

# Cynllun Strategol Cydraddoldeb

## Strategic Equalities Plan

2024-28



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Cyngor Sir Gâr  
Carmarthenshire  
County Council



# 1) Carmarthenshire County Council

## Our commitment

Publishing a Strategic Equality Plan is a legal duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The Equality Act 2010 was brought in with the purpose of enabling the better performance of the public sector equality duty in section 149 of the Equality Act 2010 and to ensure equality is at the heart of the work of everything the listed bodies do. The legislation ensures that our work is focussed on eliminating inequality and the barriers that cause it, promoting equality and fostering good relations between people.

As a Local Authority responsible for delivering services to the people of Carmarthenshire, we are committed to equality of opportunity for everyone. As an employer, we are also committed to building an organisation that makes full use of the talents, skills and experience of current and potential staff. We recognise that what we do every day plays an important part in people's lives and we have a key role in enhancing the quality of life for everyone in our community. By delivering the equality objectives set out in this plan we are also supporting the Well-being of Future Generations (Wales) Act Goals as well as our own Corporate Strategy commitments, which includes delivering on other equality action plans such as the Anti-Racist Wales Action Plan and the LGBTQ+ Action Plan.

This Plan outlines how we will promote equality and diversity from 2024 until 2028, some of the practical steps we will be taking to put our commitments into practice and how we will monitor our performance and the effectiveness of this Plan.

## How to contact us:

Comments and suggestions as to how the council can improve and best perform as an equal opportunities' organisation can be submitted at any time to the:

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## Accessible formats

If you would like this publication in an alternative format and/or language, please contact us. All publications are also available to download and order in a variety of formats from our website.

## 2) Understanding our duties

The Strategic Equality Plan has been developed so that we can set out how we aim to meet our commitment to equality and the legal obligations of the Equality Act 2010.

Within the Equality Act 2010, public bodies have an additional responsibility to meet the Public Sector Equality Duty, as outlined below:

### Public Sector Equality Duty

#### The General Duty

When making decisions and delivering services, we must have due regard to:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, we also need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic.
- Meet the needs of persons who share a relevant protected characteristic that are different from the needs of the person who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

#### The Specific Duties

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the General Duty; these are the Specific Duties for Wales. The Specific Duties underpin the General Duty and have been developed around four main principles:

1. Use of evidence
2. Consultation and involvement
3. Transparency
4. Leadership.

The Welsh Government published regulations that introduced the Specific Duties for Wales in March 2011, which set out the actions Carmarthenshire County Council must take to comply:

- Setting Equality Objectives and publishing a Strategic Equality Plan.
- Ensuring that we engage with people who have an interest in how the Council's decisions affect them.
- Collecting and publishing information relevant to compliance with the General Duty
- Carrying out Equality Impact Assessments and publishing the results if there is a substantial impact identified.
- Publish employment monitoring information annually.
- Promote knowledge and understanding of the General Duty amongst our employees and use our staff appraisal procedures to identify and address the training needs of our employees.
- Set a gender pay equality objective where a gender pay difference is identified.
- Consider including conditions relevant to the General Duty in our procurement processes.

### **Who is protected under the Equality Act 2010?**

Everyone is protected under the Equality Act; however, the General and Specific Public Sector Duties refer to Protected Characteristics. These are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation.

### **Types of Discrimination**

Discrimination can come in one of the following forms:

- Direct discrimination - treating someone with a protected characteristic less favourably than others
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment
- Discrimination by association – treating someone less favourably than others, because of someone they are associated with

- Discrimination by perception – treating someone less favourably than others because of a protected characteristic they are thought to have, regardless of whether this perception by other is actually correct or not
- Discrimination arising from a disability – treating a disabled person less favourably because of something arising in consequence of their disability and the treatment cannot be objectively justified
- Failure to make reasonable adjustments (Disability only) – a disabled person can experience discrimination if the employer or organisation doesn't make a reasonable adjustment.

Discrimination is not always obvious and can be subtle and unconscious, this is known as unconscious bias. This stems from a person's general assumptions about the abilities, interests and characteristics of a particular group that influences how they treat those people. Such assumptions or prejudices may cause people to apply requirements or conditions unwittingly that put those in particular groups at a disadvantage.

### **Welsh language**

In Carmarthenshire, there is also a need to have regard to the Welsh Language. Although this falls under a separate legislative framework, namely the Welsh Language Measure (Wales) 2011, there is a considerable tie-in between the Council's wider approach to equalities and diversity and the commitment the council has towards the Welsh Language – and especially the need to ensure that people can use the language of their choice (Welsh or English) when dealing with the council. The requirements to Assess for Impact in relation to the characteristics identified in the Equality Act 2010, applies equally to the Welsh Language.

