

## DECISION NOTICE OF AN INDIVIDUAL MEMBER OF GWYNEDD COUNCIL CABINET

<b>DATE OF DECISION:</b>	<b>9 January 2018</b>
<b>DATE DECISION PUBLISHED:</b>	<b>9 January 2018</b>
<b>DATE DECISION WILL COME INTO FORCE</b> and implemented, unless the decision is called in, in accordance with section 7.25 of the Gwynedd Council Constitution.	<b>16 January 2018</b>

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### NAME AND TITLE OF CABINET MEMBER

Councillor Mair Rowlands – Deputy Leader of the Council

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### SUBJECT

Equality Annual Report 2016-17

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### DECISION

To note and accept the information

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### REASON WHY THE DECISION IS NEEDED

Please see the Officer Report

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### DECLARATIONS OF PERSONAL INTEREST AND ANY RELEVANT DISPENSATIONS APPROVED BY THE COUNCIL'S STANDARDS COMMITTEE

None

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### ANY CONSULTATIONS UNDERTAKEN PRIOR TO MAKING THE DECISION

Gwynedd Council's Statutory Officers, the results of the consultations are reported in the report.

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**DECISION NOTICE OF AN INDIVIDUAL MEMBER OF GWYNEDD COUNCIL  
CABINET – OFFICER REPORT**

Name and title of Cabinet Member/s:	Councillor Mair Rowlands
Name and title of Report Author :	Delyth G Williams, Policy and Equality Officer
Date of Decision :	09/01/2018
Signature of Cabinet Member/s :	Mair Rowlands

**Subject :**

Equality Annual Report 2016-17

**Recommendation for the Decision :**

To note and accept the information in the Equality Annual Report 2016-17. The Report shows progress in most fields. The timetable has slipped in some cases due to the longterm illness of the relevant officer but this is expected to be addressed during 2017-18

**Reason why Decision is needed :**

The report provides an update of the work which has happened in the equality field, as a result of the Strategic Equality Scheme 2016-20 and more widely.

It is a statutory requirement for the Council, under the 2010 Equality Act, to undertake an Annual Report within a year of the end of the period (i.e. by the end of March 2018 for the 2016-17 Report. The Council also has to provide employment information every year within the same timescale.

**Reason and justification behind the Decision :**

The report is a correct record of what has happened during the year.

**Declarations of personal interest by any Cabinet Member consulted with and any relevant dispensations approved by the Standards Committee**

None to note

**Any consultations undertaken prior to making the decision :**

The Strategic Equality Plan's Equality Impact Assessment was reviewed, and there is currently no need to update it.

**Head of Finance**

Nothing to add from a financial propriety perspective

**Monitoring Officer**

No comments in regard to propriety

**Local Member/s**

It is not a local matter

# Gwynedd Council Strategic Equality Plan 2016 -20 Annual Report 2016-17



## The Purpose of the Report

In March 2016, the Council published its Strategic Equality Plan for the period of 2016-20 in order to reduce inequality between people who have equality characteristics and the rest of society. These characteristics are:

- Age
- Gender reassignment
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

*(Equality Act 2010)*

In the Strategic Equality Plan, the Council noted four objectives to work towards over the next four years. The objectives were chosen based on a variety of evidence including internal information, the voice and participation of members of the public and data on equality characteristics. The objectives are:

- Improve our arrangements to discover and use the opinion of people who share equality characteristics
- Improve our equality impact assessment arrangements
- Create circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member
- Identify any employment and pay inequalities and take action to reduce them.

The purpose of this document is to note some of the most important things that Gwynedd Council has done during the year from April 2016 to March 2017 in the field of equality.

# Action Plan

## Strategic Equality Plan 2016-20

<b>Objective 1</b>	
<b>Improve our arrangements to discover and use the opinion of people who share Equality characteristics</b>	
<b>What the Council will do during 2016-20?</b>	<b>What is the timescale?</b>
1.1 Strengthen the Council's link to specific groups and establish an equality core group and share the information that comes from the group throughout the Council.	2016-17
1.2 Share information from opinion poll exercises on the Council's intranet so that it is available to all.  (Further consideration to be given to discover the best method)	Ongoing
1.3 Strengthen the equality element in the Engagement Handbook based on good practice to ensure that the services are reminded of the benefit that comes from receiving the views of people with equality characteristics as well as the duty to do so.	2016-17
<b>What has happened during 2016-17?</b>	
<p>Although the work of contacting the specific groups commenced in 2016-17, it was not possible to complete it as the relevant Officer was away on long-term sickness absence. The work will be completed during 2017-2018.</p> <p>Information from the main Council opinion poll exercises are already available on the public website. A link to this information will be placed on the equality page.</p> <p>An initial meeting about the Engagement Handbook has taken place but, due to the long-term sickness of the relevant Officer, the work will be completed early in 2017-18.</p>	

