



Equality Annual Report

2018/19

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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. Those 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. An additional objective was added to last year's Annual Report, as local evidence showed that it is something that requires further work. The new objective is fifth in the list of five objectives, namely:

- 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
- To identify any employment and pay inequalities and to take action to reduce them.
- Improve our information provision for people who do not use Welsh or English as a first language or require documents in a different format.

The purpose of this document is to note some of the most important things that Gwynedd Council has done during the year from April 2018 to March 2019 in the field of Equality. It is important to ensure that equality characteristics receive due regard and naturally permeate into all the Council's work.


Action Plan

Objective 1

Improve our arrangements to discover and use the opinion of people who share equality characteristics.



What will the Council do during 2016-20?	What is the timescale?
1.1 Strengthen the Council's link to specific groups and establish an equality core group. 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 finding the best method)	Ongoing
1.3 Strengthen the equality element in the Engagement Handbook based on good practice to ensure that 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
What has happened during 2018-19?	
<p>1.1 The Equality Core Group continues to meet quarterly and there are about 25 names on the distribution list. Meetings have also taken place with several external groups e.g. refugees, persons with learning disabilities, young people who have just left care, GISDA's LGBT+ Group etc. Their views have been of assistance particularly to steer the work on savings by noting the importance of care and education - two areas that received protection. The details of the list of organisations were used to promote the questionnaire with characteristic groups who were not members of the core group.</p> <p>1.2 Taking place</p> <p>1.3 Undertaken in 2017-18</p>	

Improve our equality impact assessment arrangements 	
What will Council do during 2016-20?	What is the timescale?
2.1 Give assistance and training to officers to ensure 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.	Ongoing
2.2 Ensure that 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.	Ongoing
What has happened during 2018-19?	
<p>2.1 The equality e-module is available on the Council's website and it has been promoted to some extent, however, the response has been limited. It is essential to advertise this further during 2019-20. It is important that more people know what their duties are. The Policy and Equality Officer continues to educate officers regarding the duties in other ways, by talking with individuals, attending group meetings and management teams. The intention is that this will ensure that each member of staff is aware of his/her duty under the Equality Act 2010 in order that they can act appropriately for people with equality characteristics.</p> <p>The information on the intranet has been promoted during the year, but more is needed.</p> <p>2.2 When the Equality Officer assists officers to create impact assessments he/she ensures that the information that came from meeting with different groups is available to them. This information has also been published on the Council's website. This strengthens the equality impact assessments.</p>	

Objective 3

Create the circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member.



What will the Council do during 2016-20?

What is the timescale?

3.1 Conduct a local survey to identify the elements that prevent individuals from standing in 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 about democracy and the opportunities to represent them as a local councillor.

2016/17 –
2017-18

What has happened during 2017-18?

Most of this work has already been undertaken when preparing for the 2017 Local Government Elections. However, we have already started to think about promoting diversity for the next electoral cycle and in the longer term in the future.


During 2018-19 a course on Unconscious Bias was offered to the Members of the Democratic Services in order to raise awareness of unconscious bias and to consider how to respond to this. Work is underway to hold internal training on unconscious bias for all Members soon in April and the initial response has been positive.

Objective 4

To identify any employment and pay inequalities and to take action to reduce them.



What will the Council do during 2016-20?		What is the timescale?
4.1 A campaign to fill in gaps in the equality characteristics data		Commenced 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
What happened during 2018-19?		
<p>4.1 Our staff monitoring questionnaire was dated and did not ask the correct questions regarding some characteristics, especially religion. A new questionnaire that responds better to the need is now live. Various messages have been published stressing the need for staff to completed it so that we get worthwhile figures to act upon, although, of course, the Council does not have the right to demand an answer. Under the circumstances, it is inevitable that the number who had completed it in order to report on 31 March 2019 was significantly lower than last year. Having said that, it must be borne in mind that the information we gather now answers our duty under the Equality Act 2010 much better.</p> <p>4.2 Completed</p> <p>4.3 Improvement Priority 3 in the Council's Plan, namely Women in Leadership, promotes the number of women who apply for and reach high level jobs within the Council by reviewing work conditions and environment. The Council recognises that the number of women who perform a managerial function within the Council is disproportionate to the split within the whole workforce e.g. 70% are women and 30% are men, although the recent pay audit indicated that there are no gaps in equal pay.</p>		

Objective 5 Improve our information provision for people who do not use Welsh or English as a first language or require documents in a different format.	
	
