

# CYNGOR SIR POWYS COUNTY COUNCIL

**Cabinet**  
**18<sup>th</sup> Sept 2018**

**REPORT AUTHOR:** County Councillor James Evans  
Cabinet Portfolio Holder: Corporate Governance,  
Housing and Public Protection

**SUBJECT:** PCC Strategic Equality Plan 2016/20:  
October – March progress report of 2017/18

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**REPORT FOR:** Approval

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## **1. Summary**

- 1.1 The purpose of this report is to communicate the progress made during the last 6 months (Oct 17 – Mar 18) against Powys County Council's Strategic Equality Plan 2016 – 2020. It also includes the council's annual employment information report in relation to equalities.
- 1.2 It provides information on how the council is meeting its requirements in relation to the Equality Act 2010 and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

## **2. Background and Additional Information**

- 2.1 The aim of the public sector equality 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. It is an integral and important part of the mechanisms for ensuring the fulfilment of the aims of the Equality Act 2010. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.
- 2.2 In exercising their functions, public bodies are required to have due regard to the need to:
  - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
  - advance equality of opportunity between people who share a relevant protected characteristic and those who do not
  - foster good relations between people who share a protected characteristic and those who do not.
- 2.3 The Act explains that having due regard for advancing equality of opportunity in the second aim involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

2.4 The Act describes fostering good relations in the third aim as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

2.5 The nine protected characteristics are:

Characteristic	Description
Sex/gender	being male or female
Age	being a certain age; but often being younger or older
Race	being a particular colour, ethnic origin, national origin or nationality
Religion or belief	having a recognised religion or belief or a lack of belief
Pregnancy and maternity	women who are pregnant or on maternity leave
Disability	all disabled people, both physically and mentally
Gender reassignment	people who change their gender from the one assigned at birth
Sexual orientation	how people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes
Marriage and civil partnership	being in a marriage or civil partnership

2.6 Powys County Councils Strategic Equality Plan 2016-2020 and the 17-20 review can be found by clicking on the following link:

[\*Equalities & Fairness at the Council\*](#)

### **3. Annual Reporting Requirements**

3.1 In order to show how the council is meeting its specific duties under the act, progress and evaluation of the equality objectives over the last 6 months will be considered first.

3.2.1 Appendix A presents the progress against each of the seven equality objectives and the associated strategic actions to deliver each objective over the last 6 months. Each action is listed with accountable owners and then progress against each of these actions evaluated using the Achievements, Issues, Actions approach and an appropriate 'BRAG'

status (Blue = completed; Green = On schedule; Amber = Some minor issues; Red = Some major issues or concerns) awarded.

3.2.2 The following table provides an overview of the progress made to fulfilling each of the council's objectives and provides a breakdown of the number of actions / measures and the respective BRAG rating.

2017-18 Half year position					
Objective	Blue	Green	Amber	Red	No Data
1	1	4	2	0	0
2	0	3	2	0	0
3	0	5	3	1	0
4	1	0	0	1	0
5	1	5	0	0	0
6	0	1	0	0	0
7	0	0	1	1	0
<b>Total</b>	3	18	8	3	0

To summarise 3 actions have been completed, 18 actions are on schedule, 8 are behind schedule, and 3 are off schedule. All leads whose actions have not progressed to plan have been asked to provide mitigations to address slippage.

3.2.3 Below are the objectives that have a BRAG status of red.

Objective	Action	BRAG
3 Improve living conditions in cohesive communities.  Owner: Steve Howell	Implementing night stop within the Local Authority.	Red
	<b>Issues identified this reporting period</b>	
	We have committed to the following actions as part of the Children's Services Improvement Plan and the Councils new Start Well Programme	
	<ul style="list-style-type: none"> <li>- Commission the right range of placements which provide positive experiences for children and young people who are looked after and leaving care.</li> <li>- Jointly Commission accommodation options for young people between the ages of 16 and 21 years.</li> </ul> <p>The action to develop and implement a Nightstop will be considered, developed and actioned within the Placements and Accommodation work stream, whose membership includes Children's Services, Adult Social Care and Housing.</p>	

Objective	Action	BRAG
7 Eliminate violence, abuse and harassment in the community.  Owner: Duncan Kerr	National Training Framework for VAWDASV	Red
	<b>Issues identified this reporting period</b>	
	59% of staff were trained at the end of March 2018 against the WG requirement of 100%. Further training sessions have been arranged and responsibility is now assigned to the new Director of Social Services.	

