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**RECORD OF DECISION BY CABINET MEMBER**

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**Decision taken by:**

Leader of the Council and Lead Member for the Economy and Corporate Governance

**Date of Decision:**

26 October 2021

**Date of publication of decision:**

26 October 2021

**Decision:**

STRATEGIC EQUALITY PLAN 2021-2022

To agree the content and publication of the Interim Strategic Equality Plan 2021 to 2022 for Denbighshire County Council in respect of requirements for the Equality Act 2010.

**Purpose of Decision:**

To gain approval for this interim Strategic Equality Plan, with a view to thoroughly investigating equality challenges as we develop our new Corporate Plan.

**Reasons for Decision:**

Under the Equality Act 2010 local authorities are required to publish Strategic Equality Plans every four years. Prior to 2017 Denbighshire County Council produced a distinct, standalone Strategic Equality Plan. However, in 2017 our Strategic Equality Objectives and Well-being Objectives (under the Well-being of Future Generations Act) were integrated to form our Corporate Plan. Because our Corporate Plan will be renewed in 2022, the Strategic Equality Plan will be out of date.

In February 2020 Denbighshire County Council wrote to the Equality and Human Rights Commission explaining why the integrated approach was

beneficial and therefore requesting an exemption from producing a one-off, standalone Strategic Equality Plan in order to focus on producing our Corporate Plan (again, integrating Equality Objectives with Well-being Objectives). Please see attached file entitled 'Letter to Ruth Coombs'.

In December 2020 EHRC replied to Denbighshire to explain that we do need to publish Equality Objectives by October 2021, but that they can be 'interim equality objectives'. Please see attached file entitled 'Denbighshire 18.02.21'.

In order to comply with legislative requirements, it is proposed that Council adopts this Interim Strategic Equality Plan.

**Interests Declared:**

No interest to declare

**Consultation:**

Discussions have taken place with Cllr. Richard Mainon, and Cllr Hugh Evans, Cabinet Members.

The Interim Strategic Equality Plan has been distributed to the members of the Senior Leadership Team.

Nicola Stubbins (Corporate Director, Communities) is in agreement with content of the Interim Strategic Equality Plan.

Gary Williams (Head of Service for Legal, HR and Democratic Services) has confirmed his approval for the delegated decision.

Steve Gadd (Head of Service for Finance and Assets) has confirmed his approval for the delegated decision

**Authority for delegation of the decision to the Cabinet Member:**

See Scheme of Delegation.

