

A Fair and Equal Ceredigion  
**Ceredigion County Council Strategic Equality Plan  
2024-28 (draft)**

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This is our fourth Strategic Equality Plan (draft). It describes how we will continue to meet our commitment to equality and how we will meet our obligations set out in the Equality Act 2010.

During the summer of 2023 we gathered people's views on equality in our local area. We have also drawn on evidence from previous engagement campaigns, for example, our Assessment of Local Well-being (March 2022), our Childcare Sufficiency Assessment (June 2022) and Welsh Government's Anti-racist Wales Plan (July 2022).

We have reviewed our Equality Objectives in light of our engagement and research. Our conclusion is that our objectives are still fit for purpose but, due to the changing nature of society and the work we have undertaken up to now, we need to amend the actions we will take to achieve the objectives.

Please complete the survey below and return it to us by 31 December 2023.

If you want to talk to someone about our Equality Plan or about this survey please contact the Equalities and Inclusion team on:

**Telephone – 01545 570881**

**Email – [cllc@ceredigion.gov.uk](mailto:cllc@ceredigion.gov.uk)**

Our Equality Objectives are:

1. To be an Exemplar Equal Opportunities Employer
2. To Foster Good Relations and Tackle Prejudice
3. To ensure Engagement and Participation
4. To ensure Dignity, Respect and Access to Services
5. To provide Fair and Inclusive Education

## Survey

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1. **Do you think that “to be an Exemplar Equal Opportunities Employer” should be an Equality Objective for Ceredigion Council?**

Yes

No

**Actions to achieve this objective are:**

- a) We will publish an annual gender pay gap report and take action to encourage a more even mix of men and women in lower grade and higher-grade jobs.
- b) We will publish an annual workforce equality report and take action to encourage proportionate representation in our workforce, particularly in the social care workforce and in senior management.
- c) We will review HR policies and recruitment literature so that they reflect the needs and the diverse identities of the community in which we live.

- d) We will continue to develop and deliver a range of cultural awareness and equalities training.
- e) We will promote our graduate scheme and develop a coordinated approach to work experience and apprenticeship opportunities.
- f) We will build on our employee engagement activities and continue to ensure all our workforce's voices inform decision making.

**2. Do you think that these actions will help us to achieve our objective, to be an exemplar, equal opportunities employer?**

Yes

No

**3. Do you think that we could do more, or do things differently, to better achieve this objective?**

**4. Do you think that “to Foster Good Relations and Tackle Prejudice” should be an Equality Objective for Ceredigion Council?**

Yes

No

**Actions to achieve this objective are:**

- a) We will monitor the use of, and provide advice on, Integrated Impact Assessments (IIA)
- b) We will implement our commitment to Victim Support's Hate Crime Charter and use the Hate Crime Charter Trustmark where appropriate.
- c) We will ensure that relevant collections, particularly those used as part of the delivery of the curriculum, celebrate diversity and encourage ant-racist engagement.
- d) We will support the Regional Community Cohesion team to monitor community tensions.
- e) We will support the Regional Community Cohesion team to deliver an annual media campaign to promote awareness, celebrate diversity, and commemorate relevant historical events.
- f) We will join the Age Friendly network and implement an action plan that reflects the needs of our ageing population.

**5. Do you think that these actions will help us to achieve our objective, to foster good relations and tackle prejudice?**

Yes

No

**6. Do you think that we could do more, or do things differently, to better achieve this objective?**

**7. Do you think that “to ensure Engagement and Participation” should be an Equality Objective for Ceredigion Council?**

Yes

No

**Actions to achieve this objective are:**

- a) We will support programmes and plans to increase representation in local politics and decision making, particularly by young people, women, disabled people, LGBTQ+ people and people from black and minority ethnic backgrounds.
- b) We will develop the membership of Ceredigion Disability Forum.
- c) We will work with partners to establish a Black, Asian and Minority Ethnic stakeholder forum so that we can better understand examples of good practice.
- d) We will work with partners to establish a LGBTQ+ stakeholder forum so that we can better understand examples of good practice.
- e) We will develop and improve our use of online engagement platforms and our use of non-digital engagement methods.
- f) We will improve the way that we feedback to those who have participated in our engagement and consultation campaigns.

**8. Do you think that these actions will help us to achieve our objective, to ensure engagement and participation?**

Yes

No

**9. Do you think that we could do more, or do things differently, to better achieve this objective?**

**10. Do you think that “to ensure Dignity, Respect and Access to Services” should be an Equality Objective for Ceredigion Council?**

Yes

No

**Actions to achieve this objective are:**

- a) We will continue to actively promote our work Welsh development opportunities to meet service delivery needs and support our bilingual culture.
- b) We will ensure that the principles of the Welsh Language Standards underpin the way the Council deliver its services to the public, so that service users are able to access services naturally in the Welsh language, should they choose to do so.

