

## Appendix 2: Action Plan (2022-2024)

<b>Objective 1: Being a leading employer</b>				
<b>Action</b>		<b>Division</b>	<b>Outcome</b>	<b>Timescale</b>
1.	Promote our commitment to the Disability Confident Employer scheme and act to improve how we recruit, retain, and develop disabled people	People Management	Drawing employees from the widest possible pool of talent	2022-24
2.	Continue to close and monitor pay differences and continue to publish an annual Workforce Pay Gap report	People Management	Workforce Pay gaps continues to close  Information is published on our Workforce Pay Gaps on the corporate website	2022-24
3.	Improve our workforce equality information and Welsh language skills data from current and new staff	People Management / IT & Corporate Policy	Increased number of staff disclosing equality and Welsh language data	2022-24
4.	Mainstream Equality and Diversity in our Learning & Development opportunities	People Management	Increased number of staff completing E&D opportunities	2022-24
5.	Ensure that staff involved in recruitment and management receive effective training around unconscious bias	People Management	Increased number of staff completing opportunities  Increased awareness of unconscious bias	2022-24
6.	Continue to support and promote our staff Well-being through various initiatives such as the 'Time to Change' pledge	People Management	Improved staff well-being	2022-24

7.	Review existing policies (e.g. adoption, maternity, paternity, and parental leave) to ensure that they use gender neutral language throughout	People Management	Drawing employees from the widest possible pool of talent	COMPLETED
8.	Promote and monitor our workplace policies, such as Flexible Working, Equality and Diversity and Behavioural Standards	People Management	Drawing employees from the widest possible pool of talent	2022-24
9.	Promote and enact our membership with the Stonewall Diversity Champions programme	People Management / IT & Corporate Policy	Drawing employees from the widest possible pool of talent	Formal submission to Stonewall Cymru in September 2021  Detailed feedback received from Stonewall Cymru on our application and future priorities
10.	Develop Transgender guidance to support our employees and managers in understanding the experience and process of transitioning and the potential barriers that may inhibit a trans person in reaching their potential in the workplace	People Management	Improved support for Transgender employees	COMPLETED
11.	Promote key workplace messages based on the Carmarthenshire Equalities and Diversity Calendar	People Management	Improved awareness of protected groups  Improved involvement of protected groups	2022-24
12.	Develop and implement guidance to support staff to use Pronouns as part of their e-mail signatures	Marketing & Media  Policy & Involvement	Awareness of the importance of pronouns	2022-23

13.	Introduce a diversity mentoring scheme to enable staff from under-represented groups to reach their full potential	People Management	Improved involvement of protected groups Improved workplace participation	2022-24
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## Objective 2: The needs and rights of people with Protected Characteristics shape the design of services

Action		Division	Outcome	Timescale
14.	Ensure that 'due regard' is given to all Protected Groups through our Integrated Impact Assessment process and that support / challenge is provided on key managerial and policy-based decisions	IT & Corporate Policy	Improved information for Elected Members on which to base their decisions  Improved decisions, with a clear evidence base of consideration across key pieces of legislation	2022-24
15.	Implement the Socio-Economic Duty for Wales across all departments (The socio-economic duty is a duty on public authorities to address the inequality that arises from socio-economic disadvantage, and to place this objective at the core of their policies and programmes)	IT & Corporate Policy	Improved outcomes for those who experience socio-economic disadvantage	2022-24
16.	Reflect on the An Anti-racist Wales – the Race Equality Action Plan for Wales (to be published in June 2022 and mainstream relevant actions to the Strategic Equality Plan action plan	IT & Corporate Policy	Improved outcomes for our Black, Asian and Minority Ethnic communities	2022-24
17.	Strengthen our relationship with Protected Groups through forums such as Equality Carmarthenshire, the Carmarthenshire Disability Partnership, and the 50+ Forum	IT & Corporate Policy	Improved involvement of protected groups	2022-24
18.	Enable the Carmarthenshire Disability Coalition to influence policy decisions and key developments, in partnership with other public sector bodies	IT & Corporate Policy	Improved involvement of protected groups	2022-24  Case study included within the SEP Annual Report

