

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	14 March 2016
Subject:	Strategic Equality Plan 2016-2020 and Annual Equality Report 2014/15
Portfolio Holder(s):	Cllr Aled Morris Jones
Head of Service:	Lynn Ball, Head of Function – Council Business / Monitoring Officer
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Local Members:	Not applicable

A –Recommendation/s and reason/s
<p>Recommendation : The Executive is requested to approve the Council’s Strategic Equality Plan 2016 - 2020 and Annual Equality Report 2014/15 for publication by 31 March 2016.</p> <p>Reasons:</p> <p>The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 must:</p> <ul style="list-style-type: none"> • publish a Strategic Equality Plan (SEP) and equality objectives, which must be reviewed every four years. • publish an annual equality report by 31 March in the year following each reporting period. <p>The role of both the SEP and the the Annual Equality Report is to support the Authority in meeting its general equality duty to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 • Advance equality of opportunity between people who share a relevant protected characteristic and those who do not • Foster good relations between people who share a protected characteristic and those who do not

The Council published its first SEP in April 2012. That Plan, and the equality objectives included in it, have now been reviewed, resulting in an updated SEP for 2016–2020 (Appendix 1). The Plan is based on a set of shared equality objectives developed by the North Wales Public Sector Equality Network. Partnership documents (shared objectives and background/research) are in the process of being finalised and will be published alongside the Council’s SEP.

The Annual Equality Report (Appendix 2) is the fourth annual report to be published since the introduction of the Equality Act 2010. This report covers the period from 1 April 2014 to 31 March 2015 but also includes an outline of developments up to December 2015 so as to provide a more up-to-date picture and to complement our new Strategic Equality Plan.

B – What other options did you consider and why did you reject them and/or opt for this option?

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C – Why is this a decision for the Executive?

To obtain high-level strategic ownership of our equalities agenda.

D – Is this decision consistent with policy approved by the full Council?

Yes.

DD – Is this decision within the budget approved by the Council?

Not applicable.

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The draft Strategic Equality Plan and Annual Equality Report were circulated internally to services and other relevant officers for comment and were considered by SLT at its meeting on 22 February 2016.
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
5	Human Resources (HR)	
6	Property	
7	Information Communication Technology (ICT)	
8	Scrutiny	

9	Local Members	
10	Any external bodies / other/s	

F – Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

FF - Appendices:
<p>Appendix 1 - Strategic Equality Plan 2016-2020</p> <p>Appendix 2 - Annual Equality Report 2014/15</p>

G - Background papers (please contact the author of the Report for any further information):

Isle of Anglesey County Council

Draft Strategic Equality Plan 2016-2020

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Foreword

As an authority we are committed to equality, both in the provision of services and as a major employer, and to the elimination of unfair and unlawful discrimination in all our policies, procedures and practices.

This is the second Strategic Equality Plan to be produced by the Isle of Anglesey County Council. It aims to build on the priorities identified in our first Plan and the actions identified within it will, within the capabilities and influence of the County Council :

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and people who do not

We shall be pleased to receive constructive comments, contributions and involvement from any quarter within or outside the County Council's area to help us achieve our objectives in this very important aspect of our work.

Councillor Aled Morris Jones
Equality and Diversity Portfolio Holder
Isle of Anglesey County Council


How to contact us

If you have any questions or wish to make comments about this Strategic Equality Plan, please contact:

Please contact:

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We are happy to provide this document in alternative formats on request. Please use the above contact details.

Mae'r ddogfen yma ar gael yn y Gymraeg. Os ydych yn darllen y fersiwn electronig, defnyddiwch y ddolen "Cymraeg" ar ochr dde'r bar uchaf. Os ydych yn darllen copi papur, defnyddiwch y manylion cyswllt uchod i gael copi o'r fersiwn Gymraeg os gwelwch yn dda.

This document is available in Welsh. If you are reading the electronic version, please use the "Cymraeg" link on the right hand side of the top bar. If you are reading a paper copy, please use the above contact details to obtain a Welsh version.

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North Wales Public Sector Equality Network	
- Shared Equality Objectives Document	
- Background and Research Document	

Introduction

The Equality Act 2010 is about ensuring a fair deal for everyone and focuses on ending discrimination, advancing equality of opportunity and fostering good relations between different individuals and communities. The Act replaces previous anti-discrimination laws with a single Act. It simplifies and clarifies the role of local authorities as leaders in achieving equality improvements for their citizens and communities.