- c) We will continue to offer inclusive and specialised play and physical activity opportunities for disabled children and young people.
- d) We will continue to support inclusive and specialised childcare provision for disabled children and young people.
- e) We will establish an integrated model of community care and housing in Tregaron.
- f) We will provide housing that meets the needs of our communities
- g) We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs and disabled parking).
- h) We will work towards achieving a rating of AAA for our website.
- i) We will continue to develop the methods we use to communicate with the public.
- j) We will review our Toilet Strategy so that it reflects the needs of our changing population where reasonably and practicably possible.
- k) We will work with partners to develop sustainable and affordable travel solutions.

**11. Do you think that these actions will help us to achieve our objective, to ensure dignity, respect and access to services?**

Yes

No

**12. Do you think that we could do more, or do things differently, to better achieve this objective?**

**13. Do you think that “to provide Fair and Inclusive Education” should be an Equality Objective for Ceredigion Council?**

Yes

No

**Actions to achieve this objective are:**

- a) We will adopt and implement Welsh Government’s national trans guidance for schools.
- b) We will work towards ensuring that School Governing bodies represent the range of diversity of the pupils within the education setting.
- c) We will ensure that anti-bullying policies in schools and education settings reflect WG’s updated version of the anti-bullying guidance, ‘Rights, Respect, Equality.’
- d) We will implement our Welsh in Education Strategic Plan 2022-32
- e) We will improve educational provision and outcomes for children with additional learning needs (ALN) and reduce the attainment gap between children without ALN and those with ALN.
- f) We will continue to support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.



**14. Do you think that these actions will help us to achieve our objective, to provide fair and inclusive education?**

Yes

No

**15. Do you think that we could do more, or do things differently, to better achieve this objective?**

**16. Do you think that our Equality plan, in its current draft form, will have an effect on opportunities for people to use the Welsh language and on the status of the Welsh language in the community?**

Yes

No

**17. Please use the space below to add further comments about the effect on the Welsh language.**

## Equality Monitoring Questions

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You do not have to answer these questions. They help us to check that we have collected the views of a broad range of people that truly reflect the population in Ceredigion. The information will only be used for statistical analysis.

### 18. How old are you?

- 0-15
- 16-24
- 25-44
- 45-64
- 65+
- I prefer not to say

### 19. What gender do you identify as?

- Male
- Female
- Non-binary
- Trans-gender
- I prefer to use another term
- I prefer not to say

### 20. Which of the following best describes how you think of yourself?

- Heterosexual/straight
- Gay, Lesbian or Queer
- Bisexual
- Another sexual orientation
- I prefer not to say

### 21. How would you describe your national identity?

- British
- Cornish
- English
- Northern Irish
- Scottish
- Welsh
- Another national identity
- I prefer not to say

**22. How would you describe your ethnic group?**

- Asian, Asian British or Asian Welsh
- Black, Black British, Black Welsh, Caribbean or African
- Mixed or Multiple ethnic
- White
- Another ethnic group
- I prefer not to say

**23. What is your religion or belief?**

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- Other religion or belief
- I prefer not to say

**24. Have you previously served in the UK Armed Forces?**

(current serving members should tick 'no')

- Yes, in the Regular Armed Forces
- Yes, in the Reserve Armed Forces
- No
- I prefer not to say

**25. Do have a long term physical or mental health condition or illness that reduces your ability to carry out day-to-day activities?**

- Yes, my day-to-day activities are limited a lot
- Yes, my day-to-day activities are limited a little
- No
- I prefer not to say

**26. What is your preferred language?**

- Welsh
- English
- I prefer not to say

**27. Can you understand, speak, read or write Welsh?**

- Understand spoken Welsh
- Speak Welsh
- Read Welsh
- Write Welsh
- None of the above
- I prefer not to say

Thank you for completing this survey.

Please return it to a Ceredigion Library or post it to:

Equalities and Inclusion team  
Ceredigion County Council, Canolfan Rheidol, Llanbadarn Fawr,  
Aberystwyth SY23 3UE

The survey will close on 31 December 2023.

Your response will contribute to our final Strategic Equality Plan 2024-28 which will be presented to Ceredigion Cabinet on 27 February 2024.

We will start working on the plan on 1 April 2024.