Further information on the Welsh language Standards can be found on the Council's website or through the Welsh language Commissioner.

### 3) The Well-being of Future Generations Act

#### The Act's requirements

The Well-being of Future Generations Act (2015) is a ground-breaking law that provides a unique opportunity for all public services to work differently together, involving communities in shaping our long-term future and improving well-being for all. The Act places the citizens of Wales in the centre of everything public services do to improve the economic, social, environmental and cultural well-being of Wales and that the sustainable development principle is integral to everything that we do.

#### National Well-being Goals

The Act sets out seven Well-being Goals which public services must work towards to improve the social, economic, environmental and cultural well-being of all of our communities.



Together they give public services a common purpose and shared vision to work towards. The goals must be considered as an integrated set, with the relevant links being made between them to deliver well-being. The objectives and actions outlined in this well-being plan have all been formulated with a view to making a wider contribution to achieving the national well-being goals.

The national well-being goals of a More Equal Wales and A Wales of Cohesive Communities will lead our work locally and we will ensure that our Strategic Equality Objectives contribute to those.

#### Sustainable Development principle

Public Services, in working towards delivering these goals, must follow the sustainable development principle, designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own

needs. We need to ensure that when we make decision, we consider the impact this could have on people living in Carmarthenshire in the future.

## Five Ways of Working

There are five Ways of Working public services must follow, to show how we have applied the sustainable development principle. In achieving this Strategic Equality Plan, we must ensure that everything we do has taken these ways of working into consideration. We have to think more about the long-term, work better with local communities, look to prevent problems and take a more joined-up approach. This will ensure we also work together in a more robust and effective partnership approach.



### Collaboration

Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.



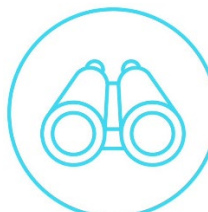
### Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies.



### 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.



### Long-term

The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



### Prevention

How acting to prevent problems occurring or getting worse may help public bodies met their objectives.

**Credit:** Five Ways of Working, Office of Future Generations Commissioner for Wales

## 4) Developing and setting our Strategic Equality Objectives

To develop our Strategic Equality Objectives, we have engaged with our residents, our workforce and used relevant information. This information includes Equality and Human Rights Commission (EHRC) research reports, Welsh Government reports and policies and Carmarthenshire County Council policies.

### 1. Equality and Human Rights Commission's '*Is Wales Fairer 2023?*'

In December 2023, the Equality and Human Rights Commission (EHRC) published '*Is Wales Fairer 2023?*', a comprehensive review of how Wales is performing on equality and human rights.

*Is Wales Fairer?* (2018) collected evidence from across 6 areas of life: education, health, living standards, justice and security, work and participation in politics and public life. Prospects for disabled people, some ethnic minority people, and children from poorer backgrounds had worsened in many areas of life. This inequality risks becoming entrenched for generations to come, creating a society where these groups are left behind in the journey towards a fair and equal country.

The 2023 report provides valuable data and evidence that will support the efforts of all public bodies to reduce inequality across Wales and draws from the past five years, which include the COVID-19 pandemic. The evidence points towards these overarching themes:

- An increase in the number of children looked after by local authorities.
- A significant educational attainment gap for these children.
- Education attainment gap between disabled and non-disabled people continues to widen in early years.
- Earning gaps for disabled workers have grown wider since 2014.
- Digital exclusion remains persistent for older people, disabled people, those in poverty and rural populations.
- Poverty in Wales remains persistently high.
- Lesbian, gay and bisexual people report poorer mental health than heterosexual adults.
- Childcare and caring responsibilities continue to be a significant barrier to equality.
- Justice in England and Wales outcomes exhibit a regressive trend.
- A rise in racially and religiously aggravated offences. Despite this, the proportion of offences resulting in a charge has gone down.

To see the report please click [here](#).

### 2. Strategic Equality Plan Survey – Mid and West Wales Collaboration

Public services in Mid and West Wales joined together to ask the public their views on equalities. This included a survey and engagement events. The survey gathered views on how people from different backgrounds experience six major areas of life, based on the '*Is Wales Fairer 2018?*' domains, as listed above.



