
| Portfolio holder | James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys |
| Proposal title | Consideration of Powys County Council becoming a member of 'Proud Councils' |
| Description of proposal | <p>As outlined within the supporting Cabinet paper, Proud Councils is a voluntary partnership of Welsh Local Authorities who are proactive in the inclusion of Lesbian, Gay, Bisexual, Transgender, Queer(LGBTQ+).</p> <p>The partnership aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.</p> <p>Being involved in the partnership would enable Powys:</p> <ul style="list-style-type: none">· to have a coordinated approach to media messages around LGBTQ+ inclusion· staff to network with members from other local authorities· to share resources to ensure best value for money· to benefit from shared good practice <p>It is proposed that Powys County Council becomes a member of Proud Councils and forms part of the wider collaboration. Powys County Council, whilst contributing to National forums such as the WLGA Equality Network, which covers a broad area of equalities, has not previously looked at support functions for individual protected characteristics. This proposal represents an opportunity to potentially improve outcomes for 3% (Welsh Average - 2019) of the 132435 people of Powys, and to further develop the understanding of equalities within the organisation and wider community.</p> |

2. Savings and Consultation requirements

Profile of savings delivery

Consultation requirements

| | |
|-------------------------------|---|
| Consultation required? | No |
| Justification | A formal consultation is not required as part of this Impact Assessment, as previous consultation activity undertaken as part of the Well-being Assessment, has identified that there is a need for increased need for Powys County Council to engage with "hard to reach" groups, particularly those with protected characteristics. |

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Transformation and Communications Service
- Legal & Democratic Services
- Workforce & Organisation Development
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

| | |
|--|----|
| Will the proposal involve processing the personal details of individuals? | No |
| Is Powys County Council the data controller? | No |

4. Impact on Vision 2025

4a. The economy

| | |
|--------------------------------|--|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the notion of Powys as a great place to live, visit and do business for people who identify as LGBTQ+.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the economic life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' section of the LGBT Action Plan.</p> |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

4b. Health and care

| | |
|--------------------------------|---|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p> |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

4c. Learning and skills

| | |
|----------------------|--|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils could support the opportunities and outcomes for children in poverty, and also those pupils who may require additional support.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance this area.</p> <p>This proposal also supports the information provided within the 'Education' section of the LGBT Action Plan.</p> |
| Impact rating | Good |
| Mitigation | Not specified |

4d. Residents and communities

| | |
|--------------------------------|---|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being. This will further develop relationships with residents and communities, as it will create an awareness of support for the LGBT+ population.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' element of the LGBT Action Plan</p> |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

4e. Evidence

LGBT+ Action Plan - <https://gov.wales/sites/default/files/consultations/2021-07/lgbtq%2B-action-plan.pdf>

Powys Well-being Assessment - <https://en.powys.gov.uk/article/5794/Full-Well-being-assessment-analysis>

Stonewall Cymru - <https://www.stonewallcymru.org.uk/>

LGBTQIA North & Mind Powys Mind - <https://mnpmind.org.uk/lgbtqia/>

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

| | |
|--------------------------------|--|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the notion of Powys as a great place to live, visit and do business for people who identify as LGBTQ+.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the economic life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' section of the LGBT Action Plan.</p> |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

5b. A resilient Wales

| | |
|---------------|------|
| Impact | None |
|---------------|------|

5c. A healthier Wales

| | |
|--------------------------------|---|
| Impact | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p> |
| Impact rating | Good |
| Mitigation | Not applicable. |
| Mitigated impact rating | Good |

5d. A Wales of cohesive communities

| | |
|--------------------------------|---|
| Impact | <p>This proposal will likely have a positive impact ocomm as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Improving Health Outcomes' of the LGBT Action Plan</p> |
| Impact rating | Good |
| Mitigation | <p>This proposal will likely have a positive impact on this priority, as membership of Proud Councils will support the principle of ensuring that people, both LGBT+ children and adults, voices are heard, and that there is increased representation of the LGBT+ population, improving community safety and wider well-being. This will further develop relationships with residents and communities, as it will create an awareness of support for the LGBT+ population.</p> <p>Additionally, Proud Councils could also create the networks to identify further opportunities to enhance the life of residents of Powys.</p> <p>This proposal also supports the information provided within the 'Homes and Communities' element of the LGBT Action Plan</p> |
| Mitigated impact rating | Good |

