

Questions and Answers: Annual Update to the Corporate and Strategic Equality Plan 2023-2027 (for the period 2025-2027)

1. Is this a new Plan?

No. The Corporate and Strategic Equality Plan was first published in 2023, setting the priorities and direction of the new Cabinet following the Local Government Elections (Wales) in May 2022. It is required that the plan 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.

2. What is the date of this Plan?

The Plan was originally published in 2023 and covers the period 2023 to 2027. The document title is: 'Corporate and Strategic Equality Plan 2023-2027'. However, the Plan is updated annually, so the updates may be referred to by the remaining period. For example, this year's update may be referred to as covering the period 2025-2027.

3. Does this Plan include all the Council's priorities and work?

No, this is just one of the Council's plans. Other overarching plans, like the Public Services Board Wellbeing Plan and the Local Development Plan, are available here: <https://en.powys.gov.uk/changeplan>, and service-specific plans are also on the website. The Corporate and Strategic Equality Plan focuses on the Council's three well-being objectives:

1. Improve people's awareness of services and how to access them, so they can make informed choices.
2. Support good quality, sustainable employment, provide training opportunities, and pursue real living wage employer accreditation.
3. Tackle poverty and inequality to support the well-being of the people of Powys.

The Plan aims to make Powys 'Stronger, Fairer, Greener' and helps the Council meet statutory obligations under various acts, including the Well-being of Future Generations (Wales) Act 2015, the Local Government and Elections (Wales) Act 2021, the Equality Act 2010, and the Social Partnership and Public Procurement (Wales) Act 2023.

4. Why are there differences between the draft presented to Cabinet and the version presented to Full Council?

The Corporate and Strategic Equality Plan includes input from all Council services and the Leadership Team. After the initial draft, the Plan is reviewed by the Joint Scrutiny Committee, who receive the same version as Cabinet. Their feedback, along with that from the Leadership Team, is used to further develop and update the Plan. This process

may result in changes to the document, including formatting and content, to incorporate the feedback before presenting it to Full Council.

5. Why is the Corporate and Strategic Equality Plan provided as a plain Word document?

The Plan is available in both a plain text version, to support wider accessibility (e.g., for use with screen reader technology), and as an interactive presentation. Both versions will be available on the website: <https://en.powys.gov.uk/article/14174/Our-Corporate-and-Strategic-Equality-Plan>. The content is the same in both versions.

6. What if I have questions about the Plan, or queries about the content or formatting?

Please let us know so that we can help.

By e-mail: business_intelligence@powys.gov.uk

Website: www.powys.gov.uk

By phone: 01597 826000

7. Should all figures in the ‘Key Facts’ section on pages 3 and 4 add up to 100%?

Wherever possible, data from the Office for National Statistics, including the 2021 Census of Population, the Mid-Year Population Estimates, and the Annual Population Survey, are used to provide these figures. While the draft Corporate and Strategic Equality Plan is being considered, some figures may be excluded while they are being clarified. For example, if there is further information issued about a census figure.

When the Plan is presented to Full Council, all queries should have been resolved, and the figures should total 100% of the responses. However, there may be occasions where not everyone has answered the question. In such cases, the figures presented should state both the responses and the percentage of people who did not respond.

For example:

- 0.3% of people aged 16 and over have a gender identity that is different from their sex registered at birth , 92.7% of people’s gender is the same as their sex registered at birth (7% did no answer this census question)
- $0.3\% + 92.7\% + 7\% = 100\%$

There may also be occasions when only one figure is relevant, such as when reporting material deprivation.

For example:

- 14% of people are in material deprivation (National Survey for Wales, Welsh Gov, 2023) (This was 9% in 2022)

8. Why doesn't the 'Key Facts' section show historical figures to enable comparison?

The 'Key Facts' section of the Plan provides an overview of the current information available about the County and the people of Powys. The Plan is intended to be forward-looking rather than reflecting on the past. A significant amount of historical and comparative information and context about the County and people of Powys is available in the Wellbeing Information Bank, available here:

<https://en.powys.gov.uk/article/5800/Wellbeing-Information-Bank>.

9. In the socioeconomic disadvantage section, why is the hyperlink to the Impact Assessment taking me to an assessment from 2023?

An updated Impact Assessment has been completed for the updated Corporate and Strategic Equality Plan. However, until the Plan is endorsed by Cabinet, the hyperlink is not available. The link will be updated to the 2025 Impact Assessment before the Corporate and Strategic Equality Plan is published.

10. How is the number of measures for each objective decided?

The Council does not have a set limit on the number or type of measures for each objective in the Corporate and Strategic Equality Plan. The measures are intended to provide an overview of progress, at a specific point in time. When combined with other measures, data, and written progress updates, they offer context for evaluating how well the Council is progressing towards achieving its three well-being objectives.

11. Why aren't targets included within the Corporate and Strategic Equality Plan?

Setting clear targets is crucial for the Council's planning and monitoring of the Corporate and Strategic Equality Plan (CSEP). The CSEP is reviewed annually and republished on 01 April each year. To set realistic yet ambitious targets, services need time to reflect on their changing environment and performance over the previous year (01 April to 31 March).

Targets for the CSEP are set and monitored using the Corporate and Strategic Equality Plan Scorecard, a Power BI report that tracks progress against the Council's three core well-being objectives. These targets are provided by services as early as possible, to be included in the Scorecard before Quarter 1 reporting in July, which covers the period 01 April to 30 June. The targets are publicly available on the Council's website:

<https://en.powys.gov.uk/article/14124/Corporate-Plan-Updates>.

12. Why aren't progress updates included within the Corporate and Strategic Equality Plan?

Each Objective section includes a summary of some activities the Council has already completed under the 'What are we already doing?' sections . However, the Plan is intended to be forward-looking rather than reflecting on the past. Full details about the Council's progress against the Corporate and Strategic Equality Plan can be found in the Corporate and Strategic Equality Plan Scorecard, available here:

<https://en.powys.gov.uk/article/14124/Corporate-Plan-Updates>.

13. Why doesn't the Corporate and Strategic Equality Plan provide details about each of the Cabinet Member Portfolios?

The Plan provides an overview of the current Cabinet Members and the name of their portfolio. However, each Cabinet Member has a range of responsibilities that the Plan could not adequately represent as part of the overview. For more details about the Cabinet Members or their portfolios, please visit:

<https://powys.moderngov.co.uk/mgCommitteeDetails.aspx?ID=137>