The partnership included Ceredigion County Council, Carmarthenshire County Council, Pembrokeshire County Council, Dyfed Powys Police, the Police and Crime Commissioner, Hywel Dda University Health Board, Powys Teaching Health Board, Mid and West Wales Fire and Rescue Service, University of Wales Trinity Saint David and Pembrokeshire Coast National Park.

## 5) Carmarthenshire at a glance

According to the 2021 Census, the population of Carmarthenshire was 187,897 persons. This represents a numerical increase of 4,120 persons and a percentage increase of 2.2% since the last Census was undertaken in 2011. In comparison, the population of Wales increased by 1.4% over the 10-year period, while the total increase for England and Wales was higher at 6.3%. Whilst the Carmarthenshire growth pattern is lower than the England and Wales average it is the 5<sup>th</sup> highest for growth from the 22 local authorities in Wales.

Carmarthenshire has a population density of 79 persons per square kilometre, which is lower than 17 of the 22 Unitary Authorities in Wales. The most densely populated settlements in Carmarthenshire are, in descending order, Tyshia, Elli, Lliedi, Bigyn and Ammanford.

Carmarthenshire's unemployment rate – which comprises of individuals who are unemployed and actively seeking work – was 4.4% in the year ending September 2023, the highest rate since 2020 and slightly higher than the Wales average of 3.9%.

However, over the trend period (December 2014 – December 2023), the number of persons in Carmarthenshire who may be classified as 'long term unemployed' (those in receipt of Job Seekers Allowance for a duration exceeding 6 months) has decreased significantly by 89.3%, (790 less people in 2023, compared with 2014).

Figures from the 2021 Census shows that the population change in Carmarthenshire is in line with that of Wales. The largest growth has been seen in the older age groups. Since 2011 the 65-74 year age group has seen an increase of 21%, followed closely by those aged 75 to 84 years who had a 20.5% increase and those aged 85 years and over saw an increase of 8.4%.

The largest decrease in the population age groups was in the younger age groups: -16.8% for those aged 20-24 years old and -13.2% for those aged 16-19 years old.

**If we could shrink Carmarthenshire's population into a village of approximately 100 people, with all the existing human ratios remaining the same, there would be:**

- 49 Males and 51 Females (2021 Census)
- 17 children aged under 16 (2021 Census)
- 59 people of working age (2021 Census)
- 24 people of pensionable age (2021 Census)
- 40 people able to speak Welsh (2021 Census)
- 97 people from a white background and 3 from a non-white background (2021 Census)
- 2 people would be Lesbian, Gay or Bisexual or all other sexual orientations (2021 Census)
- 11 people with a limiting long-term illness (2021 Census)
- 11 people would be providing unpaid care (2021 Census)

- 5 of the working age population with a disability (DWP Disability Living Allowance payments) Stats May 2023)
- 19 people (aged 16+) would be in receipt of benefits (DWP August 2023)\*
- 48 people who were Christian, 2 persons would be of other religion and 44 would have no religion (6 would prefer not to state their religion) (2021 Census)
- 8 households would be earning less than £10,000 per year and 10 households would be earning over £80,000 per year (CACI Paycheck 2023)
- 11 lone parent households (2021 Census)

**When we consider our County from such a compressed perspective, the need for acceptance, respect, understanding and knowledge of equality and diversity issues becomes apparent.**

\*These benefits include, Universal Credit, Housing Benefit, Pension Credit, Income Support and Jobseeker's Allowance.

## 6) Policies and guidance

### **Carmarthenshire County Council's Corporate Strategy 2023-27**

The Corporate Strategy sets out the direction for the local authority over the next five years, incorporating our improvement and Well-being Objectives as defined by legislation.

Our well-being objectives are focused on:

1. Enabling our children and young people to have the best possible start in life (Start Well)
2. Enabling our residents to live and age well (Live & Age Well)
3. Enabling our communities and environment to be healthy, safe and prosperous (Prosperous Communities)
4. To further modernise and develop as a resilient and efficient Council (Our Council)

We have set these out with a view to addressing the key challenges and development areas facing Carmarthenshire but with a longer-term view to improving the social, economic, environmental and cultural well-being of the residents and communities of Carmarthenshire.

A variety of services will be provided to meet these aims, each delivered in line with the Council's Core Values, which underpin and guide the way that we work, the way we improve and the way we make decisions in our community.

### **Carmarthenshire's Public Services Board Well-being Assessment and Well-being Plan 2023-28**

The [Local Well-being Assessment](#) is a statutory requirement under the Well-being of Future Generations (Wales) Act 2015. It is based on data, evidence and feedback from our residents and stakeholders on what is important to our communities in terms of Well-being.