5e. A globally responsible Wales

| | |
|--------------------------------|---|
| Impact | This proposal has a positive impact on this priority as it is proposing a platform to support seldom heard communities. Additionally, it is also raising awareness and support of the LGBT+ community through participative events such as LGBT+ History Month, which affect the local, national and global population. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

| | |
|----------------------|---|
| Impact | As much as practicable, the work of Proud Councils is in a bilingual manner, and considers the needs of those whose preferred language is the medium of Welsh. This was also increase opportunities for visibility of welsh in a social and workspace setting, as peers and stakeholders, as there may be access to additional peers who can communicate through this medium. |
| Impact rating | Good |
| Mitigation | Not specified |

Promoting Welsh

| | |
|---------------|------|
| Impact | None |
|---------------|------|

Sports, Art & Recreation

| | |
|----------------------|--|
| Impact | This proposal supports participation in culture opportunities, such as LGBT+ events, to raise awareness of the Organisation's support for the rights of LGBT+ people. However, this is on a selective event scale as agreed by the membership of the group. There is also proposed visibility at additional events which are of cultural significance. |
| Impact rating | Good |

| | |
|--------------------------------|--|
| Mitigation | This could be further enhanced to better contribute to this area by ensuring that events within Powys are guaranteed to be part of this programme of activities by the group. This will need to be discussed for agreement with Proud Councils, and organisers within Powys. |
| Mitigated impact rating | Very good |

5g. A more equal Wales

Age

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

Disability

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

Gender Reassignment

| | |
|----------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics, particularly supporting the identity of individuals who undergoing gender reassignment. |
| Impact rating | Good |
| Mitigation | Not applicable. |

| | |
|--------------------------------|------|
| Mitigated impact rating | Good |
|--------------------------------|------|

Marriage or Civil Partnership

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Mitigated impact rating | Good |

Race

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | Not applicable. |
| Mitigated impact rating | Good |

Religion or Belief

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Mitigated impact rating | Good |

Sex

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Mitigated impact rating | Good |

Sexual Orientation

| | |
|--------------------------------|--|
| Impact | This proposal will further support the awareness of the LGBT+ community as outlined within the proposal. |
| Impact rating | Good |
| Mitigation | Not applicable. |
| Mitigated impact rating | Good |

Pregnancy and Maternity

| | |
|----------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | Not specified |

Socio-economic Duty

| | |
|--------------------------------|--|
| Impact | This proposal is advocating for the increased visibility of LGBT+ people within Powys, on a universal basis, irrespective of any individual characteristics. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

5h. Evidence

Evidence provided throughout.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

| | |
|--------------------------------|---|
| Impact | This proposal will be of long term benefit to the organisation, and wider population, as there will be a greater awareness of LGBT+ rights, which should become the norm in the longer term. This proposal further embeds the normalisation of LGBT+ rights within Powys. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

Collaboration

| | |
|--------------------------------|---|
| Impact | This proposal is to join a collaboration with multiple other local authorities in Wales; to maximise opportunities to pool resources, knowledge and understanding to enhance the lives of the LGBT+ population. It is important to note that this partnership is in partnership with largely urban authorities, and it is necessary to consider how can interface with rural counties with increasingly similar demographics and culture to maximise the difference being made to LGBT+ people. |
| Impact rating | Good |
| Mitigation | It is important to note that this partnership is in partnership with largely urban authorities, and it is necessary to consider how can interface with rural counties with increasingly similar demographics and culture to maximise the difference being made to LGBT+ people. |
| Mitigated impact rating | Very good |

Involvement (including Communication and Engagement)

| | |
|--------------------------------|--|
| Impact | This proposal will ensure that the views and voices of the LGBT+ people are increasingly heard and used to inform and influence decisions made within Powys. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