19.	Encourage and support age-friendly communities	Integrated Services / IT & Corporate Policy	Communities where age is not a barrier to living well and where the environment, activities and services support and enable older people	2022-24  Discussions held with the Older People's Commissioner's Office  Funding received from Welsh Government to support progress in terms of the World Health Organisation Age Friendly Communities
20.	Encourage and support Dementia friendly communities	Integrated Services	Communities where people with dementia are understood, respected, and supported	2022-24  Dementia Friendly Communities led by Community Connector
21.	Review and develop our Involvement Policy to establish a range of consultation and involvement methods	Marketing & Media IT & Corporate Policy	Improved involvement across all communities and protected groups	2022-23
22.	Support County Youth Council/Youth Forum structures to be as inclusive as possible and informed by and linked to their local democratic structures	Curriculum & Well-being	Improved involvement with young people	2022-24
23.	Identify and address any gaps in the groups / forums of young people engaged for consultation and engagement to ensure they are fully inclusive	Curriculum & Well-being	Improved involvement with young people	2022-24

### Objective 3: Safe and Cohesive communities that are resilient, fair, and equal

Action		Division	Outcome	Timescale
24.	Continue to raise awareness of hate crime and to signpost potential victims to report and support services	Homes & Safer Communities	Increased awareness of hate crime and ways of reporting  Potential increase in number of hate crime cases	2022-24  Hate Crime awareness is part of the Equality & Diversity Calendar and the Community Cohesion Team workplan
25.	Sign up to the Victim Support Hate Crime Charter	Policy & Involvement Team	Increased awareness of hate crime and ways of reporting	2022-23
26.	Signpost EU citizens living in Carmarthenshire to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support	Homes & Safer Communities	Increased number of EU citizens resident in Carmarthenshire who apply to the scheme	COMPLETED  5,450 applications in Carmarthenshire  <a href="#">EU Settlement Scheme applications</a>
27.	Implement the Carmarthenshire Equality and Diversity Calendar and review the focus on an annual basis. Examples will include Black History Month, Hate Crime Awareness Week, the International Day Against Homophobia, Transphobia and Biphobia and White Ribbon Day	Homes & Safer Communities / IT & Corporate Policy	Increased awareness of protected groups and significant events / days  Increased number of campaigns	2022-24
28.	Implement and promote the 'Every Learner Matters' strategy, to promote equity, Well-being, Inclusion and Excellence in our learning communities	Curriculum & Well-being	Diversity amongst learners is valued and supported  Barriers within learning environments are reduced	2022-24

29.	Support Carmarthenshire Schools to develop and monitor their Strategic Equality Plans and Objectives	Education & Inclusion	Strategic Equality Plans are promoted and monitored across all schools	2022-24
30.	Support Carmarthenshire Schools to monitor and address Identity Based Bullying	Curriculum & well-being	Improved monitoring of identity-based bullying  Improved consistency and support across schools in relation to identity-based bullying	2022-24

**Objective 4: Improving access to our services and access to our environment**

Action		Division	Outcome	Timescale
31.	Work within the ethos of the Social Services and Well-being Act to ensure that people have received the right information and advice when needed	Integrated Services	Improved information and advice  Increase in number of referrals	2022-24
32.	Work with individuals and organisations from the sensory loss community to embed the All Wales Standards for Accessible Communication and information	Marketing & Media / IT & Corporate Policy	Improved accessibility across all forms of communication	2022-24  Accessibility guidance published on the corporate intranet site. Constant monitoring of information being published
33.	Identify a consistent approach to diversity monitoring of service users and citizens	IT & Corporate Policy	Consistent approach across all services in monitoring questions  Increased returns from citizens across Carmarthenshire  Improved use of data in influencing policy decisions	2022-24
34.	Work with key stakeholders to ensure inclusive design principles for all new premises and developments	Property Services	Increased involvement of protected groups  Access considerations across all new premises and developments	2022-24