The Act lists a number of characteristics which must not be used as a reason to treat some people worse than others - these are known as 'protected characteristics' and are listed below:

- Age
- Gender reassignment
- Sex
- 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 (but only in respect of the need to eliminate discrimination)

The Welsh Government has introduced specific duties for public bodies in Wales to help them meet the general duty. As part of these specific duties, public bodies are required to develop and publish equality objectives and Strategic Equality Plans and review all its equality objectives at least once every four years.

The Council's Strategic Equality Plan

The Council published its first Strategic Equality Plan (2012 – 2016) in April 2012. That Plan, and the equality objectives included in it, have now been reviewed, resulting in this updated Strategic Equality Plan for the next four years.

We are committed to mainstreaming equality into the work of the authority at all levels by integrating equality considerations into existing improvement work within our key strategies and plans. It is important, therefore, that this Plan should not be seen as a 'stand-alone' document but as a plan that complements and signposts to some of our other key corporate and service plans.

Our Island

The Isle of Anglesey is an island of just over 700 square kilometres, and comprises a mostly rural landscape. Its 200km coastline includes a wide variety of sandy beaches and rocky coves that attract a significant tourism industry in the summer months. The A55 forms one of two crossings that connects our island with mainland Wales, and enables passengers and freight to travel to and from the port of Holyhead.

There are five main towns on the island, the largest of which by far is Holyhead, with a population of about 13,500. Anglesey is more sparsely populated than most local authorities in Wales, but all its towns and villages are accessible within half an hour from the Council's administrative office in Llangefni.

Information about the population of Anglesey can be found on page 8.

Our Council

Political Structure

Anglesey's residents are represented by 30 elected members (also known as Councillors).

The Council's main decision-making body is an Executive of seven members, chaired by the Leader of the Council. The Executive's decisions are held to account by two Scrutiny Committees.

Further information about the Council's political arrangements, including details of our committees and dates of meetings, can be found on the Council's website under the heading '[Councillors, democracy and elections](#)'.

Management Structure

A new strategic management structure came into effect on 1 January 2016 which includes the Chief Executive and two new Assistant Chief Executive posts, responsible for:

- Governance and Business Process Transformation
- Partnerships, Community and Service Improvement

Heads of Service have operational responsibility for our services, namely:

Adults' Services (Social Services)
Children's Services (Social Services)
Corporate Transformation
Council Business
Economic and Community Regeneration
Highways, Waste and Property
Housing
Learning
Planning and Public Protection
Resources

Corporate Business Plan

The Council's current Corporate Plan sets out our strategic aims up to 2017. Our main aim is by 2017, to be a professional and well-run Council, innovative and outward looking in our approach, committed to developing people and partnerships in order to deliver efficient and effective services of good quality that are highly valued by our citizens.

As part of the development of the Corporate Plan, Anglesey residents were asked which of our services were most important to them and the overwhelming and consistent priorities were:

- Supporting the most vulnerable
- Developing the Economy
- Raising the standards of and modernising our schools

As a result, these priorities form the basis of our Corporate Plan. When working on the above, the Council will continue its commitment to equality, in terms of:

- service provision
- its responsibilities as a major employer and
- ensuring that Council policies, procedures and practices do not discriminate in any way.

The Council also publishes:

- **An Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Corporate Plan.
- **An Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

Relevant Equality Information

The Council publishes relevant equality information within a wide range of corporate and service strategies and plans. Documents are published on our website. Paper copies or other alternative formats are also available on request – please use the contact details on page 3 to get in touch with us.

Key information on the population of Anglesey is outlined below.

The estimated resident population for Anglesey was 70,169 on 30 June 2014

In the last five years, the population of Anglesey has seen an increase of 0.5% (336 people).

According to the 2011 Census, (as at 27 March 2011):

- 49.1% were male and 50.9% female.
- 22.4% were people of retirement age, compared to 18.4% across Wales
- 17.0% were children aged 0-15, compared to 18.2% across Wales.
- 98.2 were white, compared to 95.6% across Wales
- 0.7% were from a mixed/multiple ethnic group, compared to 1.0% across Wales
- 0.7% were Asian/Asian British, compared to 2.3% across Wales
- 0.1% were Black/African/Caribbean/Black British, compared to 0.6% across Wales
- 0.3% were from another ethnic group
- 57.2% of people could speak Welsh, compared to 19.0% across Wales.

