

# Strategic Equality Plan Annual Report

2017-2018

## 1. Introduction

This is the second Annual Report on Conwy's Strategic Equality Plan (2016-2020) for the period 2017-2018.

The General Duty, set out in the Equality Act 2010, requires us to have due regard to :

- eliminating unlawful discrimination;
- advancing equality of opportunity;
- and fostering good relations.

The Statutory Duties (Wales) Regulations 2011, often referred to as Specific Duties, requires us to report on the following areas, to demonstrate we have given due regard to the Act :

- 1.1 The steps we have taken to identify, collect and use **Relevant Information**, and the effectiveness of these arrangements.
- 1.2 **Progress towards fulfilling each equality objective**, including a statement on the effectiveness of the steps taken
- 1.3 **Specified employment information**, including information on staff, recruitment, training and pay

The remainder of this report will cover these three main areas. This report should be read in conjunction with Appendix 1 which outlines in detail the activities undertaken against our SEP Action Plan for the second year of our Strategic Equality Plan 2016-2020.

## 2. Relevant Information

We used equality-related evidence to help set our equality objectives contained in our Strategic Equality Plan 2016-2020 and we also use relevant data when carrying out Equality Impact Assessments on new and revised policies and practices. Some of this data will be linked to national statistics and wherever it is available, we try to use local and regional data as this is more relevant to us in North Wales and Conwy. We also take into account information obtained from engagement and consultation.

When we developed our Equality Objectives and Strategic Equality Plan, we revised our Background Data and Research document (available on Conwy's website as a supporting document for our published Strategic Equality Plan) which sets out the relevant data that we used when revising and agreeing our current equality objectives. There is often a time lag for some published equality data which means it can be several years before we are able to make strong linkages between the outcomes of our Equality Objectives and the data reported.

### **Is Wales Fairer? 2018**

The latest relevant data was published by the Equality Human Rights Commission in Autumn 2018 (Is Wales Fairer? 2018) which shows some small areas of improvement since their last report published in 2015, with fewer young people in NEETS (Not in Education, Employment or Training); a rising employment rate; attainment in early years improving with boys and children on free school meals achieving faster improvements; more people in Wales engaging in democracy (with a huge spike in women voting); a narrowing gender pay gap; and a decrease in mental health conditions for disabled children.

However, the report also shows there has been a rise in poverty leading to an even starker gap between the experiences and opportunities of some groups including people born into poverty in Wales, disabled people and some ethnic minority groups. Despite rising employment levels, work increasingly does not guarantee an adequate standard of living. Homelessness and people sleeping rough has increased in Wales with no clear picture of hidden 'homelessness' ('sofa surfing'). 20% of pupils with Additional Learning Needs (ALN) will achieve 5 GCSEs at A\*-C compared to 66% without ALN. Early disadvantage flows through to later life with disabled employment rates being less than half those for non-disabled

people, compounded by tax and welfare reforms. There remains a shortage of accessible housing for disabled people affecting their ability to live independently also affecting their mental wellbeing which in turn, along with communication barriers, affects their ability to participate fully in society.

The EHRC report also states that there has been an increase in Wales in domestic abuse, sexual violence and rape and whilst reporting is improving, it is recognised that under-reporting is still a considerable issue. Traditional gender roles and stereotyping continues to affect subject choices and educational attainment, with strong gender segregation in Apprenticeships, resulting in women still being more likely to be in low-pay occupations, coupled with care (normally unpaid) still disproportionately falling on women.

The majority (75%) of hate crimes reported in Wales are motivated by race or religion and there has been particular spikes around Brexit and terrorist attacks. In North Wales, in 2017/18 hate crime linked to race or religion has risen by 42% since 2016/17 and accounts for 73% of all hate crime in North Wales, followed by homophobic and disability hate crime. There remain barriers to health, sport and leisure for people from ethnic minorities around language, isolation and consequently mental wellbeing.

Further work will be undertaken during 2019 to review the findings of this comprehensive report when considering Conwy's Equality Objectives and Actions in preparing our next Strategic Equality Plan 2020-2024.

### **Other Sources of Information**

Our Corporate Information and Research team annually publish a document called "Equality Statistics Research Bulletin" which provides the latest equality data available on the makeup of people in our County. This information is referred to by officers when undertaking Equality Impact Assessments and consultations. The Research team also supports services when they are undertaking consultation in analysing the data gathered from such activities.

An equalities Stakeholder Engagement Event was held in May 2018 which provided a snap shot of some of the key activities undertaken by the 12 North Wales Public Sector Equality Network organisations since the 2016 Strategic Equality Plans were published. A report was produced from the meeting which is circulated to all participants and published on member websites.

## **Census Data**

The 2011 Census for Conwy is still regarded as the most reliable data source as the Annual Population Survey is often affected by sample size which can distort the data. The 2011 Census reported that 95.4% of the population was White British, 2.2% classified White Other and 2.4% classified as non-white (against all Wales figures of 93.2%, 2.3% and 4.8% respectively). 48.4% of the population were male, 24.8% were disabled, and 0.9% were Lesbian, Gay or Bisexual. 16.5% of the population were aged 0-15, 58.9% aged 16-64, 24.6% were aged 65+ and 3.8% were aged 85+. We use this information to compare against our own equality monitoring data collected to see how closely it matches our local community make-up.

The Annual Population Survey 2017 tells us that 4.7% of the population of Wales is non-white which is similar to the 2011 Census for Wales (4.8%).

As we monitor the makeup of our school pupils, we know that in 2018, 93.1% of pupils were White British (down 0.3), 2% were White Other (no change), 0.1% were Gypsy/Travellers (down 0.1) and 4.1% were Black Minority Ethnic (up 0.3). In 2016, the ONS mid-year population estimate showed 48.7% were male and 51.3% were female in Conwy, with 16.1% aged between 0-15, 57% aged 16-64, 26.9% aged 65-84 (which is much higher than Wales:20.4% or UK:18.0%) and 4.1% aged 85+ (compared to Wales:2.6% or UK:2.4%).

There is no data available about people who are transgender at either a unitary authority or national level. Neither is there a comprehensive source of data about disability.

The 2011 Census provides information on limiting long term illness, which is used to give an estimate of disability, showed that 12.1% had limiting illnesses affecting day to day activities “a lot” and a further 12.2% “a little” (totalling 24.2%), with 75.8% having no limiting illness. The Annual Population Survey 2016 contains disability figures which reflect a similar picture for Wales of 22.5% disabled people.