The Local Well-being Plan sets out how the Public Services Board will work together to improve the economic, social, environmental and cultural well-being of our county for the next five years. It builds on a detailed Well-being Assessment which collates data and evidence and also involvement activity with communities and stakeholders across our county.

The [Local Well-being Plan 2023-2028](#) includes the following Well-being Objectives:

- Ensuring a sustainable economy and fair employment
- Improving well-being and reducing health inequalities
- Responding to the climate and nature emergencies
- Tackling poverty and its impacts
- Helping to create bilingual, safe and diverse communities.

## **Carmarthenshire County Council's Workforce Strategy 2024-29**

Our Workforce Strategy supports the Council's vision and defines how we will build the capability, skills, and culture we need for our workforce. It not only meets our present needs but also the needs of our future workforce. This will involve strategies for employee development, succession planning, and recruitment that take into account long-term sustainability and the impact on future generations.

The Strategy describes five key objectives for action, which we will focus on during the next five years, to support and develop our workforce, strengthen our capabilities as an organisation and transform how we do things.

### **Integrated Impact Assessment**

Impact assessments are an important practical tool for helping us understand and mitigate the possible impact of our decisions on our residents, customers and services. They help us to ensure we have considered how different groups and services could be affected by our proposals, enabling us to strengthen positive aspects and mitigate any potentially negative impacts. Ultimately, they provide an opportunity for us to evidence our thought process and to challenge assumptions in developing new proposals. As a result, impact assessments can help ensure that new proposals are effective and are based on the best possible evidence and data.

The integrated impact assessment is a digital template to be completed and reviewed as part of the development process of proposals that will be put forward for decision by the Council's Cabinet or Full Council.

The Council has a statutory requirement to complete impact assessments under a number of legislative requirements. These requirements are legal obligations for the Council and failure to meet these duties may result in the Council being exposed to legal challenge for not following due process.

Our integrated assessment incorporates the requirements of the following Acts into one Impact Assessment:

- Well-being of Future Generations (Wales) Act 2015
- Public Sector Equality Duty and the Equality Act 2010
- Socio-Economic Duty 2021
- Welsh Language Measure 2011 and Welsh Language Standards
- United Nations Convention on the Rights of the Child (UNCRC) & Rights of Children and Young Persons (Wales) Measure 2011
- Environment (Wales) Act 2016 – biodiversity and ecosystem resilience
- General Data Protection Regulation.

Integrated Impact Assessments are required for all strategic matters which are being presented to the Council for decision. The process of undertaking an Impact Assessment should begin as soon as a proposal starts to be developed. The Assessment should be refined and updated throughout the development of the proposal as further evidence and

information is gathered and should support scrutiny of the proposal at the decision-making stage.

### **Anti Racist Wales Action Plan**

In July 2022, the Welsh Government published its first Anti Racist Wales Action Plan. The plan builds on previous Welsh Government initiatives on race equality and builds on the values of anti-racism and calls for zero-tolerance of all racial inequality.

The Welsh Government has identified a vision for an anti-racist nation where everyone is valued for who they are and the contribution they make and are committed to creating an anti-racist nation by 2030.

In relation to the leadership responsibility Welsh Government holds for public, third and those private sector organisations they fund, they have identified 5 core actions they will expect and will hold them us account, via the Accountability Group:

1. A strong commitment to lead from the front and demonstrate it in terms of anti-racist values, behaviours, representation at all levels of your organisations and accountability measures.
2. Participation in all decision making and senior leadership groups in a way that enables lived experiences of ethnic minority people to be heard and acted upon.
3. Achieve, at the very least, minimum requirements of the Equality Act 2010 and publish your results in an open and accessible forum/platform.
4. Ensure minimum standards and provision of culturally sensitive and appropriate services, including provision of translation and interpretation.
5. Ensure robust complaints policies and processes for racial harassment that are validated to the satisfaction of ethnic minority groups.

Adopting an anti-racist approach requires us to look at the ways that racism is built into our policies, formal and informal rules and regulations and generally the ways in which we work.

The development of the Anti Racist Wales Action Plan involved many discussions and conversations with ethnic minority people and wider, which concluded the need to take an anti-racist approach.

The action plan outlines actions for Welsh Government and the public sector (including local authorities) in a range of areas, including: Leadership within Welsh Government and across public services, Education and Welsh Language, Culture, Heritage and Sport, Health, Social Care, Homes and Places, Local Government, Employability and Skills (including Social Partnership and Fair Work and Entrepreneurship), Support for Refugees and Asylum Seekers, Crime and Justice, and Childcare and Play.