What will the Council do during 2016-20?	What is the timescale?
5.1 Engage with the Equality Core Group and other relevant groups to identify the most need	ongoing
5.2 Act on what they say, if possible	ongoing
What happened during 2018-19?	
<p>A discussion took place with the BDA (British Deaf Association) who are responsible for the British Sign Language Charter (BSL). Since there are not many people in Gwynedd who are BSL users (35 according to the last census) they only expect small steps for us to reach a position where we can sign the Charter. We are therefore working to place a video on the Corporate Website to inform people of their rights and to encourage them to ask for BSL documents if they need them. We will then check to see what else is required.</p> <p>A discussion took place with Self-advocacy Groups (People with Learning Disabilities) and they are eager to get Easyread documents. Work will need to be undertaken to raise awareness of this format, and other formats, over the next year. The Policy and Equality Officer prepared Easyread documents for the consultation on the Council's Priorities. Easyread documents are in a specific format using pictures and simple sentences so that they are easier to read. It is useful for people with learning disabilities, those who do not speak Welsh or English as a first language, children and young people or people who for any other reason have lower literacy skills.</p> <p>Further engagement will be required with the Core Equality Group as a whole during 2019-20.</p>	

Has the Council done anything else?

In April 2018, Ysgol Eifion Wyn Porthmadog opened a special room to hold Nurture Group sessions. Ystafell yr Enfys staff at focus on emotional skills, social and behavioural alongside language and communication, literacy and numeracy. Excellent support to the enterprise was received from local businesses and the community, with nearly everything for the room given as donations, as well as hours of labour. (Age, Disability)



In May 2018, the Regional Partnership Board issued a new plan to show how health and social care services will work together to satisfy the care requirements of the people of north Wales. The Board (Local Authorities in North Wales, Betsi Cadwaladr University Health Board and other partners) was responding to the population assessment that highlighted the need for care and support. The plan, following an extensive consultation, notes the priorities for the integration of health and social care services across north Wales, for older people with complex needs, children and young people, people with learning disabilities and people with mental health conditions. (Disability)



During the Dementia Awareness Week, 21-27 May, DementiaGo open days were held at Penllyn Leisure Centre, Bala and Bro Dysynni Centre, Tywyn. Anyone who is concerned about their memory or about developing dementia, or are carers, were welcome to meet the physical activities programme staff. There was an opportunity to join in with easy chair exercises, have a cup of tea and to receive information from the Alzheimer's Society and other local organisations. A 'Dementia Friends' information session took place to learn a little more about the condition and how to support people within the community. (Disability)



In addition, during the week, pupils from Ysgol y Gorlan, Tremadog learnt about the condition and the little things that people can do to support people living with dementia. The pupils had an opportunity to meet with people who live with dementia and participate in physical activity with them at Glaslyn Leisure Centre. (Age, Disability)

Upgrading work was undertaken at Llys Cadfan (Tywyn), Plas Hafan (Nefyn) and Plas Hedd (Bangor) in response to local calls for specialist care services for people with conditions such as dementia. People can continue to live within their communities, with family members visiting and maintaining vital links.



There is cooperation between the Council's care team and medical staff from the Betsi Cadwaladr University Health Board to care for up to eight people with dementia at each site. The Welsh Government's Integrated Care Fund has contributed to the work. (Disability, Age)

Recently those who received support at Manton have moved on to receive services at other locations in the local area. They receive an individual, personal care package with opportunities to learn and develop as independent members of the community. Some do carpentry work at the Glynllifon site whilst others attend Menter Fachwen and Seren or attend a new community provision at the Arfon Leisure Centre, Caernarfon. There are accredited training opportunities, to develop the skills and confidence of individuals so that they can, in due course, move on to a work placement or college. This follows over two years of discussions with the individuals and their families in order to ascertain what they wanted for the future. (Disability)



A café and an upgraded community room was opened at the Arfon Leisure Centre, Caernarfon, in June providing opportunities for work experience and training for adults known to the Learning Disability Team. It is a new model for service provision in order to work towards the Learning Disability Service vision to encourage independence. The individuals will develop important practical life skills, focusing on their strengths and empowering them to live full lives. A wide range of community activities are facilitated, to answer the needs of the local community, such as parent and child groups, 'Cuppa and Conversation'

sessions, health and well-being activities and pop-up advice and information clinics by agencies. Funding was received from the Welsh Government Intermediate Care Fund. (Disability)

The Council's YGC department highlighted the role of some of the women who work within the department for the Women in Engineering International Day in June. YGC is responsible for a wide range of construction, building regulations and environmental projects. It is hoped that more young women can be inspired to consider a career in this field and to encourage more diversity in the next generation of engineers. (Gender)