There is a register of physical and/or sensory impaired people and people with learning disabilities who use Social Services but this only captures information about those people who use Council services and at 2016/17 this was 6.7% against an all Wales figure of 2.9%. Nearly 12% of the population in Conwy provide unpaid care (13,605 people) according to the 2011 Census.

The only data about religious affiliations is from the 2011 Census with 65% Christian, 26% no religion, 0.5% Muslim, 0.3% Buddhist, 0.2% Hindu and 0.1% Jewish. The 2011 Census has data on the Welsh language broken down by age, nationality and geographical area and the Schools Census provides data about pupils who attend Welsh medium schools. 60.6% of Conwy's population have no knowledge of Welsh, 27.4% are Welsh speakers with 20.6% speaking, writing and reading Welsh. Ability to speak Welsh is most prevalent amongst those of school age; 49.2% of 5-15 year olds can speak Welsh in Conwy compared with 40.3% in Wales.

There is no reliable data about the size of the gay, lesbian or bisexual population in the UK. Estimates from various sources range from 0.3% to 10%, but they do not allow for non-reporting or misreporting and so the Equality and Human Rights Commission believe that these figures are likely to be an undercount. The Department of Trade and Industry gives an official estimate that 5-7% of the British population are gay, lesbian or bisexual.

### **Complaints Linked to Equalities**

Our Corporate Information and Customer Services Unit monitors the number of complaints received. During the period 2017-18, there were 7 Corporate Complaints received which were linked to equality issues. They were all related to disability access and have all been resolved or services improved where possible, for example, additional disabled parking has been provided on the south side of the Zipworld Stadium in Parc Eirias; A trial implemented to leave accessible toilets unlocked overnight if locked with a radar key, to allow disabled access out of hours; An access statement available on the website providing specific information about what can and cannot be accommodated on the Victorian designed Tramway, which unfortunately has certain constraints for visitors with disabilities, including a difficulty with accommodating large motorised wheelchairs; Addressing access concerns in Ysgol Hen Golwyn; Providing an explanation of our requirement to meet everyone's needs when a customer experienced difficulties using and booking the wheelchair area in Venue Cymru due to the needs of other disabled patrons and limited facilities due to Health and Safety.

There were 29 complaints received by Social Care for the period 01/04/2017 – 31/03/2018, 23 informal complaints concluded at Stage 1 and 6 formal complaints concluded at Stage 2. Whilst some of the complaints were categorised under sections of the service named Disability,

Vulnerable and Older People, none were directly related to equality issues or claimed to be due to discrimination against their protected characteristics.

We recognise there is still room for improving when and how we gather equality data and in how we use that data and we continue to build on our progress in this area. This is an ongoing action within our Strategic Equality Plan.

### 3. Progress towards fulfilling each Equality Objective

Conwy's Equality Objectives are outlined in our Strategic Equality Plan. For the purpose of this report, the 2016-2020 objectives are as follows :

- Address **Health** inequalities
- Address unequal outcomes in **Education** to maximise individual potential
- Address inequalities in **Employment and Pay**
- Address inequalities in **Personal Safety**
- Address inequalities in **Representation and Voice**
- Address inequalities in **Access** to information, services, buildings and the environment

These objectives were identified in conjunction with our North Wales public sector partners (referred to as the North Wales Public Sector Equality Network). The Network comprises the Equality Leads in all six North Wales Local Authorities (Conwy, Gwynedd, Anglesey, Denbighshire, Flintshire and Wrexham), Betsi Cadwaladr University Health Board (BCUHB), North Wales Police and Police Authority, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, Coleg Cambria, Probation Service and Snowdonia National Parks Authority.

Each Equality Objective has a number of action areas setting out specific areas of priority and our Action Plan sets out specific activities that will achieve these objectives and priorities.

Each service area in Conwy County Borough Council has an Equality Champion who co-ordinates the completion of actions identified for their

service area. Equality Champions meet quarterly to discuss a wide variety of Equality issues as well as review progress on the Strategic Equality Action Plan.

Here are some examples of the actions we have undertaken during the second year of our current Strategic Equality Plan. Full information on the progress of all actions for Year 2 is shown in Appendix 1.

### **Objective 1 - Address Health inequalities**

- 1.1 Increase the number of people, in under-represented groups, choosing healthy lifestyles.
- 1.3 Improve dignity and respect in care for everyone, particularly older people, vulnerable people, transgender and lesbian, gay and bisexual people.
- 1.5 Better address the rights and aspirations of people with Mental Health issues and Learning Disabilities.
- 1.6 Work in partnership with other public bodies in North Wales to maximise our combined efforts to address health inequalities wherever possible.
- 1.7 Increase the immunisation coverage of vulnerable older people and children in deprived communities.

Note: Action areas 1.2 and 1.4 have not been adopted by Conwy as they are relevant to NHS activities

### **Dementia Support**

The 'Time to Remember' project to support people with Dementia in hospital and non-hospital settings was awarded funding from Betsi Cadwaladr, Federation of Museums and Wellbeing Activity grant and worked with Dementia sufferers in Llandudno Hospital, Tal Y Fron / Ty Llywelyn using museum and archive objects to trigger memories and improve engagement. The project showed demonstrable benefits for patients, families and staff and a second phase is being developed to broaden the scope of the project.

## **Mental Wellbeing Awareness**

Much work has been undertaken across the Authority in the past few years in support of the mental wellbeing agenda.

We believe it is important that to be able to support the mental wellbeing of our community in Conwy, that we ensure the good mental wellbeing of our staff. We do this through a number of avenues. We continue to run quarterly training workshops for managers on Attendance Management which includes advice around supporting employees in the workplace as well as those off sick with mental health and other issues. Our comprehensive Attendance Management Policy has a number of appendices including Access to Work (Mental Health Support) guide and an Employee Wellbeing Risk Assessment. We have run bespoke training in managing mental health in the workplace for managers and also trained Human Resources and other relevant officers in Social Services on the national Mental Health First Aid training programme. We provide access to a free counselling service through our Employee Assistance programme available to all staff and also provide regular training for staff on resilience which has received very positive feedback from managers and staff alike. This has been supported by the implementation of the Mental Health and Wellbeing Policy and the development of our intranet website around Mental Health and Wellbeing support which includes Conwy Cares and Zest: Supporting your Mental Health and Wellbeing, Mindful Employer, Mindfulness, Give yourself Strength (Samaritans), How to look after your mental health, as well as Care First app: Stress Free Island which includes a simple Cognitive Behavioural Therapy (CBT) process. Our Occupational Health provider also provides further support and guidance for managers on their website on improving mental wellbeing. This work was recognised during the year when Conwy Council was awarded Silver status on the Corporate Health Standard national programme.