We will implement the relevant parts of the Anti-Racist Wales Action Plan as part of the work on our Strategic Equality Plan and action plan.

## **LGBTQ+ Action Plan**

Welsh Government published an LGBTQ+ Action Plan in 2023, with the aim of making Wales the most LGBTQ+ friendly nation in Europe, supporting all LGBTQ+ people in Wales to live their fullest life: to be healthy, to be happy, and to feel safe.

The plan is a framework for LGBTQ+ policy development across government and with partners, setting out an overarching vision to improve the lives of, and outcomes for, LGBTQ+ people. It includes a wide range of policy-specific actions relating to human rights, education, improving safety, housing, health and social care, sport, culture, and promoting community cohesion. It sets out the concrete steps necessary to strengthen equality for LGBTQ+ people, to challenge discrimination, and to create a society where LGBTQ+ people are safe to live and love authentically, openly and freely as themselves. The action plan outlines actions for Welsh Government and the public sector (including local authorities) in a range of areas, including: recognition of trans and non-binary people; safety; home and communities; health and social care; education and lifelong learning; workplace; and supporting the COVID-19 response.

We will implement the relevant parts of the LGBTQ+ Action Plan as part of the work on our Strategic Equality Plan and action plan.

## **The Socio-economic Duty**

The Socio-economic Duty is set out in section 1 of the Equality Act 2010 and requires, that certain public authorities, when making decisions of a strategic nature about how to exercise their functions, must have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. The duty refers to aspects of life 'socio' (your life chances and where you live) and 'economic' (how much money you have for essential and non-essential items).

The Socio-economic Duty therefore seeks to improve the strategic decision-making of specified public bodies to better support those who are socio-economically disadvantaged in terms of income and/or status. It puts tackling inequality at the heart of decision-making and builds on the good work public bodies are already doing.

Inequality can further compound negative socio-economic factors. The Strategic Equality Plan will set out objectives and actions which will help to improve socio-economic outcomes.

## **Armed Forces Act 2021**

The Armed Forces Covenant Statutory Duty is set out in the Armed Forces Act 2021, clause 8 (armed forces covenant) which place a legal obligation for certain public bodies, to pay due regard to the principles of the armed forces covenant in the relevant functions of housing, education, and healthcare. The Duty is about informed decision-making and means that the specified public bodies should think about and place an appropriate amount of weight on the principles of the armed forces covenant when they consider all the factors relevant to how they carry out relevant functions. The principles are:

(a) recognising the unique obligations of, and sacrifices made by, the armed forces,

(b) the principle that it is desirable to remove disadvantages arising for service people from membership, or former membership, of the armed forces, and

(c) the principle that special provision for service people may be justified by the effects on such people of membership, or former membership, of the armed forces.



## 7) Carmarthenshire County Council's Equality Objectives

As a public body we need to ensure that everybody has equal access to our services and is treated fairly by our services. The fundamental principles of human rights also need to be at the core of service delivery. We are required to focus on achieving measurable equality outcomes through specific improvements in policies and the way our services and functions are delivered.

Taking the above evidence into account and weighing up with any other relevant information we have set the following equality objectives for 2024-28 for Carmarthenshire County Council:

1. **Being an employer of choice.**
2. **Enabling our residents to live and age well.**
3. **Embedding Community Cohesion in our organisation and our community.**
4. **Protecting and strengthening equality and human rights.**

The above equality objectives are based on the needs and issues raised during engagement and consultation and '*Is Wales Fairer 2023?*'. We have also considered the Strategic Objectives as set by the Welsh Government and how we are able to contribute to those objectives.

We have not taken the approach of setting an objective for each characteristic but have set objectives based on the needs and issues that people with protected characteristics face. Where a specific protected characteristic is particularly disadvantaged, we have recorded this in the background information for each objective. We have also included specific action in our action plan to address disproportionate or specific disadvantages faced by individual protected characteristics.

## 8) Being an Employer of choice

Working to create a workplace where everyone is treated equally, with dignity and has fair access to resources and opportunities.

