

# Strategic Equality Plan 2016-20

## Strategic Equality Objectives and Action Plan



**Our role as an Employer:** We are the county's largest employer and have a workforce exceeding 8,000 (including school based staff). We are committed to ensuring equality within our workforce and we want to be an exemplar of good practice to other employers.

**Equality Objective: Attract and retain the very best workforce**

Action	Responsible department/ business unit	Start date	End date
Attract and retain talent by positively encouraging applicants and employees from underrepresented groups to apply for jobs and career progression opportunities within our organisation.	DMTs/People Management (HR Support, L&D)	April 2016	March 2020
Regularly review our recruitment training to ensure recruiting managers and support staff involved in the recruitment process are up to date in our corporate procedures and apply fairness and equality at all stages of the process	People Management (L&D)	April 2016	March 2020
Develop an overarching behaviour statement aligned to our newly developed core values to ensure employees and managers appreciate and understand the Equality Duty and how it relates to their role in our organisation	PSSG/ People Management (Consultancy)	April 2016	March 2017
Develop an online Corporate Welcome module and review departmental induction procedures to ensure new employees are welcomed and understand their equality and diversity responsibilities, core values and behavioural standards	People Management (L&D)	January 2016	October 2016
Develop employment policies and promote initiatives that support our employees through periods of organisational change, work related or personal challenge e.g. Stress management, mental health awareness, domestic abuse and sexual violence support	People Management (HR, L&D & OH)	April 2016	March 2020
Develop our employee communication and engagement strategy to enable consistent two way communication and effective ways for the staff voice to be	PSSG/People Management	July 2016	March 2017

heard.	(Consultancy)		
Provide the framework for managers to develop a positive working environment to support regular attendance, advise managers and monitor consistency, e.g. reasonable adjustments for a disability, flexible working for caring responsibilities, time off for religious observance	DMTs/People Management (HR, L&D & OH)	April 2016	March 2020
Develop an integrated programme of Welsh Language development for our employees	Regeneration & Policy/People Management (L&D )	April 2016	March 2020
Use the Work Ready Project (apprenticeships, graduate, work experience, work placements, volunteering) to attract and retain underrepresented groups, e.g. Young people, people with disabilities, and monitor outcomes	People Management (L&D)	April 2015	April 2017 [extended if additional funding secured]
We will continue to encourage and monitor that every employee has the opportunity to meet with their manager for a <i>Helping People to Perform (HPP)</i> appraisal performance discussion at least once every year	PSSG/Regeneration & Policy (Performance & Information)	April 2016	March 2020

**Our role as an Employer:** We are the county's largest employer and have a workforce exceeding 8,000 (including school based staff). We are committed to ensuring equality within our workforce and we want to be an exemplar of good practice to other employers.

**Equality Objective: We will work to improve employment monitoring data held by the local authority and ensure pay differentials are identified and acted upon**

Action	Responsible department/ business unit	Start date	End date
Maintain our targeted campaign to encourage employees to voluntary declare equality monitoring information to reduce data gaps and better understand the composition of our workforce	PSSG/People Management (HR, HR Support)	Sept 2016	March 2020
Support the provision of workforce data to schools to enable each to fulfil its statutory responsibility for annual strategic equality reporting	Education & Children's/People Management (HR Support)	Sept 2016	Ongoing subject to SLA provisions & schools acceptance
Review our learning and development application and approval process and monitor to ensure consistent and fair access	DMTs/People Management (L&D)	Sept 2017	March 2017 subject to pilot testing and review
Undertake an annual Equal Pay audit to identify and understand our actual pay gaps and/or pay discrepancies and develop actions for improvement	PSSG/People Management (HR)	June 2016	March 2020
Apply the Gender Employment and Pay Analysis (GEPA) method to our workforce information and pay data to identify any potential	PSSG/People Management	June 2016	March 2020

employment disparities and develop actions for improvement	(HR, HR Support)		
Utilise our workforce information to inform succession and workforce planning and develop business objectives that support equality improvement	DMT's/PSSG	June 2016	March 2020
Continue to advise and support business units during service reconfiguration to ensure workforce impact is assessed appropriately	People Management (HR)	April 2016	March 2020
Utilise feedback from external accreditations such as Investors in People to inform future equality and diversity priorities	PSSG/People Management (HR, OH & L&D)	June 2016	March 2020
Undertake an audit of the Language Skills of our employees	DMTs/People Management (HR Support, L&D)	April 2016	June 2016
Evaluate and review our equality objectives to ensure they support continued improvement and report annually	PSSG	June 2016	January 2017/18/19/20

**Our role as a service provider:** We provide around 300 different services to local people, which are as diverse as providing the local education service, refuse collection, caring for vulnerable older people or children, providing leisure facilities, maintaining highways and as landlord for 9000 council homes. We wish to ensure that all of our services are provided in accordance with the commitments contained in this Strategic Equality Plan.