## **Increasing the Annual Health Checks**

Increasing the Annual Health Checks, particularly for individuals who have Learning Disabilities, remains a priority for the Conwy People's Partnership. Professionals are trained to ensure their clients are aware of the annual health check programme which is part of the holistic package provided through our services. Integrated Disabilities Services have sent letters to care providers / residential homes regarding the adult learning disability annual health checks and a good response has been received with many people attending their appointments throughout the year. Mechanisms are in place to ensure all eligible people receive reminders to attend their annual health checks.

## **Self Harm and Suicide Prevention**

There has been a focus on supporting people who self-harm and meetings have taken place with the National Trust as a result of young people saying that being outdoors was beneficial to their wellbeing. A successful consultation event was held in July with two schools in Conwy and plans are underway to develop this into a weekend residential course/event. A programme of activities for young people is to be created with the National Trust and other partners to use outdoor opportunities to prevent or reduce self-harm. Actions from the previous 'Talk To Me' Action Plan around suicide prevention have been completed including Conwy being the first local authority in Wales to have Samaritan signs in all relevant car parks identified as key areas within our county where we believe these signs and support is most needed.

## **Supporting Emotional/Social Wellbeing of Children and Young People**

We support children and young people to have a state of emotional and social wellbeing allowing them to cope with the normal stresses of life and achieve their potential, through the work we do under the Social Care and Wellbeing Act. We have an Emotional Health and Wellbeing group in Education which involved children and young people. An event took place in May 2018 regarding emotional health and wellbeing and approximately 160 people attended (mainly from schools). Since then there have been discussions with Public Health Wales, the school nurses and CAMHs. This will be taken forward through the Early Intervention Programme and the '5 Ways to Wellbeing'. Training for all schools in Conwy will be provided by CAMHs. The nutritional element will also be included and the '5 Ways to Wellbeing' which will be rolled out in January 2019. Bids are to be submitted for 'Sequence for Growth' training, emotional literacy intervention and 'Friends for life'. We support the Learning Network which is a shared learning resource for customers and professionals. The training and support opportunities provided through the network will provide professionals, families and young people with the skills to manage and improve their emotional wellbeing.

## **Mental Health Recovery Brochure and Training**

To promote training and awareness for professionals to enable identification of mental health needs, we have developed and disseminated a "Learning for Recovery & Wellbeing" brochure which lists recovery education for mental health. This approach enables people to move away from relying on professionals and is aimed at people aged 18 years and over. The "Real Steps" launch took place in March 2016 and in December 2017 there was a development day for services and organisations to learn

about recovery education. The art work for the brochure was designed by a service user and the tree analogy was used throughout. Since there was a gap in understanding mental health courses, “Building Blocks for confidence” was commissioned from Flintshire County Borough Council. This course was successful and it has been re-commissioned with a small amount of funding from Communities for Work used to finance the courses and publish the quarterly brochure. The Self-care office at Betsi Cadwaladr University Health Board has provided courses to help patients manage their symptoms. The recovery education approach has contributed to the preventative agenda. If people are connecting with their community and feel safe they will be less likely to hit crisis point. We have trained 50 staff in Conwy on Mental Health First Aid training since 2015 to support this agenda.

### **Improving Mental Wellbeing through Pop-Up Workshops**

Conwy also partnered with Dewis Cymru, Welsh Government and Betsi Cadwaladr University Health Board during the reporting year to provide Pop-up workshops in different localities around Conwy including rural and coastal locations (Llanefydd, Penmachno, Conwy, Towyn, and Trefriw), to offer taster activities including exercise, massage, craft and music making to improve access to mental well-being.

### **Support for Carers**

Conwy held a staff Carers event during the year which provided guidance, information and support about the caring role, with attendance by experts such as Citizens Advice Bureau, Carers Outreach, Conwy Falls Prevention Team, Alzheimers UK, Age Connect, Community Wellbeing, etc, and they also offered some pamper activities.

### **Rehabilitation and Reablement for Older People Project**

We established a Community Resource Team Project Board in August 2017, funded by the Integrated Care Fund, which supports the rehabilitation and reablement for older people in Conwy. This has been supported through focused training for all Practitioners within the Older Peoples Service.

## **Developing Dementia Friendly Communities**

We have also achieved a growth in Dementia Friendly Communities across Conwy, supported by the Wellbeing Service, Local Councillors and Dementia Champions and with the inclusion of Care Homes within that project. This has included an enhanced Dementia Training Programme for care home staff which included observational days spent by the trainers within individual care homes. In addition, we have introduced Intergenerational projects within care home settings such as the Llys Elian Day Services Project between the Care setting and a local pre-school nursery, which was the subject of a documentary broadcast on BBC Wales during the year. Conwy County Borough Council is looking to develop this work further next year by becoming a Dementia Friendly Council. Theatre Colwyn is also continuing with its Dementia friendly screenings.

## **Reading Friends: Connecting Older, Vulnerable and Isolated People**

Conwy Library Service has been leading the Welsh Reading Friends test project, working closely with Literature Wales. Reading Friends is a UK-wide programme, funded by the Big Lottery Fund, which connects people by starting conversations through reading. Delivered by volunteers and co-produced with older people, Reading Friends meet regularly to chat and share stories in groups or one-to-one sessions. It aims to empower, engage and connect older people who are vulnerable and isolated, people with dementia and carers.

Areas where evidence of further progress is needed and have been highlighted as priorities in the forthcoming year include strengthening the views of the residents and their families in care home settings, ensuring that residents have multiple avenues of opportunity to allow their voices to be heard; seeking further access to befriending schemes within Care Homes and further opportunities for engagement with local communities; Stronger involvement of families and carers within the assessment and planning processes to support a personalised and enabling approach to care planning for older people; and continuing the promotion of the Welsh language and culture within care home settings, including promoting the use of Welsh within daily living activities, access to online resources for staff groups and looking at changes to staff groups to support Welsh speakers.

## **Objective 2 - Address unequal outcomes in Education to maximise individual potential**

- 2.1 Reduce the educational attainment gap between different groups
- 2.2 Reduce identity based bullying in Education
- 2.3 Young people are supported in making the transition between Education and Employment

### **Addressing the Early Signs of Mental Ill Health**

As already outlined above, a number of actions have been implemented for children and young people to address the early signs of mental ill health. This work is done in conjunction with CAMHS and a number of interventions have been introduced to schools which are in line with CBT (Cognitive Behavioural Therapy) principles. Schools are ensuring the sustainability of these intervention programmes and embedding them into day to day practices. Seasons for Growth and Friends for Life training was previously provided to all Conwy schools and we are revisiting this training in collaboration with colleagues in Health in response to changing needs and staff changes. Emotional Literacy Support Assistant training and supervision has been introduced across Conwy and the first round of training is nearing completion.

