

Rhondda Cynon Taf
Strategic Equality Plan
2014 - 2017

**Strong communities, respecting
individuals**

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STRATEGIC EQUALITY PLAN – EQUALITY OBJECTIVES ACTION PLAN

1. Introduction

1.1 Background

The Council published its Strategic Equality Plan (SEP) in line with the legislative requirements in March 2012. The SEP set out how the Council had met its legal responsibilities in developing the SEP and included the Council's Equality Objectives, how they had been identified, the approach taken in respect of engagement and the results, together with a comprehensive Action Plan that set out how the Council would deliver its objectives..

The SEP included a commitment to regular monitoring of the delivery of the SEP Action Plan.

1.2 Purpose of the review of the Strategic Equality Plan

The commitment to regular monitoring was carried out through the use of the Council's Performance Management System, Ffynon, with regular quarterly reports being provided to Council Cabinet.

The ongoing monitoring process identified that minor changes needed to be made to some of our actions and by the end of the first year of monitoring and the production of the Annual Equality Report it was clear that due to changing circumstances and information the Equality Objectives and the action plan would need to be comprehensively reviewed in order to ensure that these changes could be reflected and to ensure that the action plan was up to date and deliverable.

2. Equality Objectives Review

2.1 Our Approach

When reviewing the Equality Objectives we looked at the quarterly monitoring results and our Annual Equality Monitoring Report to identify whether or not we were delivering what we promised, whether the objectives are still relevant and whether or not there was a need to amend current objectives or develop new objectives.

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2.2 Have we delivered?

The end of year monitoring report identified that whilst a large part of the critical actions and key milestones had been delivered there were areas that had not moved forward as initially thought.

There were a number of reasons for this and a summary of the action plan delivery for each objective is set out below:

Disability Hate Crime Objective

Many of the targets had been delivered and work done in this area included regular reporting of hate crime statistics to the Multi Agency Diversity Forum, agencies working together to address specific incidents and awareness raising activities with the public during Council Open Days; however the delay in appointing a Regional Community Cohesion officer for RCT and Merthyr affected our ability to deliver all targets.

This post is now filled and the post holder has been involved as part of the review of the plan to identify whether these targets need to be changed.

The development of revised reporting procedures has been affected by ongoing work by the Welsh Government to develop an All Wales Strategy - Tackling Hate Crime and Incidents: A Framework for Wales.

It was felt that any strategy developed by RCT would need to complement that of the Welsh Government Framework, to avoid duplication and to ensure the best use of resources, the Welsh Government Framework is now expected to be completed and published early in 2014. The Council has recently contributed to the consultation process in respect of the Framework.

In order to complement the Framework, our strategy will cover all aspects of Hate Crime which includes race, religion, disability, sexual orientation and transgender. This will be a shift in strategy as previously our objective was solely around disability.

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Engagement Objective

Work has been undertaken to develop a Public Engagement Strategy and delivery plan which has been incorporated as part of the Single Integrated Plan and will be delivered on a multi agency basis with full involvement of Council officers from the following areas:

- Corporate Policy & Consultation
- Communities First
- Equality & Diversity
- Fframwaith
- Older Persons Champion

This strategy and delivery plan in effect improves upon the original equality objective and will now deliver the aims and principles of that objective. This means that the action plan for delivery has been removed from the SEP and is now being delivered on a multi agency basis via the Public Engagement Strategy delivery plan.

Addressing Negative Behaviours

This objective was developed as a result of the consultation process on the Strategic Equality Plan. The Council was told that people need to be more aware of how their attitude and behaviour can affect other people.

However, during the delivery of the Strategic Equality Plan it has been recognised that the work connected to this objective is closely linked to the Disability Hate Crime objective and again the ability to deliver this was affected by the length of time taken to appoint the Regional Community Cohesion Officer for RCT and Merthyr.

Some work has been undertaken through the use of statistics reported to the Multi Agency Diversity Forum and discussions with the now appointed Regional Community Cohesion Officer in respect of the availability of training and an online training programme has been sourced to be made available to staff.

Because of the close links to the Disability Hate Crime Objective and the development of a Welsh Government approach to dealing with Hate Crime the

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review of the Strategic Equality Plan has led to the two objectives being amalgamated and the awareness raising being linked to the delivery of the Council Strategy when it is developed.

Gender Pay Objective

The Public Sector Equality Duties required Public Authorities to identify an objective on addressing gender pay differences. The Council objective is about identifying why pay differences exist and whether or not there are actions that can be taken to reduce the pay differences.