Relevant data:

- Feedback from the **Mid and West Wales Equality Survey 2023** shows that a person's protected characteristic is perceived to profoundly impact their experiences of work. The top three groups related in the survey as having worse experiences of work than the population were people from an ethnic background, disabled people and older people. Our communities also highlighted that intersectionality deepens this impact.
- Across Wales, disabled people are consistently much less likely to be employed (39.1%) than non-disabled people (75.3%).
- White minority groups have the highest rate of employment in Wales with white British the lowest, however, ethnic minority groups are more likely to be in insecure employment.
- Ethnic minority groups are more likely to report experiences of discrimination and bullying in the workplace, with issues identified in health and social care.
- Across Wales, 34% of LGBTQ+ staff reported hiding or disguising their identity at work for fear of discrimination, rising to 45% for transgender and non-binary people.
- The disability pay gap for Wales in 2021 was 11.6% with disabled employees earning less than non-disabled employees.
- In 2019, the ethnicity pay gap in Wales was 1.4%. This means that on average, ethnic minority employees in Wales were paid 1.4% less per hour than White British employees.
- Carmarthenshire County Council is one of the largest employers in the area and currently employ 8,665<sup>1</sup> people (6,566 FTE) occupying 5,022 posts with just 100 workers being employed via an employment agency at any given time. 45% of our staff have more than 10 years' service and 27% are likely to retire in the next ten years.
- 11.77% of our people have a declared disability.
- Our median salary is £25,049. <sup>2</sup>

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<sup>1</sup> @December 2022

<sup>2</sup> Pay Policy Statement 2023/24

## Being an Employer of choice

Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Develop options and timetable to review our Pay Model for agreement by the Pay Policy Advisory Panel.	Workforce Strategy 2024-2029	People Management	•	•	•	•	•	•	•	•	•	April 2024
Implement a new Pay Model												March 2026
Work with colleagues from other divisions e.g. Procurement, to work with Welsh Government, Public Service Partners and Trade Unions in further progressing the Real Living Wage agenda. (considering affordability)	Workforce Strategy 2024-2029	People Management	•	•	•	•	•	•	•	•	•	April 2025
Boosting the use of work experience, secondments, apprenticeships, shadowing, coaching, mentoring and graduate schemes.	Workforce Strategy 2024-2029	People Management	•	•	•	•	•	•	•	•	•	March 2026
Work with relevant groups to promote the Council as an employer across all communities including the Black, Asian a Minority Ethnic community.	Workforce Strategy 2024-2029  Anti-racist Wales Action Plan	People Management	•	•	•	•	•	•	•	•	•	March 2025

Look at ways of improving the quality of our workforce equality data and continuously improving the quality of information gathered.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025 Ongoing
Ensure all employees are aware of and have completed mandatory, statutory and core skills learning (including Equalities and Welsh language)	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Provide a range of development opportunities for new and existing to improve their Welsh language skills	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Conduct an annual employee engagement survey	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	September 2024
Establish staff forum	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	April 2024
Provide the organisation with relevant, accurate people related data via the development of a people data dashboard through the development of a Workforce Data framework	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Work to position our recruitment competitively and work towards continuously improving recruitment levels across the organisation. Seeking to understand the steps needed in order to become the employer of choice in West Wales	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025

Develop focused training for Members on areas relating specifically to equality, diversity, and equity, to be included within Code of Conduct training.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	March 2025
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## 9) Enabling our residents to live and age well

### Background data:

- Poverty and deprivation have serious detrimental effects, impacting all aspects of well-being. Over a third of our households continue to live in poverty (35.6%), a level which has increased by 0.9% over the last ten years. This translates to around 29,500 households, suggesting that almost 600 additional households have slipped below the income threshold over the last ten years.
- According to the Census 2021, Carmarthenshire has an ageing population, whereby 11% of the county's population are aged over 75 (above the national average of 9.8%). This will require the NHS and the Local Authority to plan for the expected increased demand for health and social care services.
- In 2021, 41% of all fuel-poor households were headed by someone aged 65 or over.
- Dementia prevalence is projected to significantly increase in the next 15 years.
- 2.8% of 16–64-year-old residents were claiming benefits in December 2023, which is nearly back to pre-pandemic levels.
- 3,070 residents in Carmarthenshire were claiming Jobseekers Allowance in December 2023.
- In its Poverty Snapshot 2023, the Bevan Foundation found that People in receipt of benefits people on Universal Credit are five times as likely to report that they sometimes, often or always struggle to afford the basics as the general population.
- Disabled people whose condition limits them a lot – over half (52 per cent) have gone without heating in their home over the past three months.
- Social renters – nearly half (46 per cent) report that they have had to cut back on food for themselves or skip meals in the three months to January 2023. Households with children – around twice as likely to be in debt because of the cost-of-living crisis as households with no children.
- Adults under the age of 65 – twice as likely to report that their household sometimes, often, or always struggled to afford the basics as households over 65 years old.
- Unpaid carers – significantly more likely to have borrowed money between October and January than people who are not carers.