Also in June, the Lloyd George Museum and Neuadd Llanystumdwy (jointly with Welsh Women's Archives) held an event to celebrate a 100 years since some women received the right to vote. A re-enactment of an event in 1912 took place when Lloyd George was disrupted when opening the village hall by members of the WSPU (Women's Social and Political Union) as part of their campaign. Also talks, interviews and a schools' competition were conducted as part of the celebration. In addition, there was a Roadshow giving people an opportunity to bring along items that recorded the history and life of Women in Wales and these were recorded and scanned by experts. (Gender)

Children and young people from Dyffryn Nantlle took part in numerous activities as part of 'Ha' Pen Hapus! 2018' during the summer. There were all sorts of events - sports, learning about archaeology, fishing and a film course to name but a few. A number of organisations and groups came together to offer support for the enterprise as well as Council staff and local councillors. The festival is part of a wider vision - young people taking on a prominent role to lead the process of organising and discussing what is important to them. The idea came into being as a result of young people coming into Penygroes library to ask if any activities were being held in the area. (Age)





The Derwen Youth Project (established by Derwen and Gwynedd Council Youth Service teams) won the 'Promoting equality and diversity' category at the 2018 Youth Work Excellence Awards in Wales. It offers various activities for disabled persons to gain confidence to participate in mainstream activities. The individuals are given informal educational experiences on life skills such as cooking, shopping, crossing the road, web security. There is an opportunity to gain qualifications in areas such as cookery, indoor games, art and drumming giving young disabled people the same opportunities as others to attend county awards evenings to celebrate achievement. (Disability, Age)

In July a virtual reality (VR) experience was launched at Galeri Caernarfon to assist users to understand what it is like to live with dementia - totally bilingually. The project was funded by Arloesi Gwynedd Wledig and the Welsh Government's 2050 Welsh Grant, under the leadership of our Information Technology Service and Adults, Health and Welfare Department, and was created with the bespoke creative agency Galactig. (Disability)

Gwynedd Council received the Care Inspectorate Wales (CIW) report confirming that the authority's Children and Supporting Families Department had "substantial strengths". These included a 'committed and fixed' workforce, 'strong leadership' and a 'corporate parenting board that is eager to ensure good outcomes for looked-after children and who receive good support from all council sections'. Ensuring the welfare and safety of children and families in Gwynedd is at the heart of everything the Council does despite the extremely challenging pressures facing public services. (Age)



The young people of Ysgol Glancegin, Maesgeirchen were given advice on how to stay healthy over the summer thanks to dieticians who support the All Wales Programme, Enriching School Holidays, 'Food and Fun'. The scheme provides healthy meals, food and nutrition education, physical activities and enriching sessions, in areas of social deprivation. It was the first time this type of free holiday club offering a variety of fun activities and healthy food was held in Gwynedd and it was very popular amongst families. (Age)

At the end of October the North Wales Regional Partnership Board received £1.69m from the Welsh Government's Transformation Fund (Healthier Wales

scheme) to develop seamless services for people with learning disabilities. By integrating health and social care services and the third sector more effectively, and using assistive technology, the project will help individuals to live more independently and to receive care closer to their homes. There will be less duplication in recording systems, so that people will not have to say something more than once. It develops new ways of working that could be used, eventually, throughout Wales to reduce pressure on specialist services in the future. (Disability)



A new path was opened in October near the Tŷ Moelwyn site, Porthmadog with a Capital Green Infrastructure Grant and the cooperation of various landowners. It is suitable for walkers, cyclists and wheelchair users. (Disability)

In November and December 2018 a public consultation was conducted to ascertain views about the 63 public toilets and the 35 community toilets situated in buildings such as cafés and shops including facilities for baby changing and changing facilities for disabled people. (Age, Disability)

The six counties in north Wales have joined in partnership with the Chartered Institute of Housing Cymru to publish People, Homes and Services: A regional approach to tackling homelessness in north Wales. This document notes the regional strategy to tackle all types of homelessness such as people sleeping outdoors, homelessness amongst young people, people living in temporary accommodation whilst on waiting lists for social housing. At the core of the strategy is a regional action plan with six individual action plans for each local authority. (Age, Disability)



Two trainees from Gwynedd Council's Managers of Tomorrow scheme, Arawn Glyn and Sara Marged Jones, have been working on the 'Community Memory Chest' project which involves residents from Plas Gwilym, Penygroes; Bryn Blodau, Llan Ffestiniog and Plas y Don, Pwllheli. The scheme uses old photographs and archived audio clips to

help the residents to recall memories from the areas where they were brought up. There is also an empty scrap book, for the residents to add their own memories, and this will help to ensure that local stories are not forgotten. (Age)

