

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 20 February 2025

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REPORT TITLE: Corporate and Strategic Equality Plan (2025-2027)

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to present the annual update to the Council's **Corporate and Strategic Equality Plan: Stronger, Fairer, Greener (2025-2027)**.
- 1.2 The Council's updated Corporate and Strategic Equality Plan (available in Appendix A) reaffirms our three well-being objectives and the updated actions we need to take to deliver them.

2. Background

- 2.1 The annual update to the Corporate and Strategic Equality Plan will continue to support of the ambition: **To build a stronger, fairer, greener Powys**. The three corporate objectives that are its core aims remain:
 - We will improve people's awareness of services, and how to access them, so that they can make informed choices.
 - We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.
 - We will work to tackle poverty and inequality to support the well-being of the people of Powys.
- 2.2 The original plan was developed using the priorities in the progressive partnership for Powys, which were presented by Cabinet in May 2022 following the local government elections. The annual update has been produced to determine the activities for 2025-2027 following a review of the plan's supporting actions and measures by leaders across all the Council's service areas and directorates. The recognised Trade Union representatives received a link to contribute to the draft updates and were invited to engage with the update process on behalf of the Council's workforce as part of the Council's preparation to meet the Social Partnership and Public Procurement (Wales) Act 2023.
- 2.3 The publication of this plan in April 2025 will ensure we meet our statutory obligations set out in the Well-being of Future Generations (Wales) Act 2015. These require the Council to implement well-being objectives in accordance with the five Ways of Working as well as to show how we will maximise our contribution to the seven well-being goals, as well as ensuring that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).

- 2.4 Services throughout the Council have been developing their Integrated Business Plans (IBPs) for 2025-2029 in conjunction with the corporate objectives and updated actions and measures, as detailed within the Corporate and Strategic Equality Plan. The IBPs set out the detailed actions that will be taken, and the resources required, to achieve each objective.
- 2.5 As in previous years, once the Corporate and Strategic Equality Plan commences there may be a need for performance measures detailed within the Plan to be amended, as further work will continue to be undertaken to refine how we monitor delivery against the Plan.

3. Advice

- 3.1 It is proposed that the annual update to the Corporate and Strategic Equality Plan (provided in Appendix A) is approved for publication and is implemented and reported upon from 01 April 2025.
- 3.2 It is required that the plan, once approved, is reviewed annually to ensure that the objectives and supporting activities are still the most relevant for delivering improved outcomes for the Powys people and communities, as well as ensuring the plan remains realistic and achievable within the challenging financial climate.
- 3.3 It is advised that the Council continues to integrate its Strategic Equality Objectives into the Corporate Plan, to ensure that equality is integral to how we plan and act and provides the basis for delivering the ambition.
- 3.4 The Plan has been aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards shared outcomes for the people of Powys.

4. Resource Implications

- 4.1 The development of Integrated Business Plans for each service requires that the financial and workforce requirements for the delivery of each activity are identified and considered, ensuring that resources are allocated to deliver the objectives of the Corporate and Strategic Equality Plan.
- 4.2 The Director of Corporate Services (Section 151 Officer) can support the recommendations on this basis.

5. Legal implications

- 5.1 Legal: The recommendation can be supported from a legal point of view.
- 5.2 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".

6. Climate Change and Nature Implications

- 6.1 The Corporate and Strategic Plan places responding to the dual climate and nature emergencies as a central thread to its strategic direction and seeks to ensure it is embedded within governance arrangements.
- 6.2 Workstreams within the Plan relating to the Climate and Nature emergency will be delivered by the Council through its Climate programme. Further information detailing how this Plan supports the Council's response to the Climate and Nature emergencies are explicitly detailed within the Plan.

7. Data Protection

- 7.1 This proposal does not involve the processing of any personal data.
- 7.2 Any statistical information within the Plan and its wider monitoring is aggregated and derived from other sources, which are publicly available, and they are responsible for the information governance as authors.

8. Comment from local member(s)

- 8.1 Not applicable – this proposal relates to the whole county.

9. Integrated Impact Assessment

- 9.1 The Impact Assessment of the original Corporate and Strategic Equality Plan (2023-2024 year) has been reviewed and updated in line with the updated **2025-2027** plan. However, each service is required to undertake an Impact Assessment for any strategic or policy changes when developing their Integrated Business Plans and revising their activities in support of the three objectives within the Plan.

10. Recommendation

- 10.1 **It is recommended that the annual update to the Corporate and Strategic Equality Plan (as outlined in Appendix A) is approved for publication, with implementation from 01 April 2025 considering the recommendations provided in Appendix A.**
- 10.2 The recommendation above will ensure:
- The Council continues to have a clear Corporate and Strategic Equality Plan, and that activities are focused on delivering the objectives.
 - That the Council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, in addition to the new Social Partnership and Public Procurement (Wales) Act 2023.

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