



Case study pro-forma

Case Study Title	Equality Carmarthenshire: working with the community to promote fairness.
Partner Organisation (s)	Carmarthenshire County Council, Dyfed Powys Police, Hywel Dda Health Board, Mid and West Wales Fire and Rescue Authority, Coleg Sir Gar
Key words	equality, partnership, engagement, empowerment

1. Brief Introduction

The Equality Act 2010 sets out a number of challenges for public organisations in respect of: tackling discrimination; equality of opportunity; and the promotion of good relations between 'equality groups'. Effective ways of engaging with equality groups need to be established to help ensure public organisations serve all sectors of the community in ways that meet their needs.

2. Details of the issue addressed

A range of representative organisations exist in Carmarthenshire, yet there was no pan-equality 'umbrella' grouping. This hindered the ability of groups to work with public sector organisations in setting the equality agenda. It has also made it difficult for public sector organisations when seeking the most appropriate routes for engagement.

3. Actions/approach taken

Initial meetings took place involving public sector partners (see 'partner organisations' section above). The existing mechanisms were mapped out, including: the Carmarthenshire Disability Coalition; Llanelli Multi-cultural Network; Gay Ammanford; Youth Council; and 50+ Forum. Gaps existed in relation to some protected characteristics, (e.g., gender reassignment), but, as a result of further investigation, groups were identified.

Following some discussion, it was agreed at an early stage that any structure that was developed must reflect 'parity of esteem' amongst all partners – both public sector and community. It was also agreed that a key role of any new structure should be to work in partnership to help develop the agenda for equality in Carmarthenshire.

Another key decision was that the membership of Equality Carmarthenshire would be restricted to two named individuals from each organisation. This decision reflected the desire to build relationships and continuity.

4. Benefits such as: improvements to service, improved dialogue about funding and service planning between third sector organisations and local authorities, in-kind support arrangements etc

Equality Carmarthenshire was initiated early in 2013. Some early successes have reflected cross fertilisation of ideas in response to issues raised by community representatives. An example is in relation to improved joint working (by the Police and Fire Service, in particular) in responding to people who may be considered vulnerable.

A further early success has been agreement to develop a poster campaign promoting fairness. With support from public sector representatives, relevant community leads have agreed to oversee on



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posters relevant to their 'protected characteristic'. The posters will be displayed for viewing in public and work areas.

5. Sustaining and or building on the benefits realised

A key issue will be maintaining interest in Equality Carmarthenshire, beyond the initial period. However, the Initiative is underpinned by the ethos of joint endeavour, where all representatives have responsibility to drive the work of the Group forward.

6. How do you feel the approach met the National Principles for Public Engagement in Wales?

The approach has worked within the framework of the National Principles. It is important to reflect that it has been designed 'to make a difference', and is fundamentally about ensuring the 'equality community' and public sector, can work in genuine, equal partnership.

7. How would you rate your approach to the project against the National Principles for Public Engagement in Wales?

Evaluation

1 = very poor: 2 = poor: 3 = average: 4 = good: 5 = excellent

Principle	Evaluation
Engagement is effectively designed to make a difference	4
Encourage and enable everyone affected to be involved, if they so choose	4
Engagement is planned and delivered in a timely and appropriate way	4
Work with relevant partner organisations	5
The information provided will be jargon free, appropriate and understandable	4
Make it easier for people to take part	4
Enable people to take part effectively	4
Engagement is given the right resources and support to be effective	
People are told the impact of their contribution	4
Learn and share lessons to improve the process of engagement	4

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