**Equality Objective: We will continue to work to remove the barriers to accessing Council services and give due regard to all groups when making decisions**

Action:	Responsible department/ business unit	Start date:	End date:
Continue to implement accessibility improvements to the CCC website	Regeneration & Policy	April 2016	March 2020
Continue to roll out staff awareness training, including through on-line provision	Learning & Development	April 2016	March 2020
Encourage public feedback on accessibility issues	Regeneration & Policy	April 2016	March 2020
Continue to make sure equality impact assessments (EIAs) are embedded within the decision making process and as part of responsibilities under the Well-being of Future Generations Act	Regeneration & Policy	April 2016	March 2020
Support the EIA process by developing a series of community profiles, showing key facts for specified demographic groups	Regeneration & Policy	April 2016	March 2020
Monitor complaints which have an equality dimension as a means of triggering service improvement	Regeneration & Policy	April 2016	March 2020
Ensure all contracting arrangements (including review) include appropriate stipulations under the 2010 Equality Act	Corporate Procurement Unit	April 2016	March 2020
Support key engagement mechanisms, including Equality Carmarthenshire,	Regeneration &	April 2016	March

the Disability Coalition, the 50+ Forum and Youth Council	Policy		2020
Develop a pilot project on countryside access path improvement at Pembrey Country Park, in collaboration with the Disability Coalition	Regeneration & Policy	April 2016	March 2020

**Our role as a service provider:** We provide around 300 different services to local people, which are as diverse as providing the local education service, refuse collection, caring for vulnerable older people or children, providing leisure facilities, maintaining highways and as landlord for 9000 council homes. We wish to ensure that all of our services are provided in accordance with the commitments contained in this Strategic Equality Plan.

**Equality Objective:** Help maximise the potential of people, through the education system and by supporting the growth of the local economy

Action	Responsible department/ business unit	Start date	End date
To develop a knowledge economy and innovation through the Workways+ Project identified in the County Wide Employment & Skills Plan to increase the employability of Economically Inactive and Long Term Unemployed people aged 25 and over, who have complex barriers to employment	Regeneration & Policy	April 2016	
We will increase % of pupils eligible for Free School Meals who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics	Education & Children's Services	April 2016	March 2020
We will deliver literacy, numeracy and English for speakers of other languages (ESOL) courses for Carmarthenshire residents and in-comers to the County	Education & Children's Services	April 2016	March 2020
We will support schools, in tandem with ERW, to further improve outcomes for all pupils but with a particular emphasis on raising the achievements of pupils entitled to free school meals and looked after children	Education & Children's Services	April 2016	March 2020
We will fully implement the Vulnerability Assessment Profile in all Secondary Schools for Years 7-11 to ensure early identification of all young people who may become NEET	Education & Children's Services	April 2016	March 2020

We will ensure a new Vulnerable Young Peoples panel be put in place to co-ordinate support for vulnerable young people in Key Stage 4	Education & Children's Services		
We shall continue to promote regular school attendance to maximise educational opportunities and child welfare, robustly challenging poor attendance and persistent absenteeism	Education & Children's Services	April 2016	March 2020
We shall further develop the family engagement programme to support families to engage in education	Education & Children's Services	April 2016	March 2020
We shall ensure that all pupils aged 15 who leave compulsory education, training or work based learning with an approved external qualification	Education & Children's Services	April 2016	March 2020
We shall increase the % of children receiving care and support achieving the core subject indicator at key stages 2 and 4	Education & Children's Services	April 2016	March 2020
We will continue to advance the objectives of the Welsh in Education Strategic Plan	Education & Children's Services	April 2016	March 2020

**Our role as a community leader:** We wish to promote tolerance and understanding and to help build a cohesive and united community within Carmarthenshire. We will promote the principles of equality and diversity as set out in this Strategic Equality Plan through our working with partners and community organizations throughout the county.

**Equality Objective:** Support cohesive communities by promoting community and civic engagement

Action	Responsible department/ business unit	Start date	End date
Support the implementation of the Community Cohesion National Delivery Plan	Regeneration and Policy	April 2016	March 2020
Hate Crime. Conduct and support awareness raising and signposting of victims to report and support services.	Regeneration and Policy	April 2016	March 2020
Gypsy and Traveller Communities – support engagement and access to services and the building of good relations with the wider community	Regeneration and Policy  Public Protection and Housing  Planning	April 2016	March 2020
Deliver the Syrian Resettlement Programme. Support communities through changes due to immigration.	Regeneration and Policy  Public Protection and Housing	April 2016	March 2020

Fostering of Good Relations. Support the building of resilient and cohesive communities	Regeneration and Policy	April 2016	March 2020
Engage with and support community groups that represent the Protected Characteristics.	Regeneration and Policy	April 2016	March 2020

**Our role as a community leader:** We wish to promote tolerance and understanding and to help build a cohesive and united community within Carmarthenshire. We will promote the principles of equality and diversity as set out in this Strategic Equality Plan through our working with partners and community organizations throughout the county.

**Equality Objective:** We will encourage healthy lifestyles and promote the importance of well-being

Action	Responsible department/ business unit	Start date	End date
To promote the Welsh language and ensure compliance with the 'Active Offer' across all service areas	Communities	April 2016	April 2018
To implement actions within the Regional Dementia plan in line with the findings of the Older People's Commissioner report "More than just Memory Loss"	Communities	April 2016	April 2018
Contribute to health led transformation programmes in mental health and redesign of services within learning disability	Communities	April 2016	December 2017
Establish and promote an "everybody's business" approach to safeguarding in Carmarthenshire by working with local authority colleagues and partner agencies	Communities	April 2016	December 2017
To implement a robust strategy for successfully managing new and historical DOLS applications	Communities	April 2016	May 2017
Deliver the affordable home delivery plan	Communities	April 2016	March 2019