The Council had the opportunity to deliver this objective via a collaborative project with Cardiff University and as such the target dates have been extended to align with the project plan. The project is in 4 stages:

1. Data collection - initial collection completed
2. Analysis of data - initial analysis in progress
3. Further analysis depending on results at stage 2
4. Recommendations for change made and considered

The project will be completed in June 2015. RCT is the only Council in Wales who is participating, the research expertise of Cardiff University will allow for thorough examination of the information available.

2.3 Annual Equality Monitoring Report

The council produced and published the above report in March 2013 which covered the period April 2011 - March 2012. It included an initial assessment of the delivery of the SEP action plan and identified that the Council needed to do more work around the issue of monitoring both in respect of employees and service users and recommended that a new equality objective be developed to address this.

2.4 What has changed?

Work already carried out in respect of the Disability Hate Crime Objective in respect of raising awareness with the public through the Council Open Days and working

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with partners through the Multi Agency Diversity forum has identified that there needs to be a more holistic approach to addressing Hate Crime.

It has also become clear that the Addressing Negative Attitudes and Behaviours Objective cannot be delivered in isolation and that this objective should become part of the overall Hate Crime strategy being developed by the Council and its partners, due to the overlap of training need and consultation requirements.

Delivery dates in respect of the current objectives have been extended whilst awaiting the results of the work being carried out by the Welsh Government in developing an all Wales Strategy in order to ensure that any strategy developed by the Council and its partners is in line with the all Wales approach.

As a result of the review of the SEP action plan and the information contained within the Annual Equality Monitoring Report the Equality Objectives will now be amended to take into account the lessons learned from the initial delivery and the review.

The Equality Objectives will now be as follows:

- Hate Crime and Addressing Negative Attitudes and Behaviours
- Developing more robust Monitoring Arrangements
- Gender Pay Objective

2.5 How we will deliver them?

The Council has developed a comprehensive action plan that identifies critical actions and key milestones to deliver the Equality Objectives, which is attached at Appendix One.

3. Engagement Process

3.1 How will we engage?

We will use the newly launched Cwm Taf Community Engagement Hub, which gives residents in RCT the opportunity to have their say on Councils Services. We will also use a wide range of existing forums such as:

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- Disability Forum
- 50+ Networks
- Carers Forum
- Staff Equality Forum
- Youth Forums.

3.2 Feedback mechanisms

The Cwm Taf Community Engagement Hub, also has a facility whereby feedback can be provided. We will also publish feedback on Council's Website and use the mechanisms contained in the Public Engagement Strategy.

4. Relevant Information

4.1 What did we use?

The follow relevant information was used to undertake this review:

- The Council's Strategic Equality Plan and Action Plan
- Performance Review documentation outlining progress of the Strategic Equality Plan Action Plan
- the Council's Single Integrated Plan – 'Delivering Change'
- the Annual Equality Monitoring Report 2011-2012
- Equality Act 2010 – Statutory Code of Practise on Equal Pay
- Census information.

5. Publishing and Monitoring Results

5.1 Publishing Results

The Council will publish an Annual Equality Report that will provide information on the delivery of the Strategic Equality Plan, progress on the Equality Objectives and action plans, employment monitoring information, details of relevant information and Equality Impact Assessments in line with the requirements of the Specific Equality Duties in Wales.

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5.2 Monitoring Arrangements

The action plan has been developed in line with the Council's Performance Management Arrangements. Progress will be monitored in the same way and at the same time as the Council's priority and business plans using the Performance Management Software - Ffynnon. The work will be delivered with our partners and where actions are attributable to Council Services; these will be reflected in operational and other plans.

The Strategic Equality Group will continue to meet quarterly to monitor progress on the delivery of the action plan, review the Equality Objectives and identify any need for change.

6. Interim Arrangements

The attached Action Plan identifies reviewed and amended Equality Objectives that are subject to an engagement process (as outlined in Section 3 of this report) which will take place during January - March 2014.

However work will take place in preparation for their delivery and in particular around the Gender Pay Objective which continues to be delivered. The initial feedback has been received and analysis is currently ongoing of the data. This objective is on track for delivery as per the Action Plan.