<p><b>Objective 2</b></p> <p><b>Improve our equality impact assessment arrangements</b></p>	
<p><b>What the Council will do during 2016-20?</b></p>	<p><b>What is the timescale?</b></p>
<p>2.1 Give assistance and training to officers to ensure that they have information about their duty towards people with equality characteristics. This should include ensuring that impact assessments are a part of the development of any policy, project or procedure before any decisions are made.</p>	<p>Ongoing</p>
<p>2.2 Ensure that the messages that come from seeking input from groups and individuals with protected characteristics are shared throughout the Council so that they can be included in impact assessments.</p>	<p>Ongoing</p>
<p><b>What has happened during 2016-17?</b></p>	
<p>A draft of a new e-module has been completed and the e-module will be published during 2017-18.</p> <p>The work of updating the impact assessment forms has commenced for use in 2017-18.</p> <p>Information is being gathered and prepared to be placed on the intranet to provide assistance to officers in the equalities field.</p> <p>We have reported on 2.2 in point 1.</p>	

<p><b>Objective 3</b></p> <p><b>Create the circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member.</b></p>	
<b>What the Council will do during 2016-20?</b>	<b>What is the timescale?</b>
3.1 Conduct a local survey to identify the elements that prevent individuals from standing an election to become a local councillor.	2016/17 – 2017-18
3.2 Act (where possible) on the outcome of the above to remove obstacles.	2016/17 – 2017-18
3.3 Various methods to raise the awareness of the people of Gwynedd of democracy and the opportunities to represent as a local councillor.	2016/17 – 2017-18
<b>What has happened during 2016-17?</b>	
<p>Questionnaires were used to obtain views on what prevents people from standing for election. The questionnaires were available electronically and on paper. The Council used a number of ways to inform people about them.</p> <p>After seeing what people had to say when answering the questionnaire, the website that explains how to stand as a candidate was changed and more information was included on the role of a Councillor.</p> <p>A number of ways were used to draw people's attention to this information. These included two videos (with an associated competition), awareness raising sessions, posters, etc.</p>	



<b>Objective 4</b>	
<b>To identify any employment and pay inequalities and to take action to reduce them</b>	
<b>What will the Council do during 2016-20?</b>	<b>What is the timescale?</b>
4.1 A campaign to fill in gaps in the equality characteristics data	Commencing in June 2016
4.2 Complete a pay audit	2016/17 – 2019/20.
4.3 Act based on the evidence from the pay audit and any other relevant information	2016/17 – 2019/20
<b>What happened during 2016/17?</b>	
<p>The work of getting more people to fill in the gaps in their equality information, or to let us know that they do not want to complete the information, has commenced. An e-mail was sent out to every employee with a computer at work and this has meant that 40% more completed the form.</p> <p>The work of carrying out a pay audit has commenced.</p>	

## Has the Council done anything else?

As you have seen above, Gwynedd Council has done work on the four objectives of the Strategic Equality Plan, although one or two things are slightly late. We will catch up with the work during 2017-18.

But, of course, this is not the only work that has happened during the year in the equalities field. The Council is eager to put the people of Gwynedd at the centre of everything we do. Therefore, considering the various needs of groups is part of the day-to-day work of Council staff. Here are some of the things that have happened during the year:

### **Refugees**

Gwynedd Council has accepted 20 refugees during the year. The Council is working with key partners such as North Wales Police, Betsi Cadwaladr University Health Board, Coleg Menai and the Department of Work and Pensions to help them settle down in Gwynedd. Some of the things being done is providing information in a suitable language, ensuring that volunteers are available to provide assistance and arrange events at the Mosque in Bangor for people from North Wales.