- According to Welsh Government analysis, from 2020 to 2022, 38% of single-parent households were in poverty. Data from the Census 2021 shows that most (89.1%) single-parent households are headed by women.

Enabling our residents to live an age well												
Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
As part of the Tackling Poverty Agenda and Cost of living campaign, we will promote all new funding availability and support, focussing on issues faced by our protected communities where possible	Tackling Poverty Action Plan	Tackling Poverty Officer Working Group	•	•	•	•	•	•	•	•	•	Ongoing
We will ensure that we have a through age approach to community support ensuring equal access to education, training, employment and community inclusion.  This will include new models of service delivery to respond to Covid -19 and the opportunities this presents to escalate our Learning Disability Transformation plan.	Corporate Strategy 2023-27	Communities Department	•	•	•	•	•	•	•	•	•	

<p>Work with the Public Services Board to drive community engagement and good practice in relation to recruitment from Black, Asian and Minority Ethnic communities.</p> <p>This includes working in partnership with Co-production Wales through the Regional PSBs and Project Dewi.</p>	<p>Carmarthenshire Public Services Board Well-being Plan 2023-28</p> <p>Corporate Strategy 2023-27</p>	<p>Chief Executive's Department</p>	<p>●</p>									<p>2023-28</p>
<p>To work with relevant external groups, to improve representation and signposting for Black, Asian and Minority Ethnic communities on the Council's website</p>	<p>Corporate Strategy 2023-27</p>	<p>Chief Executive's Department</p>	<p>●</p>									<p>2022-27</p>
<p>Become a member of the World Health Organisation Age-friendly Communities Framework, based on mapping of local evidence.</p> <p>Take further steps to develop an action plan based evidence and feedback from our residents.</p>	<p>Age friendly Wales: our strategy for an ageing society</p>	<p>Chief Executive's</p>		<p>●</p>			<p>●</p>					<p>2024-28</p>



## 10) Embedding Community Cohesion in our organisation and our community

Embedding Community Cohesion; mainstreaming it in our organisation and the wider community. Supporting the celebration of diversity and inclusion while building resilient communities across Carmarthenshire.

### Background data:

- The proportion of adults in Wales in all age groups who feel they belong in their local area has increased. In 2020/21, people aged 65–74 (89%) and 75 and over (90%) are more likely to feel they belong in their local area than those in younger age groups.
- Data from the Home Office shows that recording of hate crime by the police has generally increased over the last few years. This is believed to be due to improvements in the reporting of these crimes and recording practices among police forces. Recorded hate crime for all strands were at their highest level in 2021/22.
- The number of racially or religiously aggravated offences recorded by the Police increased in Wales, from 1,704 in 2017-18 to 2,934 in 2021-22. However, the proportion of offences resulting in charge has decreased during this period.
- Black or mixed ethnic people are more likely to have experienced sexual assault in the past year than White, Asian or other ethnic groups.
- The proportion of disabled people reporting experiencing domestic abuse in the past 12 months is round three times greater than that reported by non-disabled people.
- Sexual orientation was the second largest motivating factor for Police recorded hate crimes in Wales in 2021-22, increasing from 19.1% (in 2018-19) to 21.1%.
- Analysis of the National Survey for Wales found that women are significantly less likely to feel safe in their local community than men. Women felt less safe in 2021/22 than they did in 2016/17. In 2021/22, 51% of women felt safe at home and walking or travelling in the local area (56% in 2016/17) compared with 81% of men (82% in 2016/17).

## Embedding Community Cohesion in our organisation and our community

Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Mainstream community cohesion in public bodies and wider community through training and awareness raising, dovetailing with other Welsh Government legislation and policies	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026
Coordinate relevant community cohesion related training, for local authority staff, other public bodies staff, third sector, elected officials, or others with a key role to play in building community cohesion.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026
Deliver accessible and inclusive outreach and engagement events, activities, and initiatives which foster good relations between groups through reducing segregation and increasing empathy and understanding. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026

Eliminate barriers to participation, taking into consideration the language, cultural and accessibility needs of communities, as well as other factors such as digital exclusion.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	●	March 2026
Continually monitor emerging community tensions and work with key partners, including police and community members, as part of the response to mitigate them.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	●	March 2026

## 11) Protecting and strengthening equality and human rights.

Working to ensure that equality and human rights considerations are embedded in all policy and strategic planning across our Council. As a public body we need to ensure that everybody has equal access to our services and is treated fairly by our services. The fundamental principles of human rights also need to be at the core of service delivery.

