



Cyngor Bwrdeistref Sirol

Blaenau Gwent

County Borough Council

DRAFT

Blaenau Gwent

Strategic Equality

Plan

Action Plan 2024/28

DRAFT

**Blaenau Gwent Strategic
Equality Plan
Action Plan 2024/28**

2024/25 version

Introduction

The Strategic Objectives will form part of our corporate reporting process, which are monitored quarterly, and will support us in making equality everyone's business.

As part of the plan development, we established a Stakeholder Reference Group. This group will be further developed by establishing an Oversight Group to monitor progress and accountability of the actions related to each Strategic Objective. The group will meet quarterly and will review and monitor the progress for each action.

We have a duty to produce an Annual Report for the Strategic Equality Plan, to demonstrate our progress towards our equality objectives, and as part of this we will revise the Action Plan based on the Annual Report to ensure actions remain appropriate.

The actions within the Action Plan have been split into three different priority levels:

Priority 1 – Actions will begin within year 1 of the plan (2024/25).

Priority 2 – Actions will begin within the first two years of the plan (2024/25 and 2025/26).

Priority 3 – Actions to be delivered over the course of the plan 2024/28.

Objective 1: We will be a fair and equitable organisation

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality*/Specific Protected Characteristic |
|----------------|--|---|-----------------------------------|---|
| 1.1 | On-going equality training for professional and political leadership. | Policy and Partnerships, CLT, Wider CLT, Cabinet, Elected members | Priority 1 | Intersectionality; Race focus 24/25 |
| 1.2 | Develop an Equality Policy for the organisation | Policy and Partnerships | Priority 1 | Intersectionality |
| 1.3 | Respond to national guidance, research and reports relating equality issues, including advice and guidance | Policy and Partnerships & CLT | Priority 1 | Race; Intersectionality; |
| 1.4 | Hold Elected Member Briefing Session on relevant equality topics | Policy and Partnerships & Democratic Services | Priority 1 | Intersectionality; Race focus 24/25 |
| 1.5 | Implement an overarching monitoring approach to track progress against Strategic Equality Plan | Member Champion, Policy and Partnerships All Directorates (representation) | Priority 1 | Intersectionality |
| 1.6 | Strengthening the work programme for the Elected Member Equality Champion | Policy and Partnerships, Democratic Services & Member Champion | Priority 2 | Intersectionality; |
| 1.7 | Promote the progress identified from the Annual Reporting | Policy and Partnerships & Communications Team | Priority 2 | Intersectionality |
| 1.8 | Embed, monitor and evaluate the organisational use of the Integrated Impact Assessment | All Directorates & Policy and Partnerships | Priority 2 | Intersectionality |
| 1.9 | Ensure robust complaints policies and processes for racial harassment. | Policy and Partnerships, Cohesion Team, Legal Services, Social Services Directorate | Priority 1 | Race and Religion |
| 1.10 | Develop channels to create and showcase the lived experiences of people with protected characteristics | Policy and Partnerships & Communications Team | Priority 2 | Intersectionality; Race & LGBTQ+ |

Equality Objective 2: *We will be a workplace that champions diversity and inclusion*

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality*/ Specific Protected Characteristic |
|---------|---|--|----------------------------|---|
| 2.1 | Use Organisational Development data to monitor the diversity among staff. | All Directorates, Organisational Development & Policy & Partnerships | Priority 2 | Intersectionality |
| 2.2 | Develop an overarching communication plan that raise awareness of the Equality Objectives and understanding on Positive Action as defined by the Equality Act 2010. | Policy and Partnerships & Communications Team | Priority 1 | Intersectionality |
| 2.3 | Undertake research to consider options to meet legal requirements to publish gender pay data, and to report on disability and ethnicity pay gaps. | Organisational Development & Policy & Partnerships | Priority 3 | Sex, Disability and Race. |
| 2.4 | Continue to review organisational policies and procedures to ensure equal opportunity is effectively included. | Organisational Development | Priority 3 | Intersectionality |
| 2.5 | Develop, implement and monitor an organisational training provision for equality, diversity and inclusion | Organisational Development, Business Support & Policy and Partnerships | Priority 1 | Intersectionality, Race, LGBTQ+, Disability, Gender and Age |
| 2.6 | Regularly promote increasing self-identification from our staff on all protected characteristics | Organisational Development & Policy & Partnerships | Priority 2 | Sex, Sexual Orientation, Race, Disability |

Equality Objective 3: *We will create a fair and inclusive learning culture for all children and young people with a focus on equality, diversity, and inclusion.*