Objective	Action	BRAG
4 Increase access to justice and encourage democratic participation. Owner: Steve Boyd	Organise a young person's annual member development day.	Red
	<b>Issues identified this reporting period</b>	
	This did not take place in 2017/18 as priority was given to sessions on the Cabinet Vision, Children's Services Improvement and the budget. A date has been set for September 2018.	

3.2.4 Below are some of the objectives that have a BRAG status of amber.

Objective	Action	BRAG
1 Close attainment gaps in education.  Owner: Imtiaz Bhatti	Support schools in ensuring that Personal Education Plans for Looked After Children are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant.	Amber
	<b>Issues identified this reporting period</b>	
	Welsh Government and ERW (an alliance of six local authorities) have not yet clarified the level of funding or how the funding will be distributed to council. The Powys Looked After Coordinator continues to support schools and continues to work with social care to access relevant information from the Welsh Community Care Information System (WCCIS) IT systems. The manager for Looked After Children will be reporting progress regularly to the corporate parenting panel.	

Objective	Action	BRAG
2 Encourage fair recruitment, development and reward in employment.  Owner:	Help people with a Learning Disability to have improved opportunities for valued occupation including paid employment.	Amber
	<b>Issues identified this reporting period</b>	
	Clients have been supported in a variety of ways to access employment routes, obtain	

Dave Moody	<p>paid work and maintain their jobs, as follows:</p> <ul style="list-style-type: none"> <li>&gt; Providing information about Elite's service to third parties, to include Care Managers, carers, family and the individual.</li> <li>&gt; Gathering of referral information from a variety of sources</li> <li>&gt; Completion of assessments and vocational profiling of each client, conducted over a number of meetings, of each new referral or existing client seeking work</li> <li>&gt; Completion of assessments and vocational profiling of each working client, conducted over many meetings, to establish a baseline awareness of their circumstances for the new contract</li> <li>&gt; Collation of welfare benefits information and completion of a 'better off in work calculation', through liaison with the Job Centre Plus</li> <li>&gt; Undertaken development planning in line with individual's preferences</li> <li>&gt; Engagement in a range of pre-employment activities.</li> <li>&gt; A range of Employer Engagement activities have been conducted on behalf of the clients to secure employment opportunities.</li> <li>&gt; A range of in work support activities</li> <li>&gt; A range of activities to ensure job maintenance and job sustainability:</li> </ul> <p>Total Number of Individuals supported in permitted work is 16 Total Number of Individuals in 16+ Hours Work is 7.</p> <p>The employment service Elite and Agoriad has only received 12 referrals in a 12 month period. This has been highlighted to Provider Services and a review meeting set to discuss.</p>	
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Objective	Action	BRAG
2 Encourage fair recruitment, development and reward in employment.  Owner: Barbara Evans/Lynne Griffin	Provide workplace traineeships for 'Looked after Children' and Care Leavers.	Amber
	<b>Issues identified this reporting period</b>  This action was tabled to be discussed as the Corporate Parenting Panel. A robust debate was had on the 10th January 2018 and a definite way forward agreed. Since January the following has taken place: 1. An appointment has been made to lead on the programme from Children's Services and the Essential Skills Development Manager will led from Workforce and Organisation Development.	

	<p>2. Both leads will now meet to discuss a way forward and identify the relevant support required from each area and map a time-table for the scheme.</p> <p>3. Children Services lead will arrange to promote the scheme amongst care leavers.</p> <p>4. Essential Skills Development Manager will identify possible placement opportunities within the authority.</p>	
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Further detail of performance can be found in the Appendix A.

