

THE VALE OF GLAMORGAN COUNCIL

CABINET: 20TH MARCH, 2025

REFERENCE FROM LEARNING AND CULTURE SCRUTINY COMMITTEE:
3RD MARCH, 2025

“ ANNUAL EQUALITIES MONITORING REPORT 2023-2024 (REF) –

The reference from Cabinet of 20th February, 2025 was presented by the Operational Manager - Corporate Communications.

Councillor H. Payne commented that although the report contained some references, there was no specific section covering Mental Health, particularly in relation to education, staff or service users. In reply, the Operational Manager stated that the Council's new Strategic Equality plan would shortly be approved, and as part of that monitoring there could be opportunity to pick up some of the Mental Health elements.

Councillor S. Campbell queried whether information contained in the report would be used to assist the decision-making process. It was agreed that further information on the dashboard and use of data would be sent outside of the meeting.

Councillor Payne asked whether equalities Information in relation to recruitment and the use of agency staff was also counted as part of the monitoring process. It was agreed for that query to be passed to the Head of Human Resources.

The Chair, Councillor R. Thomas queried expectations around targets and outcomes of the Quick Start programme, and he asked for further information around the format of meetings for the Safe Space project. The Operational Manager stated that further information on Quick Start would be shared with the Committee. In terms of the Safe Space project, meetings would be held on a confidential basis, but clarification would be sought from the Director of Corporate Resources.

Subsequently, the Committee

RECOMMENDED – T H A T the comments of the Learning and Culture Scrutiny Committee be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report. The comments for consideration included:

- Although the report contained references, there was no specific section covering Mental Health, particularly in relation to education, staff or service users;
- Equalities Information in relation to recruitment and the use of agency staff could be included as part of the monitoring process;

- Information contained in the report could be used to assist the decision-making process;
- Expectations around targets and outcomes of the Quick Start programme to be added.

Reason for recommendation

Having regard to the contents of the report and discussions at the meeting.”