

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.

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