Prevention

| | |
|--------------------------------|--|
| Impact | This proposal impacts upon this principle as, whilst not directly safeguarding individuals, it should cultivate a positive culture within the community, which should improve an individuals well-being. |
| Impact rating | Good |
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

Integration

| | |
|----------------------|---|
| Impact | This proposal is interdependent with all other well-being goals, as these can be separately perceived through a LGBT+ lens, such as the need for varying health and care needs, and beyond traditional culture opportunities. This is considered as part of the strategic equality planning process as required as part of the Public Sector Equality Duty. This proposal will support the further raising of awareness and access to resources to improve this area. |
| Impact rating | Good |
| Mitigation | Not specified |

6b. Impact on the workforce

| | |
|----------------------|---|
| Impact | <p>This proposal will have a positive impact on the workforce; including:</p> <ul style="list-style-type: none"> • Potential improved working culture due to explicit support for LGBT+ population, improving visibility • Potential access to resources and staff networks for LGBT+ workforce to support them further |
| Impact rating | Good |

| | |
|--------------------------------|----------------|
| Mitigation | Not applicable |
| Mitigated impact rating | Good |

6c. Impact on payroll

| | |
|---------------|------|
| Impact | None |
|---------------|------|

6d. Welsh language impact on staff

| | |
|---------------|------|
| Impact | None |
|---------------|------|

6e. Impact on apprenticeships

| | |
|---------------|------|
| Impact | None |
|---------------|------|

6f. Evidence

CIPD - LGBT Workforces <https://www.cipd.co.uk/knowledge/fundamentals/reactions/diversity/inclusion-perspectives-lgbt#gref>

Stonewall - The Power of Inclusive Workforces - <https://www.stonewall.org.uk/power-inclusive-workplaces>

7. Likelihood and risks

Risk 1

| | | | | | |
|----------------------------------|--|------------------------------|---|-----------------------------|-----|
| Description | Reputational impact of potentially being perceived to not support the rights of LGBT+ people | | | | |
| Likelihood score | 3 | Impact score | 2 | Risk rating | 6.0 |
| Mitigation | Joining national LGBT+ organisation to enhance communication and media, to increase opportunities for cohesion with LGBT+ population | | | | |
| Residual likelihood score | 2 | Residual impact score | 1 | Residual risk rating | 2.0 |

8. Overall summary and judgement

Outline assessment

As outlined in the impact assessment, this proposal should have a positive impact to a large population of the people of Powys.

The acceptance of this proposal presents the below opportunities:

- to have a coordinated approach to media messages around LGBTQ+ inclusion
- staff to network with members from other local authorities
- to share resources to ensure best value for money
- to benefit from shared good practice

These opportunities allow for the below high level impacts:

- an improved reputation of the Council to both internal stakeholders and the wider population, with an increased visibility of the LGBT+ population within Powys
- an increased awareness of the work being undertaken across the Local Government and LGBT+ policy landscape on a National scale, presenting opportunities which could further enhance the lived experiences of LGBT+ people
- an opportunity to ensure that the Council continues to embrace and promote the rights of the LGBT+ population, utilising shared resources, against a context of increasingly challenging budgetary pressures nationally, providing value for money for the people of Powys
- improved outcomes for LGBT+ people within Powys, who will likely benefit from the above actions on a personal well-being level, as a result of ensuring that there is an awareness of LGBT+ within all areas of the organisation.
- The promotion of community cohesion should also support the longer term future of Powys, ensuring that the county is fair and equal to all members of society.

It is also important to note that, whilst there is a cost attached to this proposal, it is minimal in comparison to the societal return on investment.

Cabinet reference

9. Additional evidence

Not applicable.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

This proposal will be monitored on an ongoing basis through the following mechanisms:

- Annual review of how the work of Proud Councils has supported Powys within the previous year, including evidence of potential impact
- Targeted engagement and feedback from the LGBT+ community to ensure voices are heard in shaping Council's direction

| | |
|--------------------|------------|
| Review date | 03/11/2023 |
|--------------------|------------|

null

DRAFT