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality */Specific Protected Characteristic |
|----------------|--|--|-----------------------------------|--|
| 3.1 | Review monitoring arrangement of equality data and performance within schools. | Schools, Education Directorate, Performance, Policy & Partnerships | Priority 2 | Intersectionality |
| 3.2 | Effectively deliver the tackling racism in schools developed as part of the regional approach. | Schools, Education Directorate, Policy & Partnerships | Priority 1 | Race |
| 3.3 | Assess interventions made available to schools to meet the wellbeing needs of learners that taking into consideration the protected characteristics. | Schools, Education Directorate | Priority 2 | Intersectionality |
| 3.4 | Increase representation of Black, Asian and Minority Ethnic communities on the Youth Forum. | Schools, Education Directorate, Policy & Partnerships | Priority 2 | Race |
| 3.5 | Support schools to successfully embed and deliver equality plans. | Schools, Education Directorate, Policy & Partnerships | Priority 2 | Intersectionality |
| 3.6 | School Governors to appoint anti-racism leads. | Schools, Education Directorate, Policy & Partnerships | Priority 3 | Race |
| 3.7 | Adopt and implement Welsh Government national trans guidance. | Education Directorate, Policy & Partnerships | Priority 2 | Gender Reassignment |
| 3.8 | Support LGBTQ+ Support Groups in the secondary schools to ensure the voices of young people are heard | Schools, Education Directorate, Policy & Partnerships | Priority 1 | Sexual Orientation |

Equality Objective 4: *We will promote and support inclusive, safe and cohesive communities*

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality */Specific Protected Characteristic |
|---------|--|--|----------------------------|---|
| 4.1 | Development of engagement calendar to continue to get feedback from the community, particularly those with protected characteristics | Policy and Partnerships, Communications Team & All Directorates | Priority 1 | Intersectionality |
| 4.2 | Monitor activity that threatens the safety of communities to support preventative measures. | Community Safety, Cohesion Team | Priority 1 | Intersectionality |
| 4.3 | Implement appropriate action upon monuments and street names associated with slavery and colonialism. | Policy and Partnerships, Environment Directorate | Priority 2 | Race |
| 4.4 | Identify champions for equality, diversity and inclusion across service areas. | All Directorates | Priority 3 | Intersectionality |
| 4.5 | Work in partnership with a wide range of public, third sector and private sector organisations, to deliver a holistic package of support for those requiring resettlement. | Community Safety, Cohesion Team, Policy and Partnerships + All relevant Directorates | Priority 3 | Intersectionality |
| 4.6 | Develop learning case studies from cohesion experiences of people seeking sanctuary in Blaenau Gwent | Policy and Partnerships, Cohesion Team, Communication Team | Priority 1 | Intersectionality |

Equality Objective 5: We will ensure effective engagement and participation for people with protected characteristics.

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality */Specific Protected Characteristic |
|----------------|--|--|-----------------------------------|--|
| 5.1 | Implementing the Equality actions associated to the Engagement and Participation Strategy | Policy and Partnerships | Priority 2 | Intersectionality |
| 5.2 | Carry out engagement and participation activities that capture the 'lived experiences' of people living and impacted by protected characteristics. | Policy and Partnerships + All Directorates | Priority 1 | Intersectionality |
| 5.3 | Improve representation and participation in council activities and decision-making from young people, disabled people, LGBTQ+ people and people from minority ethnic groups. | Policy and Partnerships & Democratic Services | Priority 3 | Age, Disability, LGBTQ+, Race |
| 5.4 | Continue to promote the Youth Forum to encourage wider children and young people's participation. | Policy and Partnerships & Education Directorate | Priority 2 | Age |
| 5.5 | Consider how we support LGBTQ+ events and continue to be a key partner of Proud Councils. | Policy and Partnerships, Cohesion Team, Communication Team | Priority 2 | Sexual Orientation |
| 5.6 | Further encourage and support participation of Children Looked After and Children leaving care throughout Council services | Social Services & Policy and Partnerships | Priority 2 | intersectionality |

Equality Objective 6: *We will strive to reduce inequality caused by poverty.*

**Intersectionality – cross cutting protected characteristics*

| Ref No. | Action | Key Involvement | Prioritisation/ Timescales | Intersectionality */Specific Protected Characteristic |
|---------|--|---|----------------------------|---|
| 6.1 | Delivery of the Cost of Living Group, considering inequality from poverty | All Directorates | Priority 1 | Intersectionality, Socio-Economics |
| 6.2 | Delivery of Welsh Government funded anti-poverty programmes through the Children and Communities Grant | Cost of Living Group | Priority 2 | Intersectionality, Socio-Economics |
| 6.3 | Working in partnership with community settings to enhance and support the foodbank provision. | Cost of Living Group, Policy & Partnerships, Local Well-being Partnership | Priority 2 | Intersectionality, Socio-Economics |
| 6.4 | Analysis the socio-economic aspect of the Integrated Impact Assessment | Policy & Partnerships | Priority 2 | Intersectionality, Socio-Economics |
| 6.5 | Seek to use the information identified through the Community Hubs and Citizens Advice services to influence the Cost-of-Living workstream. | Cost of Living Group, Policy & Partnerships, Customer Experience Team | Priority 2 | Intersectionality, Socio-Economics |
| 6.6 | Undertake research and analysis to understand Blaenau Gwent's socio-economics focusing on inequality from protected characteristics. | Policy & Partnerships | Priority 3 | Intersectionality, Socio-Economics |
| 6.7 | Continue to prioritise support to Care leavers whose lives have been adversely affected because of the cost-of-living crisis | Social Services Directorate, Cost of Living Group | Priority 1 | Intersectionality, Socio-Economics |
| 6.8 | Consider the Children in Wales's Child Poverty Report's findings. | Cost of Living Group | Priority 2 | Age, Socio-Economics |