### **Maximising Resources to Raise Attainment**

Schools and governing bodies continue to maximise resources as part of their responsibilities to utilise the Pupil Deprivation Grants (PDG) funding in line with the objectives set out in their school development plans. Schools share their PDG plan on their individual website or on GwE's website and GwE monitor the plans. The 5 year trend shows a reduction in the percentage of NEETs on leaving school from 3.6% in 2013 to 1.3% in 2017 in comparison to the Wales average of 1.6%. The percentage of NEETs post 16 is reducing due to the focused work of the TRAC Team which works with learners aged 11-16 who are at risk of NEET and also the Youth Engagement Team and the European Social Fund Projects (ADTRAC & C4W). The School Effectiveness and Standards Group is now an established aspect of the local authority's process for challenging and supporting schools. The group includes councillors representing the political diversity of the council, schools, local authority officers and GwE. The aim of the group is to review each school's performance. From the 2016/17 school year, 3 of the 13 eligible Looked After Children have returned to school to study higher level courses or to further their

Education. 9 of the 13 students gained Further Education College placements for September 2017 in addition to the 5 Young People already accessing Higher Education Courses. Looking at pupil results from the year, all Looked After Children achieved the Level 1 indicator and acquired at least 5 GCSE's or equivalent. This is slightly higher than the performance of the whole cohort. Pupils eligible for Free School Meals at level 2 performed as well in Conwy as across the region and the gap between them and those not eligible is lower than the national average. The performance of Free School Meals pupils in Conwy for English Language remains above the regional average.

We continue to provide assistance to pupils whose first language is not English or Welsh through the provision of English as a Second Language support. As at January 2018, we were supporting 420 primary school pupils and 206 secondary school pupils which is delivered by 9, mainly part-time, members of staff.

### **Tackling Specific Equalities Issues including Extremism**

As part of promoting and tackling specific equalities issues in schools in Conwy, a Health and Wellbeing steering group has been established and the terms of reference state that this group will be promoting and tackling specific equalities issues by offering training and evidence based interventions from services within the Local Authority and the third sector. This group will be the governance group for Health and Well-being initiatives in Conwy schools. Education have been working in partnership with Social Care to provide training on pupil radicalisation and extremism, which has been delivered for all secondary schools. An event was held in Spring 2018 for school staff with responsibility for the Health and Wellbeing of pupils from every school in Conwy to raise awareness of extremism and radicalisation issues and to facilitate networking with a view to providing the beginnings of a pathway for partnership working with other agencies and third sector organisations. North Wales 'Police and Community Trust' have also assisted financially with a production confronting stereotypes surrounding asylum seekers and refugees for schools.

### **Anti-Bullying Awareness Actions**

Anti-bullying conferences have been held to raise awareness and a revised Conwy Schools Bullying Policy has been distributed to all schools. A revised set of questions has been introduced following consultation with parents and pupils. Many schools run relevant activities during anti-bullying week. One primary school won a national competition with a film the pupils made following their conference. Bullying data is collected by

individual schools and broken down into Infants (3 to 7 year olds), Juniors (7 to 11 year olds) and Secondary (11 to 16 years old). The nature of bullying and probable cause are recorded. Training for staff and governors on anti-bullying in schools has been undertaken. We have funded a theatre tour in High Schools on safe relationships and the need to treat each other with respect, including the ramifications of “sexting”.

All schools have been made aware of the new Hwb resources for combating online bullying. This resource is still being developed and currently signposted via email links and will be up-loaded to the website in September. Conwy schools previously took part in Show Racism the Red Card a few years ago but there has not been a North Wales representative in recent years, however someone was appointed in Autumn 2018 so this will be investigated further.

### **Wellbeing Survey in Schools**

Secondary Schools participate in the School Health Research Network (SHRN) survey every two years which includes a range of Wellbeing questions. Our intention is to use the report to inform decisions made by the Education Health and Wellbeing Steering group to improve the wellbeing of pupils. An online Pupil Voice survey is being piloted in Primary Schools from September 2018. The survey includes specific questions around bullying, fairness, respect, healthy lifestyle, coping with difficult situations, growing up, friendships and safety.

### **Training to Tackle Homophobic, Biphobic and Transphobic Bullying**

Training has been agreed with Stonewall Cymru for Secondary School Staff for October 2018 to provide the knowledge, skills and confidence to tackle HBT (homophobic, biphobic & transphobic) bullying.

### **Work Placements to Develop Pathways to Employment**

Corporate Training have been exploring alternative opportunities to increase the length of time, quality and number of work placements offered and have involved a number of key managers in services and involved an external training provider to develop a work placement programme for hard to reach members of the community which could be developed as a pathway into employment. This work will be developed further in 2019. We continue to engage with services to explore further opportunities for work placements.

### **Developing Apprenticeships to Increase Skills in Local Community**

Similarly, the number of apprenticeships has significantly increased over the past few years following concerted efforts to offer developmental opportunities to people in Conwy. In 2016 we employed 36 Apprentices within the Council covering Business Admin, Libraries, IT, Creative Digital Marketing, Vehicle Maintenance and a Teaching Assistant. At that time there were also 16 apprentices taken on by local businesses following support from a skills Ambassador and 10 through Cwmni Prentis. In the current year we have employed 20 Apprentices and since 2012 the overall total stands at 90. We have appointed a number of our Apprentices into permanent posts at the end of their apprenticeship and we still have a number of Apprenticeship posts which remain in place to keep a flow through of new apprentices every couple of years to continue to offer opportunities to other people in the area.

### **Opportunities for Looked After Children through Apprenticeships**

We have identified through discussions with Social Care, the key needs and difficulties in supporting our Looked After Children in gaining Apprenticeships. One issue has been the minimum qualification requirement. We carried out some analysis on the minimum requirements stated in the person specification of all our apprentice posts so that we can identify where the blockages are and consider possible solutions. We have also been proactive in supporting individuals in gaining the necessary experience prior to interview and in providing them with Basic Skills training. We have also developed a Volunteering Scheme in our Library service which has been expanded into a Corporate Volunteering Policy to ensure we are consistent in handling volunteers. Case studies around our Looked After Children were shared at the December 2017 Managers' Forum to engage this senior group of managers and gain their support, commitment and further ideas to help support our Looked After Children and to obtain commitment from services to support future work experience requests. As some of our Looked After Children do not meet the minimum Apprenticeship standards, we have been exploring opportunities for offering work experience and considering Level 1 Traineeships in conjunction with Llandrillo and Careers Wales. We have already had some small successes in this area and will continue this work moving forward.