### **Ysgol Hafod Lon**

Ysgol Hafod Lon, which educates children and young people with additional learning needs from the Dwyfor and Meirionnydd areas, has opened in Penrhyndeudraeth. The school provides places for up to 100 children and it replaces the former Ysgol Hafod Lon which has served a generation of children from its previous home in Y Ffôr. The new school has modern classrooms with the latest resources, as well as a hydrotherapy pool, therapy rooms, sensory equipment and an open-air play area and teaching facilities. There is a residential respite unit there as well. A garden and café are also a part of the school, and this provides an environment for older pupils to develop their business and enterprise skills.

### **Toilets**

The Council has been working with partners such as Community and Town Councils in an attempt to keep the majority of the county's public toilets open.

## 2016-17 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2016-17.

### I. Details of the workforce in general

44.8% of the Council's staff have filled in an optional equality questionnaire, and the figures below are based on these unless noted differently. The information about the equality characteristics are as follows:

#### Can you speak Welsh?

	% of the sample	% of the workforce
No	4.4%	2.0%
Yes	93.8%	42.0%
I prefer not to say	1.8%	0.8%
<b>Total</b>	<b>100.0%</b>	<b>44.8%</b>

#### Nationality:

	% of the sample	% of the workforce
Welsh	91.8%	41.1%
English	4.9%	2.2%
Scottish	0.2%	0.1%
Irish	0.1%	0.0%
Other	2.3%	1.0%
I prefer not to say	0.8%	0.4%
<b>Total</b>	<b>100.0%</b>	<b>44.8%</b>

#### Ethnicity:

	% of the sample	% of the workforce
White	98.2%	44.0%
Other	0.3%	0.1%
Mixed - White and Black African	0.1%	0.0%
Mixed - White and Asian	0.2%	0.1%
Black - African	0.0%	0.0%

Black - Caribbean	0.0%	0.0%
Asian - Other	0.0%	0.0%
Pakistani	0.1%	0.0%
Indian	0.0%	0.0%
I prefer not to say	1.0%	0.5%
<b>Total</b>	<b>100.0%</b>	<b>44.8%</b>

**Gender:**

	% of the sample	% of the workforce
Female	69.9%	31.3%
Male	29.6%	13.3%
I think of myself in another way	0.03%	0.02%
I prefer not to say	0.5%	0.2%
<b>Total</b>	<b>100.0%</b>	<b>44.8%</b>

**Age:** These figures relate to the whole workforce as the Council has every worker's date of birth.

Age Band	% of the workforce
16-19	1.4%
20-24	6.1%
25-29	8.7%
30-34	9.8%
35-39	10.8%
40-44	12.1%
45-49	14.2%
50-54	14.1%
55-59	12.2%
60-64	7.2%
65-69	2.2%
70-74	0.7%
75+	0.4%
<b>Total</b>	<b>100.0%</b>

## 2. The Nature of the Posts

There is only a need to note a gender equality characteristic here.

### a) The numbers employed according to posts

Analysis not available

### b) The numbers employed according to the salary scale

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Apprentice	0.03%	0.0%	0.0%	0.0%	0.03%
Sessional Workers	0.2%	0.2%	0.0%	0.03%	0.4%
Basic Scale (BS)	11.0%	39.8%	0.03%	0.3%	51.1%
Officers (O)	7.9%	9.1%	0.0%	0.03%	17.1%
Senior Officers (SO)	6.2%	6.9%	0.0%	0.1%	13.2%
Senior Managers (SM)	0.5%	0.2%	0.0%	0.0%	0.7%
Chief Officers	0.1%	0.07%	0.0%	0.0%	0.2%
Teachers (Including unqualified and supply)	2.6%	10.7%	0.0%	0.03%	13.3%
Headteachers / Deputy Headteachers	0.8%	2.8%	0.0%	0.0%	3.6%
Soulbury	0.2%	0.2%	0.0%	0.0%	0.5%
<b>Total</b>	<b>29.6%</b>	<b>69.9%</b>	<b>0.03%</b>	<b>0.5%</b>	<b>100.0%</b>

