

Scrutiny – Corporate Plan / Strategic Equality Plan

1. How do you think the objectives meet the Wales well-being goals and Five Ways of Working? (Appendix A)
2. Are you content with the approach undertaken to inform objectives and proposed actions and integrate the Strategic Equality Plan?
3. Do you feel that the direction of the plan reflects the evidence highlighted as part of the well-being assessment, alongside what residents think we need to improve as a Council?
4. Do you feel actions are appropriately planned considering process flow in Appendix B?
5. Is there anything you feel should be included within the objectives or actions that is not currently covered by business-as-usual, the Corporate Plan or Transformation Portfolio?
6. What are your views around the proposed approach to climate, nature, and equalities? Will this approach help improve how the Council responds to the Climate and Nature Emergency? Do you think it will also help improve equality within Powys?
7. Are you satisfied with the approach to public engagement and that ALL residents have had an opportunity to contribute so far? Are you satisfied we have met our Public Sector Equality Duty?
8. How do you think the proposed Corporate Plan and Transformation Portfolio, if delivered, will have an impact on the lives of residents of Powys?
9. How do you think the Council will be able to deliver the plan using resources available, considering the wider resource situation? When considering resources, reflect upon finance, workforce, assets, and external resource such as procurement of goods, labour and commissioned services.

Appendix A

Five Ways of Working

- 1. Long term:** The importance of balancing short-term needs whilst safeguarding the impact on future generations.
- 2. Prevention:** How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.
- 3. Integration:** Considering how our well-being objectives may impact upon the well-being goals, or on objectives set by other public bodies.
- 4. Collaboration:** Acting in collaboration with others and different organisations that could help us meet our well-being objectives.
- 5. Involvement:** The importance of involving people with an interest in achieving the well-being goals and ensuring that those people reflect the diversity of the area which the body serves.

Well-being Goals

- 1. A prosperous Wales:** An innovative, productive, and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
- 2. A resilient Wales:** A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic, and ecological resilience and the capacity to adapt to change (for example, climate change).
- 3. A healthier Wales:** A society in which people's physical and mental well-being is maximised and in which the choices and behaviours that benefit future health are understood.
- 4. A more equal Wales:** A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).
- 5. A Wales of cohesive communities:** Attractive, viable, safe, and well-connected communities.
- 6. A Wales of vibrant culture and thriving Welsh language:** A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
- 7. A globally responsible Wales:** A nation which, when doing anything to improve the economic, social, environmental, and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Appendix B

Identifying Planning Activities – At a Glance



Is it something we're already doing and will continue to do?

Yes

No

Business as Usual

Will it purposely improve something we're doing?

Yes

No

And

Corporate Plan

Will it improve and monitor fairness / equality in Powys?

Yes

No

Strategic Equality Plan*

Will it create significant change in how the Council operates?

Yes

Transformation

* The SEP is integrated within the CP

Appendix C

Public Sector Equality Duties

Most devolved public authorities in Wales covered by the general duty are also covered by the specific duties. The specific duties set out the steps that listed bodies in Wales must take in order to demonstrate that they are meeting the general duty. These duties came into force in Wales on 6 April 2011.

[The specific duties in Wales cover:](#)

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information
- Employment information
- Pay differences
- Staff training
- Procurement
- Annual reporting
- Publishing
- Welsh Ministers' reporting
- Review
- Accessibility