## **Objective 3 - Address inequalities in Employment and Pay**

3.1 Identify and address inequalities within recruitment, retention,

training and promotion processes

3.2 Identify and address any pay gaps between different protected characteristics

### **Targeted Training for Under-represented Groups**

We have offered the opportunity for staff to sign up to Springboard training via Academy Wales during the year. This course is aimed at women aspiring to or new into a management role and includes self reflection, developing self-confidence to make things happen, personal and professional goal setting, attitude, assertiveness, positive image and motivation. This has been taken up by senior female colleagues and well received. We provide mid-career and retirement planning training as part of our annual training calendar. In addition, the partnership of North Wales Public Sector Equality Network is developing a Pre-Employment Workshop which will be targeted at minority groups to provide advice and guidance on employment rights, how to apply for a job and tips for successful interviews in the public sector which will be undertaken in 2019. Further work is being developed within frontline services to support minority groups to identify a pathway to employment.

### **Integrating Equality & Diversity into all Corporate Training**

Corporate Training courses have been reviewed to ensure that appropriate equalities issues are highlighted and addressed in all training content. Some courses and policies have very specific equalities content, eg, around fairness and access in the Disciplinary and Grievance process, Attendance Management, Capability and Performance Management. Some policies are specifically aimed at protected characteristics and therefore equalities is an integral part of the training, eg, Harassment Policy. All managers have in the past 12 months received training on Safer Recruitment and equalities has been a key element covered in this training. In addition to subject specific training, we continue to roll out general Equalities Training covering all the protected characteristics and this is mandated for all staff across the Authority.

### **Managing Sensitive Data to Ensure Confidentiality**

Sensitive data, particularly around gender reassignment, is obtained only in limited circumstances. One place where this information is requested is in the job application process. To ensure it is retained confidentially, with the implementation of on-line recruitment, it is easier to contain this information and our current HR/Payroll system is set up so that sensitive data held on the system is not available to anyone outside of Corporate

HR. With the implementation of web recruitment, this confidentiality is strengthened as there is no risk of the employment monitoring data being sent to managers as part of the recruitment process.

If an applicant needs to complete a DBS (Disclosure and Barring Service) check, then they need to supply sensitive data that may reveal their status. There is a mechanism which allows for transgender people to submit their form directly to the DBS centre to allow them to maintain confidentiality, rather than having to provide it to local HR Link officers.

Guidance and training around confidentiality of information and data obtained by HR Link Officers in carrying out their duties is regularly communicated. If an employee changes their gender status during employment, then there is guidance in the draft Transgender Policy around the matter of record keeping and confidentiality.

Mandatory training was provided to all staff in 2017/18 prior to the introduction of the GDPR (General Data Protection Regulations 2016). All staff are required to undertake Data Protection training which includes the importance of confidentiality around sensitive data. In addition, all staff have a clause in contracts that they should treat any information about 3rd parties, including staff confidentially, and should not disclose to anyone at any time during or after the termination of employment. This is also relevant to many specific professional bodies and often staff also have to sign a separate confidentiality clause depending on the nature of their work.

### **Improve Awareness of Retirement Options**

The Retirement Policy has been updated and incorporates all the options for retirement with comprehensive information on each option and explains what staff need to do when deciding on their retirement. These discussions are also included as part of the Performance Development Review conversations.

### **Increasing Equality Monitoring Data Capture**

Equality Monitoring Data held under all protected groups continues to increase. There has been a more steady improvement following the introduction of e-recruitment which makes completing the equality monitoring information mandatory. Whilst we hold 100% data for sex, age and marital status, the coverage under race and disability are just below 50% with the other protected characteristics quite a bit lower. We have recently introduced self-service access to the HR Payroll system, which

means that staff with access to a computer can look at some aspects of their own employment record and amend the data if it is missing or incorrect and staff have been reminded about this. It is intended to expand on this progress when we implement electronic Performance Development Reviews (PDRs) and ensure there is another mechanism for this data to be checked, although this work has been delayed since the decision to revamp the whole PDR process. We will continue to look at mechanisms to continuously improve the picture and this work will be ongoing.

### **Survey Staff in Lower Grades to Consider Reasons for Choice of Job**

A questionnaire was distributed to staff in lower graded posts, particularly targeting people in posts covering catering, cleaning, teaching assistants, school escorts and school crossing patrol, to establish if they do that work through choice or due to other influences. The response was relatively low and therefore may not be statistically sufficient to provide any strong themes. However, responses indicate that the main reason why males work in lower paid jobs is through choice (sometimes limited by qualifications but not always). Whilst this was also a strong theme for females, females were more likely to respond that they were in lower paid jobs due to child/caring responsibilities and they wouldn't necessarily change that. Females were also more likely to have more than one job which meant juggling the times of jobs (or care), affecting their availability. Very few responded (male or female) that they would prefer to work in a different line of work although in response to the question, "What would you change?" a common theme was earning more money. This information will be considered further as part of the equal pay audit.

### **Reinforcing Management's Role in Encouraging Career Progression**

In order to consider the Line Managers role in promotion decisions and the importance of discussing career progression, the Performance Development Review (PDR) guidance documents were updated and sent to managers, which includes the importance of discussions on career progression. We also provide "expresso" training sessions "Motivating Individuals Towards High Performance", "Delivering Feedback Positively", and "Energising Coaching Conversations". Along with the PDR discussions, these all advise managers to consider having discussions about career progression with their staff. We will be reviewing our existing PDR process in 2019 and this will be an important aspect of any change to the process.

### **Improve Manager Awareness of Impact of Benefits on Part-Time Staff**

Universal Tax Credits were introduced to Conwy Borough during March/April 2018 and will eventually replace all Working Tax Credits and other benefits into a single payment, taking into account all the circumstances of each individual. Managers and staff were provided with a briefing around the new Universal Credit system which provided a better understanding of the impact of benefits on working hours, particularly for part-time and casual staff. People in Conwy will progressively be placed on the new Universal Credit arrangements as there are changes to their "package" and for all new applications.

### **Investigate Value of Introducing Unconscious Bias Training**

Unconscious Bias training has been investigated and a small number of training providers identified. Consideration is being given to running a short session on this topic at a future Managers Forum to capture a larger group of people.

