

## **How equality is mainstreamed in Conwy County Borough Council?**

### **Conwy's Vision and Values**

Conwy's Vision and Values were developed in consultation with employees, managers and senior managers from across the Council. Equality was a key theme raised in consultation and is included in the value to be respectful and fair. Our values represent the beliefs and expected behaviour of everyone working for Conwy County Borough Council.

### **One Conwy**

One Conwy Conwy's Community Strategy Integrated Plan, has been produced by the Local Service Board in partnership with Conwy County Borough Council, agencies working within Conwy, other public sector organisations, community groups, the voluntary sector and young people. One Conwy is based on eight outcomes identified by the people of Conwy. Equality actions have been mainstreamed into One Conwy and one of the eight outcomes is, 'people in Conwy are informed, included and listened to'. The Council's equality objectives link into one or more of One Conwy's identified outcomes. This will strengthen the positive impact we can have as a Council on our community.

### **Corporate Plan**

The plan sets out the Council's key priorities where we will be focusing special attention over the next 5 years to support the needs of the citizens who live in, work in and visit the County Borough of Conwy. It details how the Council is committed to playing its full part in delivering the Community Strategy, One Conwy and the Strategic Equality Plan.

### **Equality Objectives and Strategic Equality Plan**

The Council's Strategic Equality Plan sets out the Council's equality objectives and action plan to meet the requirements of the Equality Act 2010 and the Statutory Duties (Wales) Regulations. Equality objectives have been identified for Conwy through a rigorous process of consultation, analysis of equality data and assessing our corporate priorities. The development of this Plan was linked closely to One Conwy and the Corporate Plan. The Strategic Equality Action Plan integrates consideration of equality into service delivery and employment.

### **Service Performance Management**

Each Head of Service is responsible for ensuring that actions outlined in the Strategic Equality Action Plan are completed in accordance with the timescales set out in the action plan. Heads of Service are responsible for integrating equality actions into operational activities. This will be done by adding equality actions into Service Plans which are monitored.

## **Consultation and Participation**

The Community Involvement Framework 'Talking with our Customers and Communities' provides a framework within which all of our community involvement activities can take place. It sets out what we need to do to make sure our customers, communities and staff can be involved in shaping decisions, services and policies. We also have a Community Involvement Database to share consultation information.

## **Equality Impact Assessment (EIA)**

Conwy has an Equality Impact Assessment Policy which explains when an EIA is required. Equality Impact Assessment training is provided to officers responsible for developing policies and practices in Conwy. The Equality Impact Assessment process identifies a mechanism for ensuring that actions are lifted from the completed form to the Service Plans. This helps us to mainstream equality into everyday service activities and monitor those activities.

## **Welsh Language**

The Council is committed to providing services of an equal standard in both Welsh and English. Its statutory Welsh Language Scheme ensures that people who deal with the Council are able to receive services in the language of their choice, be that Welsh or English. To this end, the Council has an approved Language Skills Strategy that outlines how the Council will give due consideration to the linguistic skills needed for all posts.