3.3 Appendix B presents Powys County Councils employment information as of the 31st March 2018.

3.3.1 We are generally meeting the duty however we are unable to report on the protected group gender reassignment. Employees are encouraged to disclose and be supported in terms of our equality policy statement and wider workplace equality initiatives; however, nil reports to date. We are unable to report on employees who have applied for training and how many succeeded in their application as the authorisation of going on training courses isn't managed or recorded centrally. It is a verbal agreement between an employee and their manager. We are also unable to report on employees who have completed training who were pregnant or on maternity at the time.

#### 4. **Proposal**

4.1 That cabinet note the SEP progress to date, areas where work is ongoing and the annual employment information report.

#### 5. **Options Considered / Available**

5.1 Delivery of the Strategic Equality Plan and the annual employment information report in relation to equalities is a statutory requirement. The report informs members, council employees, citizens of Powys and other stakeholders about the progress made against the Strategic Equality Plan.

#### 6. **Preferred Choice and Reasons**

6.1 Reporting progress on a half yearly basis was considered to be the best option for providing visibility of progress to plan and ensuring the council meets its statutory requirements.

#### 7. **Impact Assessment**

7.1 Is an impact assessment required? No

7.2 If yes is it attached?

Equalities is a cross cutting theme that needs to be considered by all services and policies.

The Strategic Equality Plan's impact assessment was submitted in May 2016 and updated a year later in which the summary stated 'The 16-20 SEP will ensure we meet our statutory requirement but also help the authority to create an equal society that protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.'

## **8. Corporate Improvement Plan**

8.1 The councils guiding principles are based on the well-being of future generations and are fully incorporated within Vision 2025 our Corporate Improvement Plan (CIP).

Our guiding principles

- Long-term - Balancing short-term needs with the need to safeguard the ability to also meet
- Prevention - Putting resources into preventing problems occurring or getting worse
- Integration (cross-cutting) - Considering how our priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies
- Collaboration - Working together with other partners to deliver our priorities
- Involvement (communications and engagement) - Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

8.2 The CIP also shows how we are contributing to the aspirations of the Well-being of Future Generations (Wales) Act 2015. The Act has seven well-being goals of which 'A more equal Wales' is one.

## **9. Local Member(s)**

9.1 This is the council's Strategic Equality Plan and is applicable to all areas of the county.

## **10. Other Front Line Services**

10.1 Does the recommendation impact on other services run by the council or on behalf of the council? Yes

The appropriate front line services have informed the report.

## **11. Communications**

11.1 Have Communications seen a copy of this report? Yes.

No proactive communications action required.

**12. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

12.1 The recommendations can be supported from a legal point of view.

12.2 The recommendations can be supported from a financial point of view.

12.3 Corporate Property (if appropriate) n/a

12.4 HR (if appropriate) n/a

12.5 ICT (if appropriate) n/a

**13. Scrutiny**

Has this report been scrutinised? No but the SEP 16-20 was by scrutiny committee in March 2016. The PCC Strategic Equality Plan 2016/20: October – March progress report of 2017/18 has been through the set governance process including performance review meetings with the Director and Portfolio Holder and after EMT.

13.1 All but one of Scrutiny’s recommendations were accepted. The decision was made not to include targets against the measures in the SEP and instead refer to their source e.g. Improvement Plan to ensure accuracy.

**14. Statutory Officers**

14.1 The Head of Financial Services (Deputy S151 Officer) notes the contents of the report.

The Solicitor to the Council (Monitoring Officer) commented as follows :  
“ I note the legal comments and have nothing to add to the report.”

**15. Members’ Interests**

15.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>The cabinet note the report which includes SEP progress to date, areas where work is ongoing and the</b>	<b>To ensure the council can positively contribute to a fairer society through advancing equality and good relations</b>

employment information.	in its day to day activities.
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Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	
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Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

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**Background Papers used to prepare Report:**

Individual monitoring reports over the plans duration.  
Business intelligence report.  
Human resources data.