### **Introduce Job Shadowing or Swapping Opportunities**

The Council offers many opportunities for staff to shadow or job swap as part of their development and to support the succession planning process. Staff may act up into higher posts within services when covering for existing staff or staff who have left. Sometimes this is on a short term informal basis and sometimes this will be a longer term more formal arrangement depending on the needs of the service. We also encourage managers to consider offering opportunities for staff to gain more experience of other roles through undertaking project activities they may not otherwise have undertaken or by shadowing more senior staff in their service when undertaking specific activities to gain additional knowledge and understanding. We also have secondment agreement templates for use both internally and externally for more formal arrangements. These activities are seen as ongoing development opportunities of staff as we move towards a learning organisation.

## **Objective 4 - Address inequalities in personal Safety**

- 4.1 Increase the reporting of hate crime and harassment and take steps to reduce incidents of hate crime and harassment including on-line abuse and bullying.
- 4.2 Increase the reporting of domestic abuse and take steps to reduce domestic abuse.

4.3 Increase awareness in vulnerable communities around telephone and on-line fraud.

### **Hate Crime Awareness Raising**

There were no formal actions under Personal Safety in this year's Action Plan. However, we have continued to support Hate Crime Awareness week in October each year through publications on our intranet for staff using posters and leaflets in all our public receptions and on noticeboards, as well as on our public website and enlisting the support of council members during campaign week, all of which is intended to increase the reporting of hate crime and domestic abuse. In collaboration with our North Wales equality partners, we produced a card protection holder which contains the "Report it" website and the 101 Police non-emergency number, which was distributed to attendees at our equality engagement event in spring 2018. We also support Holocaust Memorial day on 27 January. Our Public Protection team also support various awareness raising events on a regular basis throughout the year.

### **Violence against Women, Domestic Abuse and Sexual Violence Awareness**

Our Domestic Abuse Policy has been updated and includes the content of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and promotes the Live Fear Free reporting process. In addition during 2017/18 we also demonstrated our commitment to this agenda by introduced training on Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) as mandatory for all our staff and this is being followed up by mandatory Safeguarding training.

## **Objective 5 - Address inequalities in Representation and Voice**

- 5.1 Decision making bodies become more representative of the communities they serve.
- 5.2 Consultation and engagement is improved through strengthening links between the Public Sector and local and national groups representing people from all protected groups.

## **Supporting Diversity in Democracy**

Various events linked to diversity in democracy and women getting the vote have been held during the year, such as:

- Celebrating International Women's Day (8 March)
- Conwy Youth Council meeting students from the US (22 March)
- Women's Archive Wales Road Show at Llandudno Library (14 April)
- Promotion of Women in Politics (10 May)
- EqualiTeas (19 June)
- Engaging Ethnic Minority Groups (4 July)

Work was also undertaken in 2017 around Welsh Government's Diversity in Democracy Programme prior to the local elections in 2017 as a way to encourage more candidates from under-represented groups to stand for election. In Conwy, the age and gender split of our current members post the 2017 election does indeed appear to be more representative of the local population with 31% women and 30% under age 50. Welsh Government are currently reviewing the effectiveness of that programme to determine whether it will run again in the 12 months prior to the 2022 local elections.

## **Promoting the Principles of Advanced Care Planning**

The principles of advanced care planning continue to be promoted and the partnership have attended relevant events to promote the work of COG 7, for example, St David's Hospice led on a 2017 event where approximately 50 professionals and members of the public. At the event, professionals and those within the partnership shared the principles of advanced care planning and encouraged people to plan for the future. The importance of End of Life Care remains on the partnership agenda and maintaining networks and links between the hospices is regarded as vital. We have also disseminated 'When Someone Dies' signposting leaflets.

## **Continue Conwy Involvement Network to Increase Local Involvement**

Conwy Youth Council and Conwy Involvement Network continue to work on agreed partnership priorities, for example, Emotional Health and Wellbeing and Additional Learning Needs. They meet with Cabinet members annually. They also meet with the Conwy People's Partnership (CPP) Board annually to agree joint priorities. The Conwy People's Partnership Board held their joint meeting with the Conwy Involvement Network and Youth Council in September 2018 and the Conwy Involvement Network have chosen 'Support for Carers' as their priority for 2019. The Youth

Council have chosen 'Internet Safety including online gambling' as their priority for 2019.

**Other Awareness Raising Activities**

In addition to supporting Hate Crime Awareness Week and Holocaust Memorial Day, during the year we also recognised 6 February 2018 – 100 year anniversary of the Representation of the People Act 1918 and the origin of the Welsh Suffragists in Llandudno as well as LGBT History month in February 2018 which was recognised on intranet and through facebook via Conwy libraries – who celebrated the month by publicising various books and literature on LGBT issues and stories. We also publicised information, an employee's personal experience and art work during Autism Awareness week, all to raise awareness of these issues with our staff.

**Objective 6 - Address inequalities in access to information, services, buildings and the environment**

- 6.1 Improve access to information and communications and the customer experience, in particular for people with sensory loss and for those whose first language is not English or Welsh.
- 6.2 Improve physical access to services, transport, the built environment and open spaces.

**Improving Access to Services for People with Sensory Loss**

A project has been set up to consider how we can improve access to our services for people with sensory loss, including supporting BSL (British Sign Language) users. A comprehensive action plan has been produced which includes seeking options for BSL provision, as well as improving staff awareness of people with sensory loss through guidance documents and training, including specific training for the front of house staff in Coed Pella. This action is continuing into the next reporting period (2018/19) which will see the implementation of a BSL interpreter service across Conwy Council.

**Improving Availability of Information and Access to Registrar Service**

The Council's website has been developed to provide comprehensive information on all areas relating to Births, Marriages and Deaths, including guidance, relevant forms and links. Access to the site is also available via

Conwy's facebook page. Further work to develop a more interactive website is being progressed.

### **Implement Pay & Display Machine Replacements to Improve Access**

The pay and display machine replacement programme has continued through the year with 72 new pay and display machines now having been installed. These new machines offer greater flexibility to users as they accept coins and cards for payment and they are more accessible than previous equipment.

### **Implement and Integrate Conwy's Children's Rights Scheme**

The Children's Rights Scheme was introduced in 2015 and also forms part of the Equality Impact Assessment process so that children's rights are considered under the protected characteristic of age when we are reviewing or introducing new policies and practices. Training has been provided to staff on the Scheme. The tool kit is scheduled to be reviewed and if required, will be updated.