### c) The numbers employed according to salary range

Salary Band - Full-Time Equivalent	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
£10,000 - £19,999	11.3%	40.0%	0.03%	0.3%	51.6%
£20,000 - £29,999	8.3%	11.0%	0.0%	0.03%	19.4%
£30,000 - £39,999	5.3%	6.4%	0.0%	0.1%	11.8%
£40,000 - £49,999	3.4%	10.5%	0.0%	0.1%	14.0%
£50,000 - £59,999	0.9%	1.7%	0.0%	0.0%	2.5%
£60,000 - £69,999	0.2%	0.2%	0.0%	0.0%	0.4%
£70,000 - £79,999	0.1%	0.1%	0.0%	0.0%	0.2%
£80,000+	0.1%	0.03%	0.0%	0.0%	0.1%
<b>Total</b>	<b>29.6%</b>	<b>69.9%</b>	<b>0.03%</b>	<b>0.5%</b>	<b>100.0%</b>

### d) The numbers employed according to contract type

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Fixed Term	1.1%	3.1%	0.0%	0.03%	4.2%
Casual	1.1%	3.9%	0.0%	0.1%	5.1%
Permanent	27.4%	62.9%	0.03%	0.3%	90.6%
<b>Total</b>	<b>29.6%</b>	<b>69.9%</b>	<b>0.03%</b>	<b>0.5%</b>	<b>100.0%</b>

### e) The numbers employed according work pattern

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Full-time	24.0%	27.4%	0.00%	0.2%	51.7%
Part-time	5.6%	42.5%	0.03%	0.2%	48.3%
<b>Total</b>	<b>29.6%</b>	<b>69.9%</b>	<b>0.03%</b>	<b>0.5%</b>	<b>100.0%</b>

## 3. People who have applied for jobs with the authority during the past year

*Note: these are applicants who have applied for a job on-line only - it does not include those who have made a paper application*

Gender	Number
Male	943
Female	1,405
I think of myself in another way	*
I prefer not to say	9

*Note: \* means that the figure is too low to disclose*

Race	Number
White	2,316
Mixed - White and Black Caribbean	*
Mixed - White and Asian	*
Black - African	*
Asian - Other	12
Pakistani	*
Bangladeshi	*
Chinese	7
Indian	7
Other	12
I prefer not to say	9

Note: \* means that the figure is too low to disclose

Nationality	Number
Welsh	2,030
English	225
Scottish	6
Irish	5
Other	101
I prefer not to say	8

Note: \* means that the figure is too low to disclose

Religion	Number
I have a religion or a belief	837
I do not have a religion or a belief	1,279
I prefer not to say	259

Note: \* means that the figure is too low to disclose

Sexual Orientation	Number
Bisexual	6
Heterosexual or 'straight'	2,249
Lesbian or Gay	28
Other	*
I prefer not to say	90

Note: \* means that the figure is too low to disclose

**4. Council employees who have applied for a different job within the same authority**

This data is unavailable.

**5. Council employees who have made an application for training and the number who were successful**

This data is unavailable.

**6. Council employees who have completed the training successfully**

671 members of staff have completed "traditional" training, and 1,433 have agreed an e-learning module during the year.

**7. Staff members who have been part of the complaints procedure, either as a complainant or as the person the complaint was made against**

The numbers are too low and there would be a danger of being able to identify individuals.

**8. Staff members who have been through the disciplinary procedure**

There have been 26 disciplinary cases during the year; 16 females and 10 males. It is not possible to analyse further due to the risk of identifying individuals. From looking at the figures, it is possible to say that no pattern comes to light.



## 9. Staff members who have left the Council's employment

Gender	Number
Male	64
Female	177
I think of myself in another way	0
I prefer not to say	*

Note: \* means that the figure is too low to disclose

Race	Number
White	241
Mixed - White and Black Caribbean	0
Mixed - White and Asian	0
Black - African	0
Asian - Other	0
Pakistani	0
Bangladeshi	0
Chinese	0
Indian	0
Other	0
I prefer not to say	*

Note: \* means that the figure is too low to disclose

Nationality	Number
Welsh	222
English	14
Scottish	0
Irish	0
Other	4
I prefer not to say	*

Note: \* means that the figure is too low to disclose

Religion	Number
I have a religion or a belief	151
I do not have a religion or a belief	74
I prefer not to say	17

Note: \* means that the figure is too low to disclose

Sexual Orientation	Number
Bisexual	*
Heterosexual or 'straight'	231
Lesbian or Gay	*

Other	*
I prefer not to say	7

Note: \* means that the figure is too low to disclose

Disability	Number
I do not see myself as a disabled person	231
I see myself as a disabled person	7
I prefer not to say	*

Note: \* means that the figure is too low to disclose