Source: Office for National Statistics (Anglesey Infobase).

Statistics held by the Council's Adults' Services on disability show that, as at 31 March 2015:

- 303 people were listed on the Learning Disability Register
- 5,130 blue vehicle badges had been issued (during 2014/15)
- 2,516 individuals were registered with physical disabilities and sensory impairment - it should be noted, however, that not every person with a disability or impairment choose to register with the service but still require a form of service.

According to records held by our Waste Management Service, as at 27 November 2015 :

- 1077 households receive the Council's assisted waste collection service, and
- 332 households receive the household clinical waste collection service.

The background information for each equality objective and action area can also be considered relevant equality information.

We acknowledge that we do not have a complete picture of the size, nature and complexity of all protected groups on Anglesey, and that collecting this must be an ongoing process. We will continue to collect relevant information through engagement wherever possible.

Employment Information

Employment Information and Pay Differences

The Authority has an electronic Human Resources system to record and monitor workforce data, which since 2014 has been successfully utilised to input details of new staff into the system. Additional work is however required to ensure that information relating to staff employed prior to 2014 is current and up to date. Restrictions in terms of ability of the system and the implications on a very tightly resourced service has meant that the Authority has been unable to accurately record and monitor workforce data in its entirety.

We have sought to address this through the actions that have been identified under equality objective 3 – Address inequalities in employment (page 23).

The employment information currently available for the Council is outlined on our 2014/15 Annual Equality Report.

Promoting Knowledge and Understanding

The Authority is committed to providing learning and development opportunities to staff that enable them to perform to their optimum ability. We also recognise that it is important for people throughout the Authority to be aware of the general and specific equality duties to ensure that it is considered in their work when relevant. We have addressed this through our action area entitled 'a staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement' (page 34).

Promoting equality

As an authority we are committed to equality, both in the provision of services and as a major employer, and to the elimination of unfair and unlawful discrimination in all our policies, procedures and practices.

The Authority recognises that adhering to its Equality & Diversity Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation and employee's best interests. We also recognise the great benefits in having a diverse workforce with different backgrounds, solely employed on ability. As an example of this, the authority has committed itself to becoming a Disability Symbol User, and is therefore working continuously to maintain the five commitments, including interviewing all applicants with a disability who meet the minimum criteria for a job vacancy and making every effort when employees may become disabled to make sure they stay in employment.

More examples of what we have done over the past four years to promote equality have been included in our Annual Equality Plans which are available on our website. Paper copies or alternative formats can also be provided on request.

Assessing for Impact

The Authority recognises the statutory requirement for undertaking equality impact assessments and training is available for any staff members who feel they require further guidance when using the Authority's Equality Impact Assessment templates.

The aim is for this process to become mainstreamed into day to day work of policy-making, employment practice, service delivery and other functions carried out within the organisation. This appears to be moving positively with more and more areas recognising the need for the equality impact assessments and evidence demonstrating that the guidance and templates available are being utilised.

To further embed and mainstream equality considerations, we have ensured a closer alignment between the equality impact assessment process and project management within the Authority. Initial screening will occur at Project Start-up and will continue to be an integral part of the process.

In terms of complying with publication requirements, all committee reports are published on the Council's website. A summary of the results of impact assessments will be provided in committee reports. The template currently used for reports to the Council's Executive includes a specific section which requires officers to outline any 'equality implications'.

Where it is clear from the assessment that the likely or actual impact on the authority's ability to meet the general duty is substantial, then reports will include the elements described below:

- The purpose of the policy or practice that has been assessed
- The steps that have been taken to impact assess that policy or practice
- A summary of the information that was taken into account
- The results of the assessment
- The decision taken in respect of the assessment

Engagement

The Council values the views of the public, its service users, partners and other interest groups as part of providing effective services that meet the needs of the people of Anglesey. By seeking those views and then acting on them, the Council can ensure that its services better reflect the needs and aspirations of all those it serves.

A joint engagement and consultation board has been set up by Medrwn Môn where the Community Voice principles of engaging with hard to reach communities has been adopted corporately - this board has representation from across the Council, which includes officers and elected members, as well as Community Voice and Medrwn Môn staff. Here the board has agreed to use the National Principles for Public Engagement as the baseline for ensuring that hard to reach groups can engage.