Hafod y Gest, a joint development between Gwynedd Council and Grŵp Cynefin, has been opened in the centre of the town and community of Porthmadog, close to the town's shops and facilities. It allows older people in the area to live independently in a safe community environment with flexible care facilities also available. There are 26 two-bedroomed flats and 14 one-bedroomed flats together with community areas, such as a dining room, lounges, gardens and activity rooms. The scheme gave 12 apprentices from north Wales valuable experience in construction. (Age, Disability)



The exhibition 'Women, War and Peace' was held at Storiol, Bangor jointly with the Welsh Centre for International Affairs. This was a collection of work by the photo-journalist Lee Karen Stow, investigating the impact of war on the lives of women with photographs documenting very personal stories and showing how women have inspired the research into peace since the end of the First World War. Amongst the portraits was Ifanwy Williams from Porthmadog, 97 years, one of the founders of Heddwch Nain/Mam-gu (Grandmother's Peace) and a campaigner. (Gender)

Gwynedd Libraries offer Digital Help sessions in the home for everyone who cannot visit one of the libraries. This is in addition to the Books for the Home service that has been available for many years. By now, if people who cannot reach a library require assistance with digital connection, or need help in using IT or to get access to the digital services the library offers, such as e-books, audio e-books or e-magazines, a Librarian can visit the person in his/her home to offer help and support. (Disability, Age)

Following a request by a LGBT group that meet at GISDA in Caernarfon, a permanent LGBT collection has been established at Caernarfon and Bangor libraries. Gwynedd Libraries have worked in close cooperation with the LGBT community when locating the section and we have also extended the variety of titles that were already in stock. The Service was glad to be able to respond to this request and were happy to provide a library service that reflects the need of users and the whole society. The collection is aimed for adults and young adults with a mixture of self-help



books, fiction, factual and biographies and books by LGBT authors. (Sexual Orientation).

The Life for Life Special Schools Team Officer provides schools with a variety of sports sessions including basketball, fitness circuit, tennis and football. Schools can also have a block of sessions they specialize in e.g. Hafod Lon and Pendalar were given 6 weeks of cricket run by Cricket Wales. In addition, Pendalar had a period of 6 weeks of climbing sessions at Beacon climbing center, Caernarfon and Hafod Lon had their sessions at Harlech Leisure Centre. At the end of these sessions there is an invitation to enter competitions. (Disability, Age)



The Disability Sports Development Officer held a Disability Sport Consultation across the County with 220 questionnaires completed. The results have shaped the information that Healthy Living Centres put on the website, Plas Heli's bid for a Big Lottery Grant and the Disability Sport strategic work program across the county. According to the Disability Sport Wales report the number of times that disabled people took part in sporting activity across the county had increased from 38,666 in 2017 to 53,391 in 2018. During the same period, membership of disability sports clubs in Gwynedd had increased, and Healthy Living Center Membership almost doubled (from 431 to 844). The work of the Insport Scheme has contributed to this with a program of disability inclusion training courses and development work. It ensures close collaboration between Council departments and external agencies including the 3rd sector. (Disability)

In February the official opening of Hafan y Sêr took place. It offers short break care for up to six children with various impairments a purpose built building. Children are referred to the provision located in Penrhyndeudraeth through specialist children's teams in Gwynedd and Anglesey. The building includes modern rooms, an open leisure area, sensory equipment, computer facilities and an enclosed garden. The children who stay at Hafan y Sêr will see it as a holiday - with a chance to relax, have fun with friends, take part in activities, try new things and develop



skills. The provision gives families and parents a short time off from their caring responsibilities, having them the opportunity to do things that many people take for granted such as going shopping or going for a meal.

Further information

Complaints and Comments

One formal complaint was received during the period 2018-19. It concerned the choices on an application form on the website (protected characteristic - sexual orientation). The choices were not extensive enough to suit all needs. The form was immediately amended by adding other options, as well as moving on to check other forms.

Other matters were brought to the attention of the Policy and Equality Officer as informal complaints. Many were about the changing rooms at the Canolfan Byw'n Iach with people feeling that the provision for women was unfair (characteristic - gender). Action was taken to change the signage to explain the situation better.

Another comment about the list of choices on the website was received, this time about Gypsies and Travellers (characteristic - race). The list was adapted.

During consultations on savings a number of comments were received regarding the questions about protected characteristics that were in the questionnaires. Not everyone understand why some of the questions were required. We will now ensure that we better explain why we are asking the questions in the future.

Equality Information

See Appendix 2 for the Gwynedd Council staff monitoring figures

By now the questionnaire has been improved and updated (see objective 3). Therefore, we have had to ask everyone to complete the new form. Although the response within the time schedule has been good the numbers that have completed it are inevitably lower. We will continue to work to encourage more people to complete this for next year.