Relevant data:

- Feedback from the **Mid and West Wales Equality Survey 2023** confirms that people's experiences of influencing decisions vary according to their demographic group. The top three groups related in the survey as having worse experiences of influencing decisions are those from an ethnic minority, disabled people and young people.
- Over 75% of ethnic minority people in the UK do not believe their human rights are equally protected compared to white people.
- Disabled people in Wales persistently face barriers to achieving a similar standard of living to non-disabled people, with 27.3% of disabled people living in relative poverty compared to 17.9% of non-disabled people.
- According to the SHRN Student Health and Well-being Survey in 2019/20, 61% of schoolchildren who identified as neither a boy nor a girl reported being bullied in the past few months compared with 35% of girls and 30% of boys. This increased slightly for those who identify as neither a boy nor a girl in the 2021/22 survey results (62%) but decreased for both boys (28%) and girls (34%).
- Stonewall conducted a survey which found that 54% of LGBT pupils who responded were bullied in school because of their sexual orientation and that trans students are more likely to be bullied at school.
- LGB young people may be at greater risk of homelessness (due to family breakdowns, bullying and mental health issues, higher hate crime and substance misuse)
- 25% of Black voters in Great Britain are not registered to vote, compared to 17% average across the population
- Further focus is needed on the digital requirements of disabled people who have encountered significant barriers accessing on-line services, as well as loneliness and isolation (Welsh Government Social Isolation Steering Group, 2020)

Protecting and strengthening equality and human rights.												
Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Support schools in the implementation of the updated statutory Gypsies, Roma and Travellers guidance for schools (when published)	Anti-racist Wales Action Plan	Education & Childrens Services	•					•				Review March 2025
Work in partnership with schools to implement the revised 'Rights, Respect, Equality' Wales Anti-bullying guidance providing relevant advice and support	Anti-racist Wales Action Plan	Education & Childrens Services	•	•	•	•	•	•	•		•	Review March 2025
Support schools with the implementation of Welsh Government's 'Transgender guidance for schools'	LGBTQ+ Action Plan	Education & Childrens Services				•		•				Review July 2024
Analyse data on Black, Asian and Minority Ethnic people that attend Welsh medium education to develop local strategies to increase the number and tackle any barriers to accessing Welsh medium education	Anti-racist Wales Action Plan	Education & Childrens Services	•					•				Review July 2024

We will engage with Black, Asian and Minority Ethnic communities to identify how the voice and lived experiences of people in these communities can be better captured as part of the Childcare Sufficiency Assessment that Local Authorities are required to undertake to improve access to childcare and play settings as well as access to play opportunities	Anti-racist Wales Action Plan	Education & Childrens Services	●						●				
Support schools with the implementation of Welsh Government's revised statutory guidance for schools in respect of wellbeing, recognising the particular needs of learners from an ethnic minority backgrounds	Anti-racist Wales Action Plan	Education & Childrens Services	●						●				Review in June 2024
Implement the Diversity and Disproportionality in the Youth Justice System Strategy as prepared by the Carmarthenshire Youth Justice Management Board	Implement the Diversity and Disproportionality in the Youth Justice System Strategy	Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	2023-25
Prepare and publish an Involvement Strategy	Participation Strategy  Corporate Strategy 2023-27	Chief Executive's	●	●	●	●	●	●	●	●	●	●	Sept 2024
Prepare and publish a Children and Young People's Rights Participation Strategy		Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	March 2025
Research and develop a Children and Young People's Rights Participation Network		Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	March 2025

<p>Implement the Integrated Impact Assessment requirement across the Council's decision-making processes to ensure compliance with a range of statutory duties including the Socio-Economic Duty, to address the greatest areas of poverty and inequalities of outcomes</p>	<p>Corporate Strategy 2023-27  Audit Wales report on 'Reviewing public bodies' current approach for conducting EIAs'</p>	<p>All departments</p>	●	●	●	●	●	●	●	●	●	●	<p>2024-28</p>
<p>Support campaigns to strengthen the rights of disabled people and tackle the inequalities they continue to face</p>	<p>Corporate Strategy 2023-27  Welsh Government Disability Action Plan (to be published)</p>	<p>Chief Executive's</p>		●				●					<p>2024-28</p>
<p>Work to ensure that people are aware of their rights and know where to find appropriate intersectional advice and support</p>		<p>Chief Executive's</p>	●	●	●	●	●	●	●	●	●	●	<p>2024-28</p>