Medrwn Môn also has project workers in the North Wales Regional Equality Network, North Wales Deaf Association and North Wales Advocacy who work directly with beneficiaries under the protected characteristics of the Equality Act. The project officers y all work with the Council to ensure that their voices are heard in service provision design and delivery.

Our engagement activities for the purpose of developing this Plan began with a regional event hosted by the North Wales Public Sector Equalities Network (NWPSSEN) on 2 October 2015 at the Conwy Business Centre, Llandudno Junction – further details can be found under ‘Collaboration’ below.

Collaboration

North Wales Public Sector Equality Network

Since the new Equality legislation was introduced in 2010, equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire & Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have been working collaboratively to advance the equality agenda and to tackle issues on inequality that cut across the public sector in North Wales.

During 2011, the North Wales Public Sector Equality Network (NWPSSEN) conducted joint activities to develop a set of shared objectives which every partner agreed to. These shared objectives were developed after a North Wales consultation event, along with the evaluation of the evidence available at that time, including information published in the Equality & Human Rights Commission report “How Fair Is Wales?” Each objective had an accompanying set of action areas and different partners agreed to contribute to different action areas.

In accordance with legislation, equality objectives must be reviewed at least every four years. A second engagement event was held on 2 October 2015 to listen to what our stakeholders had to tell us about our priorities for the next four years. Based on this engagement event and analysis of published reports and anecdotal evidence, NWPSSEN concluded that the original objectives are still relevant and required only a small amount of changes to the accompanying action areas. Further details can be found in our partnership documents:

- Shared Equality Objectives document
- Background and Research document

The shared equality objectives across North Wales for 2016-20 are listed below:

1. Address **Health** inequalities
2. Address unequal outcomes in **Education** to maximise individual potential
3. Address inequalities in **Employment and Pay**
4. Address inequalities in **Personal Safety**
5. Address inequalities in **Representation and Voice**
6. Address inequalities in **Access** to information, services, buildings and the environment

These equality objectives are relevant to all our organisations and each organisation will have its own Strategic Equality Plan which will set out how they intend to show progress on addressing the inequalities identified by our research and engagement.

Equality Objectives

As noted on page 5, we are committed to embedding equality into the work of the authority at all levels by integrating equality considerations into existing improvement work within our key strategies and plans. This is reflected in the equality objectives and action areas we have identified in that they form a mixture of work in progress within existing strategies as well as some new areas.

The following pages explain how we have chosen to contribute towards the six shared equality objectives developed by the North Wales network. A seventh objective has also been identified to address local issues.

All the objectives, actions and timescales are summarised in this Plan on the following pages.

Objective One: Address Health inequalities

Key Theme: Increase the number of people, in under-represented groups, choosing healthy lifestyles

Four years ago, we noted that schemes were already in place in Anglesey to encourage specific groups to become more active. For example:

- Through the Disability Sport Wales initiative, the main aim of which is to increase the number of disabled people to regularly take part in sports and physical activity.
- Sport Wales Dragon Sport and 5 x 60 schemes aspire to get every child hooked on sport for life. A key priority within these schemes is to increase participation with particular emphasis on encouraging more girls to take up physical activity.
- Stepping Out, another Sport Wales initiative, aims to develop an inclusive and varied walking programme for adults. Another exciting scheme for youngsters and adults is the cycling initiative which lends itself very well to intergenerational initiatives.

In addition, The National Exercise Referral Scheme (NERS) is funded by Welsh Government and Public Health Wales (PHW), working in partnership with the Welsh Local Government Association (WLGA), local authorities, and Local Health Boards. It targets clients who are at risk of developing chronic disease, providing an opportunity for referrals to access a high quality supervised exercise programme to improved health and wellbeing.

Aimed at those over 17 years of age, who are not used to being regularly physically active and have a medical condition, the Scheme is designed to provide opportunities to exercise that are fun, rewarding and that can be incorporated into everyday life. There are a wide range of activities both gym based and class based to choose from for patients that have been through rehabilitation programme or referred by a health professional (GP, Nurse, and Physiotherapist etc). Patients will be able to access a wide range of opportunities and these will be available between 16 and 32 weeks of the programme (depending on medical condition).

Also, Disability Sport Wales have introduced InSport to provide inclusive, quality sessions to disabled people. It is a four tiered (Ribbon, Bronze, Silver and Gold) identification and accreditation process which any sports club can go through to show they are committed to providing and delivering inclusive sport. DSW have designed the InSport programmes so that they support the partner in developing inclusive provision, opportunity and practices which will ensure that disabled people gain access to the level of participation / performance they require.