### **Review Baby-Changing/Nursing Facilities to Consider Action Plan**

A review of the baby changing facilities has been undertaken and a list of all our public conveniences with the facilities available including baby changing facilities at each location is published on the Council's website, along with opening times. The quality of our buildings used for public conveniences varies significantly across the county. A programme of improvement is being implemented in partnership with local Town Councils around the County which is enabling us to improve the facilities to service users and we have refurbished or replaced a number of facilities in the last 2 years. This work will continue to be progressed on a facility by facility basis as and when resources are identified to enable this work to take place. We are currently running a trial where we are leaving the public accessible toilets (accessible via a radar key) and the automated "pay as you go" toilets open and will monitor this trial carefully. There are baby changing and nursing facilities in the new Council building in Coed Pella, as well as an adult changing places facility which are all available to the public. A further review is being undertaken of our other publically accessible buildings such as Libraries, Leisure Centres and other Council Offices to achieve a more consistent standard.

## 4. Specified Employment Information

### 4.1 Employment Monitoring Reports

Conwy Council's annual employment monitoring reports are published on our website each year. The Specific Duties, set out in the Statutory Duties (Wales) Regulations 2011, require public organisations to report annually on the following areas for each protected characteristic:

- Employees working for us on 31 March each year
- Applicants for employment over the last year
- Employees who have applied internally to change position (tracking successful and unsuccessful applicants)
- Applicants for training and how many succeeded
- Employees who completed the training
- Employees who are involved in grievance procedures as a complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees leaving and reasons for leaving

In addition, public organisations must compare men and women employed, broken down by Job, Grade, Pay, Contract type (including permanent and fixed term contracts) and Working patterns (including full time, part time and other flexible working patterns).

These reports are used to review the effectiveness of our employment policies and practices and to consider whether there has been any potential lack of fairness or discrimination. Data which indicates there may be potential for lack of fairness or discrimination in the application of a policy or practice is investigated in more depth and if necessary, remedial action taken to remove it by reviewing the relevant policy or practice. We review all our policies periodically and carry out Equality Impact Assessments using the data from our latest Employment Monitoring Report.

We have taken steps to improve data capture on equality monitoring for our staff, whilst accepting that we have to respect that not all employees wish to provide this personal or sensitive information. We believe that it is important to give employees the opportunity to be counted if they wish.

Both the paper application form (now only used for accessible reasons) and online application form provide an explanation as to why equality monitoring data is collected and how it will be used, providing reassurances around Data Protection Act and confidentiality.

Applicants are required to complete our equality monitoring form as part of e-recruitment and this section is mandatory, although we allow people to state: “prefer not to say”. We have expanded the use of our “self-service” facility and continue to seek additional ways of improving further the equality data we hold for staff.

Our latest Employment Monitoring Report for 2017-18 is available on our website under the Equality and Diversity section which can be found [here](#).

We hold the following data for staff in Conwy:

100%	Sex
100%	Age
99.5%	Marital/civil partnership status
50.2%	Race
44.6%	Disability
38.5%	Religion/Belief
49.6%	LGB
30.9%	Transgender

Data held in all categories has slightly improved since last year. These figures show how many people have provided information on each protected characteristic, not the actual number of people in that group. When using information from the categories with lower levels of data held, caution must be applied in assuming these figures are representative of our workforce.

Our latest report for 2017-18 shows that we employ 4147 permanent or fixed term contract staff, of whom 72.9% are female and 27.1% male; 56% have stated they are married or in a civil partnership; 1.8% have a disability; 0.7% are Lesbian, Gay or Bisexual; 1.4% are Black Minority Ethnic (BME). Our casual workforce is made up of 2109 staff comprising 78% female and 22% male, although not all staff included in this count will be physically in work all the time, as they are normally called to work as and when required. Whilst these numbers reflect the actual number of people we employed on 31.3.18, they fill a greater number of posts as we

also employ a large number of staff who hold more than one post (4536 permanent/fixed term posts were filled and 3049 casual posts).

There were fewer applications in this period (2732 vs 2996 the previous year and 3401 in the year 2015-16) for 572 vacancies (513 last year). There were an average of 4.7 applications per vacancy. 64.8% of all applicants were female and 35% male. We attracted 3.48% disabled applicants, which is disappointingly lower than last year with numbers decreasing to 95 (from 146 last year). We attracted 1.14% BME applicants, equating to 31 which is 4 less than last year and one of the lowest years since 2006-2007 with regards the number of BME applications received. This appears low when compared to the 2011 Census (2.3%).

We continue to employ more part-time staff (53%) than full time staff (47%) with 88% of part time staff being female. These figures are the same as last year. 57% of full time permanent posts are female. 70% of full time Fixed Term Contract (FTC) staff are females and 87.5% of FTC part-time staff are female. Casual posts are also predominantly occupied by female staff at 75%.

43% of female applicants were shortlisted and 54% of disabled applicants were shortlisted (4.14% of the total shortlisted), as were 35% BME applicants (0.89% of the total shortlisted). 350 appointments were made during the year, of which 66% were female and 34% male, 5% were disabled (compared to 1.5% in the workforce) and 0.6% were BME (compared to 1.2% in the workforce).

76% of all Sickness, Grievance/Bullying and Disciplinary/Capability cases involved female employees, which is comparable to the workforce profile of 75% female and 25%.

There were a larger number of Sickness, Grievance/Bullying and Disciplinary/Capability cases involving employees within the 45-54 age range (29%), which is broadly comparable to the workforce with 29.4% of the total workforce falling into this age group. This follows the same trend as last year too.

The Grievance/Bullying cases were made up of 80% females, which is broadly comparable to the workforce profile, albeit a little higher. 78% of Sickness absence cases were female which is broadly comparable to the workforce profile. With regard to Disciplinary/Capability cases, there are a higher number of cases in the 55-64 age group. The number of

Disciplinary/Capability cases has increased for males this year and when compared to last year's figures is double. 55% of cases were males, which when compared to the workforce profile of 75% female to 25% male is predominantly higher. When compared to last year's figures, female cases have decreased this year.

85.6% of the 733 leavers were voluntary, 75% were female which is a direct correlation with the workforce profile. Of those who left involuntary, 55.88% were staff whose temporary contract had come to an end, 13.72% left due to compulsory redundancy, 29.42% were dismissed (60% were dismissed on ill health grounds) and 0.98% left due to TUPE. 17 disabled employees left the organisation in the period, 15 voluntarily and 4 BME employees left during the period.

The outcomes reported in 2017-18 Employment Monitoring report show some improvement in recruitment for Black Minority Ethnic (BME) and disabled groups, as well as a number of trends moving closer to the workforce profile. Full details and analysis of the data can be found in the Employment Monitoring Report 2017-18 on our website [here](#).

## **4.2 Equal Pay and Pay Differences**

The Equality Act 2010 requires that women and men are paid on equally favourable terms where they are employed on 'like work' or 'work rated as equivalent' or 'work of equal value'. Conwy Council operates a Job Evaluation (JE) scheme which was implemented in 2010 which means that all posts within Conwy Council are allocated a score based on the level of knowledge and skills, amount of creativity, how complex the contacts and relationships are, what resources they are responsible for, the level and complexity of decisions and the consequences, how complex the work demands are, physical requirements working conditions and the context. The score for the job then equates to a Grade which is linked to pay.