7. Contact Details

Further details can be obtained from:

The Equality & Diversity Team

The Pavilions

Cambrian Park

Clydach Vale

CF40 2XX

Tel: 01443 424121

e - mail: equality@rctcbc.gov.uk

8. Appendices

Appendix One - Equality Objectives Action Plan

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APPENDIX 1

This action plan has been developed in line with the Council’s Performance Management Arrangements. Progress will be monitored in the same way and at the same time as the Council’s priority and business plans using the Ffynnon Software. The work will be delivered with our partners and where actions are attributable to Council Services these will be reflected in operational and other plans

This is an amended Equality Objective taking in to account the information referred to in the review of the 2012 Action Plan			
HATE CRIME AND ADDRESSING NEGATIVE ATTITUDES AND BEHAVIOURS - People live in communities where difference is accepted and there is no harassment			
What are we trying to achieve?	People feel safe and can live their lives free from hate crime. Where they do experience hate crime, they have an avenue to report this and feel confident that it will be dealt with		
It will support the delivery of the Single Integrated Plan action(s)	Equality underpins all areas of the Single Integrated Plan.		
What difference will delivery of this objective make to Service Users / residents of RCT	<ol style="list-style-type: none"> 1. More transparency around Hate Crime 2. Improved access to information and support to victims 3. Targeted resources 		
How will we measure our success	Measures to be developed	Base Data 12/13	Target 13/14
	<i>Initial Measurement in this area has been addressed via the critical improvement actions below. Performance information to inform/compliment the critical actions will be developed throughout the life of the plan.</i>		

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Critical Improvement Actions	Action		Responsible Officer/s & Partners	Key Milestones	Delivery Date
	1	Work with partners to develop a Hate Crime Strategy that will operate in line with the All Wales Strategy	Equality & Diversity Team Manager Members of Multi Agency Forum on Diversity (South Wales Police, Valrec) Community Safety Partnership Community Cohesion Officer Performance Management Officer	<ul style="list-style-type: none"> • Respond to Welsh Government consultation on the All Wales Strategy • Analyse All Wales Strategy to identify how a Council Strategy can be linked to expected outcomes • Develop draft strategy for consultation • Carry out consultation and engagement exercise • Review and amend strategy if necessary as a result of the consultation and engagement feedback • Launch Strategy • Identify relevant performance information and implementation arrangements • Implement collection arrangements • Evaluate impact of any improved procedures 	October 2013 March 2014 June 2014 June - July 2014 August 2014 September 2014 Oct - Dec 2014 January 2015 April 2015

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2	<p>Raise community awareness of Hate Crime, its impact and consequences in line with Hate Crime Strategy priorities</p>	<p>Equality & Diversity Team Manager</p> <p>Community Safety Partnership</p> <p>Community Cohesion Officer</p> <p>Communities 1st</p> <p>Valrec</p>	<ul style="list-style-type: none"> • Plan awareness training programme of events • Produce materials • Deliver Events • Evaluate impact 	<p>Sept – Dec 2014</p> <p>Oct – Dec 2014</p> <p>Jan - Mar 2015</p> <p>April - Sept 2015</p>
3	<p>Ensure that appropriate front line staff are trained to identify Hate Crime and can signpost clients accordingly</p>	<p>Equality & Diversity Team Manager</p> <p>Community Safety Partnership</p> <p>Community Cohesion Officer</p> <p>Customer Services Manager</p>	<ul style="list-style-type: none"> • Agree timetable of training based on priorities identified in Hate Crime Strategy • Roll out training • Evaluate impact of training interventions 	<p>Sept - Dec 2014</p> <p>Jan - Mar 2015</p> <p>April - Sept 2015</p>

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	4	Monitor actions taken as a result of increased reporting	Equality & Diversity Team Manager	Regular reporting to the Multi Agency Diversity Forum	2 monthly reports
Key Risks				Actions to mitigate risk	
1	Differing priorities leading to lack of buy in from partners		Engagement of all partners in early stages of work to highlight necessary “buy in” Use results of engagement process and relevant information used to evidence need		
2	Lack of resources		Identify possible external sources of funding, work with partners and source best value training		
3	Potential for short term expectations not to be achieved		Ensure that plans are transparent and timescales transparent, realistic and well communicated		
4	Impact of policy or structural Changes arising from Welsh Government		Ensure RCT and partners are represented in All Wales forums		
5	Reliance on data sources that may not be in a format to easily identify RCT context		Liaise with sources to establish parameters of data collection		
6	Discontinuation of Welsh Government funding for Community Cohesion Co-ordinator post		Identify appropriate resources/partnerships internally		
7	Delay in implementation of All Wales Framework		Identify and implement own action plan.		

