

# Scrutiny Report



## Overview and Scrutiny Management Committee

### Part 1

Date: September 2022

**Subject** Strategic Equalities Plan (SEP) Annual Report 2021-22

**Author** Policy and Partnership Manager

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject	Page Numbers
Rhys Cornwall	Strategic Director for Corporate and Transformation	
Tracey McKim	Head of People, Policy & Transformation	
Janice Dent	Policy and Partnership Manager	

## Section A – Committee Guidance and Recommendations

### 1 Recommendations to the Committee

The Committee is asked

1. Whether the Annual Report reflects a true and fair account of the council's progress towards achieving the objectives defined in the Strategic Equality Plan 2020-24 for the period in question – 2021 – 2022.
2. Whether the Annual Report highlights the ongoing commitment to Equalities effectively and focuses on appropriate successes and highlights successes and good work
3. Whether the Annual Report highlights the ongoing commitment to equalities effectively and focuses on appropriate areas for development
4. Whether it wishes to provide comment and recommendations on the Annual Report to Cabinet

## 2 Context

### Background

- 2.1 The Annual Report on the Strategic Equality Plan demonstrates the progress made against the Equality Objectives identified in the Council's [Strategic Equality Plan 2020-2024](#) (SEP).

The SEP sets out six Strategic Equality Objectives to support the council's duty to pay due regard to the need to promote equality of opportunity, foster positive relationships between community groups, and eliminate discrimination, as contained within the Equality Act 2010.

The six Strategic Equality Objectives are:

1. Leadership, Governance, and Involvement - Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement
2. Customer Service and Access - Newport City Council's services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need
3. Representative Workforce - Newport City Council has a workforce that represents the city and is a workplace with an inclusive culture which recruits, develops and retains staff
4. Community Cohesion - Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions
5. Learn Well - Newport City Council supports the well-being and attainment of the city's pupils, and actively looks to address any disparity in achievement of vulnerable learners
6. Independent Living - Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of services that accommodates people in different situations

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report outlining the progress that we have made against our Strategic Equality Objectives which are set out in our Strategic Equality Plan (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010)

The statutory deadline for publishing the annual report is the end of the year, on the council's website, with relevant notification and advertising of publication via relevant channels, including social media.

This report relates to the second year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member for Organisational Transformation, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Support Networks Chairs, and service area lead officers.

The SEP Annual Report is presented to the Overview and Scrutiny Management Committee for a **strategic overview** to work alongside the performance monitoring completed by other Committees.

### Previous Consideration of this item

- 2.2 This is the first draft of the annual report considered by the Overview and Scrutiny Management Committee and is based upon previous consideration of the Strategic Equality Plan and the previous annual report.

### 3 Information Submitted to the Committee

3.1 Attached at **Appendix 1** is the Strategic Equality Plan Annual Report 2021/22.

### 4. Suggested Areas of Focus

**The role of the Committee in considering the report is to:**

- Consider and make comment on the content of the Annual Report and key achievements as outlined
- Determine whether the content of the report is a true reflection of the council's Strategic Equalities performance in 2021-2022
  
- Conclusions:
  - What was the overall conclusion on the information contained within the report?
  - Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the quality of the Annual Report?
  - Do any areas require a more in-depth review by the Committee?
  - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

#### **Suggested Lines of Enquiry**

4.1 The Committee may wish to consider:

- How progress of compliance against the Strategic Equalities Plan is monitored
- Is the report a fair and honest reflection of current performance
- Whether all staff members, senior management and relevant stakeholders are effectively engaged effectively to deliver against the Plan

## **Section B – Supporting Information**

### 5 Supporting Information

5.1 [Strategic Equality Plan 2020-24](#)

### 6 Links to Council Policies and Priorities

This Annual Report outlines the council's performance against the Strategic Equality Plan, performance in line with key policies and provides a high-level review of activities deliberately aligned with Newport's wellbeing objectives, to build cohesive and sustainable communities, and to improve skills, education, and employment opportunities.

## 7 Wellbeing of Future Generations (Wales) Act

Activities in relation to delivery of the Plan will support the Five Ways of Working under the Wellbeing of Future Generations (Wales) Act.

Highlighting the key achievements, development of new policies and monitoring performances across the council will help the achieve a number of goals and targets and will contribute to the Wellbeing Goals of a prosperous Wales, a more equal Wales, a Wales of cohesive communities and a Wales of vibrant culture and thriving Welsh language

The report covers the work undertaken with strategic groups including the Strategic equality Group, stakeholders, and partners to achieve the strategic objectives. The key themes and actions in the report underpin them and balance short term needs with the delivery of medium to long-term solutions.

It identifies key successes towards the plan and shows how the council has worked towards each of the strategic objectives and how this is steering the work of the council, partners, and communities across Newport.

## 8. Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)
- [Socio-economic Duty Guidance](#)
- [Public Sector Equality Duty](#)

Report Completed: August 2022