We have a maximum of 4 progression scales within a grade and normally staff start at the bottom and progress each year to the next level until they reach the top of grade, providing they have been performing satisfactorily. Managers do have the option of elevating staff to a higher level sooner but this is normally for outstanding performance or retention purposes. There is no manoeuvrability outside the grade.

We have no bonus schemes in place for staff on Single Status Terms and Conditions. Staff receive enhancement payments if they work unsociable

hours or if they work overtime, but this is applied uniformly to all staff and is automatically paid based on timesheet data, completed by the employee.

There are currently no agreed market rates in operation, any pay protection is limited to 12 months (in the case of redundancy/redeployment situation if a salary is reducing by one grade), we do not operate performance or competence related pay (other than described above within grade). The only other different salary arrangements within Single Status are related to TUPE (Transfer of Undertakings - Protection in Employment) Regulations where protected terms and conditions (and pay) have been transferred with an employee.

We pay stand-by and call out payments as and when staff are required to work outside of their normal hours to cover emergency work.

We also operate Chief Officer pay grades which are job evaluated under HAY and national Soulbury arrangements apply to professional School staff.

The Equality and Human Rights Commission recommends that pay gaps of 5% or more should be treated as significant.

The latest Equal Pay Audit conducted in 2018, shows that the gender pay gap within each grade runs between -1.8% and +0.39%, which was the same as last year. Indeed in Grades G01, G04, G05 and G09, pay marginally favours women. When looking at the overall gender pay gap across all Single Status grades (G01-G12), the gap has reduced to 7.15%, showing a gradual reduction from 13.1% since 2011. When we add in the whole workforce, including teaching and other school staff, the overall gender pay gap for Conwy County Borough Council equates to 3.56%, showing a substantial reduction since 2009 of 15.8% as shown in the table below.

<b>Pay Gap</b>	<b>2009 Pre JE</b>	<b>2009 Post JE</b>	<b>2011</b>	<b>2015</b>	<b>2017</b>	<b>2018</b>
Gender Pay Gap range between Grades G01-G12			1.1-0%	0.8- 1.9%	-1.8-0.4%	-1.8-0.39%
Total Gender Pay Gap Grades G01- G12			13.1%	9.3%	7.53%	7.15%
All posts Gender Pay Gap	16.2%	15.8%	8.83%	6.5%	4.39%	3.56%
Disability Pay Gap			-10%		0%	-9.78%
BME Pay Gap			2.45%		6.35%	5.10%
Age Pay Gap : Under 50s as % of 50+					-1.37%	-2.47%
Age Pay Gap 50+ as % of Under 50s					+1.35%	+2.41%

30% of all posts occupied are within Grade G01 (lowest paid) and 84% of postholders are females, which is not uncommon in the public sector due to the labour intensive nature of the work undertaken. Occupational segregation is one of the main reasons why there continues to be a pay gap. Traditionally, women are considerably more likely to work in cooking, cleaning, caring, catering and clerical fields (which tend to offer lower salaries) than men, who are more likely to work in manufacturing, construction and transport. The pay gap is affected by factors such as the proportion of men and women working part-time or in different occupations.

The public sector gender pay gap for all employees was 17.8% in 2016, 17.7% in 2017 and 17.9% in 2018 (source: ONS Annual Survey of Hours

and Earnings). ONS state that the gap among all employees is higher, driven by more women working in part-time jobs, which are lower paid.

45% of staff have provided information on their Disability although only 1.5% of the workforce have declared a disability. 50% of staff have provided information on their Race but only 1.2% of the workforce have stated they are black minority ethnic. The overall pay gap for Race is 5.10% and Disability is -9.78%. The pay gap for Race has decreased to within tolerance in accordance with the EHRC guidance, however the figure is still distorted by the small number of staff included in the data set which makes drawing any meaningful conclusions difficult. There is a positive pay gap between Disabled people and non-disabled people, although again the limited data set should be noted.

The pay gap between our under and over 50 year olds show that pay is marginally higher for over 50s than under 50s but still within an acceptable pay gap range. This is likely to be attributed to older people probably having greater breadth and depth of experience as they have worked longer.

We have maintained the progress in the representation of females in our senior management roles with 53% of females being senior managers, with 58%, 50%, 45% and 62% of females in our 4 highest grades G09, G10, G11 and G12 respectively.

Our latest Employment Monitoring Report 2017-18 shows that compared to our workforce gender split of females:males of 75:25, females are less proportionally represented in grades G02 (64%), G03 (68%), G06 (56%), G07(62%), G09 (58%), G10 (50%), G11 (45%) and G12 (62%). It also shows that the overall ratio of the workforce (75:25) is largely reflected in each of the salary ranges except £16-20K (60%), £20-24K (64%), £24-28K (60%), £40-45K (52%), £45-50K (64%) and £50K plus (53%).

In the over £50K category, 53% were female, which is the same as the previous two years. It is worth noting that the numbers of people in the higher salary ranges is much smaller and therefore can be affected by a single appointment. The over £50,000 category includes the Chief Executive, Directors, Heads of Service, Head Teachers, Deputy Head Teachers and Education Advisors/Inspectors.

The amendment to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force from April 2017 do not apply to

public bodies in Wales or Scotland as we have the Statutory Duty (Wales) Regulations 2011 which already requires us to follow gender pay gap reporting requirements. However we will be reporting in April 2019 using the national calculation as per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## **5. Conclusion**

We identified 33 actions in the second year of our Strategic Equality Plan 2016-2020. 32 actions (97%) have been completed successfully with the one remaining action being delayed due to limited resources but is well underway and will be completed during 2019.

In addition to the identified actions, further actions have been reported on within this report and as can be seen, much work has been undertaken in the past year to move towards achieving our equality objectives, with the overarching objective of improving fairness, transparency, access and equity for all in both service delivery and employment. We will continue to improve our collection and use of equality data and continue our improving journey of engagement with our community, recognising there is always room for improvement. We will continue to use equality data and feedback to inform our policies and practices through the Equality Impact Assessment process.

We are committed to making improvements around equality and diversity across Conwy County whilst ensuring that we manage our budgets and resources efficiently during these continued challenging times. We know we cannot rest on our laurels and need to keep striving for the rights and fairness of all our citizens in Conwy so that we can achieve our vision of being a progressive County creating opportunity whilst ensuring we are fair to all.