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The partners involved in delivering the Critical Actions are Multi Agency Forum on Diversity, CSP, Communities First, VALREC, Strategic Equality Group, Fframwaith Children & Young People’s Partnership

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This is a new Equality Objective taking in to account the information referred to in the review of the 2012 Action Plan			
DEVELOPING MORE ROBUST MONITORING ARRANGEMENTS			
What are we trying to achieve?	To gain a full picture of the make up of our staff and service users and the provision of equality good practice that is demonstrated to both.		
It will support the delivery of the Single Integrated Plan action(s)	Equality underpins all areas of the Single Integrated Plan.		
What difference will delivery of this objective make to Service Users / residents of RCT	<ol style="list-style-type: none"> 1. Improved information to service users. 2. Greater awareness about good practice in Service areas. 3. Greater transparency in the Annual Equality Monitoring Report. 		
How will we measure our success	Measures to be developed	Base Data 12/13	Target 13/14
	<i>Initial Measurement in this area has been addressed via the critical improvement actions below. Performance information to inform/compliment the critical actions will be developed throughout the life of the plan.</i>		

Critical Improvement Actions	Action	Responsible Officer/s Partners	Key Milestones	Delivery Date
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	1	Identify and review existing data collection methods.	Equality and Diversity Team Manager	<ul style="list-style-type: none"> • Undertake a mapping exercise of existing data collection • Review relevant data • Identify gaps in data collection 	<p>March – June 2014</p> <p>March – June 2014</p> <p>March – June 2014</p>
	2	Identify data requirements	Equality and Diversity Team Manager	<ul style="list-style-type: none"> • Identify what information is needed (taking into account PSED reporting and relevant information requirements) 	June - Sept 2014
	3	Develop and improve collection and recording methods	Equality and Diversity Team Manager	<ul style="list-style-type: none"> • Identify key contacts in each Service area • Developing monitoring and recording systems 	<p>June – Sept 2014</p> <p>Oct– Dec 2014</p>
	4	Analyse data	Equality and Diversity Team Manager	<ul style="list-style-type: none"> • Undertake thorough analysis of data and identify how it contributes to the achievement of the equality objectives 	Jan – March 14
Key Risks				Actions to mitigate risk	
1	Lack of resources			Identify suitable post holder to develop monitoring arrangements.	
2	Lack of buy-in from partners			Identify key contacts in services areas to liaise with on a regular basis.	
3					

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This action plan has been developed in line with the Council’s Performance Management Arrangements. Progress will be monitored in the same way and at the same time as the Council’s priority and business plans using the Ffynnon Software. The work will be delivered with our partners and where actions are attributable to Council Services these will be reflected in operational and other plans.

This objective has been amended to take in to account participation in the WAVE Project and the associated delivery outcomes			
GENDER PAY OBJECTIVE			
Rhondda Cynon Taf Council is an Employer of Choice			
What are we trying to achieve?	Reduce the Gender Pay Gap as a result of a review of our processes and procedures		
It will support the delivery of the Single Integrated Plan action(s)	Equality underpins all areas of the Single Integrated Plan.		
What difference will delivery of this objective make to Service Users / residents of RCT	Makes the Council more attractive as an employer to the community		
How will we measure our success	Measures to be developed following actions	Base Data 12/13	Target 13/14
	<i>Initial Measurement in this area has been addressed via the critical improvement actions below. Performance information to inform/compliment the critical actions will be developed throughout the life of the plan.</i>		

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Critical Improvement Actions	Action		Responsible Officer/s Partners	Key Milestones	Delivery Date
	1	Identify the causes of pay differences in RCT.	Team Manager Equality & Diversity Project Group Trade Unions	<ul style="list-style-type: none"> • Set up project group to carry out the actions associated with the WAVE Project <ul style="list-style-type: none"> • Establish Data requirements • Collect Data • Analyse Data • Evaluate findings • Identify where pay difference exists within the Council • Prepare and present a report to Corporate Management Team that will make recommendations for appropriate changes 	Complete Complete Complete Complete Jan - Sept 2014 Sept - Dec 2014 June 2015
Key Risks				Actions to mitigate risk	
1	Differing priorities leading to lack of buy in from partners		Engagement of all partners in early stages of work to highlight necessary “buy in” Use relevant information to evidence need		
2	Differing needs and cultures within the organisation leading to challenges		Establish needs of services at an early stage		

The partners involved in delivering the Critical Actions are Cardiff University, The Strategic Equality Group, Project Group, Trade Unions