Achievements over the past four years have been outlined in our annual equality reports. We will continue to report on progress over the next four years.

Our contribution to the above key theme area will be to continue to provide activities for targeted groups and look at increasing participation rates in some instances

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Objective One: Address Health inequalities

Key Theme: Improve dignity and respect in care for everyone, particularly older people, vulnerable people, transgender and lesbian, gay and bisexual people

We recognise the importance of ensuring that older and vulnerable people are fully supported and are well informed when making decisions about their own future. A Local Area Co-ordination model has been developed and will be introduced in Anglesey. This model provides the opportunity to shift the focus from people as "passive recipients of social care" to people as valued citizens. Emphasis is placed on putting each person at the centre of decision-making and working with the individual and family to pursue their vision for a good life as part of their community

At our recent regional engagement event, we were told that people should be able to express themselves in the language they are most confident with so that any misunderstandings are avoided. 'More than Just Words' is a Strategic Framework for Welsh Language Services in Health, Social Services and Social Care which has been developed by the Welsh Government.

Social Services proactively offer services through the medium of Welsh to service users. During 2014/15, the Council introduced a new Integrated Assessment Framework within Adult Services and has ensured that the assessment forms include a record of the user's choice of language. The service has reviewed its agreements with external providers so as to ensure that providers comply with the requirements of 'More than Just Words' and can provide services in both languages on behalf of the County Council.

Our contribution to the above key theme will be to:

- Implement Local Area Co-ordination across Anglesey
- Continue to work towards ensuring a person-centred approach in the care assessment process by promoting the proactive offer of services through the medium of Welsh.

Objective One: Address Health inequalities

Key Theme: Better address the rights and aspirations of people with mental health issues and learning disabilities

The Council recognises that healthy mental wellbeing is equally as important as physical wellbeing. At our recent regional engagement event, we were told that work needed to be done to recognise the cultural and communication needs of people with mental health issues. Also, when we first developed this key theme four years ago, people with learning disabilities had told us that they wanted to live full, inclusive lives where they could be as independent as possible, be supported to take risks and contribute to their local communities and society as valued citizens. This continues to be a priority.

Our contribution to the above key theme will be to undertake a comprehensive review of all commissioned and provided services in order to ensure that services are contemporary, are of good quality, meet current and emerging legislative requirements and best practice guidelines.

This will be achieved through the Transforming Adult Services work programme.

Objective Two: Address unequal outcomes in Education to maximise individual potential

Key Theme: Reduce the educational attainment gap between different groups

Feedback from representatives at our regional engagement event did not focus on this area, although the gender gap in relation to educational attainment was recognised.

National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled people and non-disabled people. In Anglesey, pupils with sensory and physical disabilities have continued to be provided with adequate support so that no significant gap in education attainment was seen between disabled pupils compared with their peers at the end of all Key Stages. Also, there was no significant gap in educational attainment at 16+ between pupils with English as an additional language (EAL) and the results for their peers in 2013. It should be noted that the numbers of pupils within both these categories are low.

Published figures are available for Wales, North Wales and for each local authority area on attainment by gender. These show the gap in attainment between boys and girls has narrowed and been eliminated in Maths and Science at GCSE level. However, in English or Welsh as a first language the gap remains stubbornly in place.

Over the years 2013 to 2015, the gender difference for the Core Subject Indicator at the end of Key Stage 4 has been lower for Anglesey schools than the Wales figure and is less than 10%. The difference for Anglesey narrowed from 2013 to 2014 but increased in 2015. The issue needs to be continually addressed.

Another area that needs to be addressed relates to free school meals. There is a difference in performance of pupils who receive free school meals and those who do not and it was also found in Anglesey that the take-up of free school meals (FSM) had been below expected levels and declining. One of the factors behind this was found to be the stigma attached to claiming FSM, especially in secondary schools. A 'cashless' school meals system has now been introduced – this system removes the stigma by making it impossible to distinguish between those who pay for their meals and those who do not.

Although primary pupils do not pay openly for their lunches (therefore reducing opportunity for stigma) the Education Service is further reducing opportunities for stigma by introducing an on-line payment system for primary schools in 2016. This will eliminate the need to present any cash payments by parents/pupils unless out of choice.

Our contribution to the above key theme will be:

To maintain the performance of pupils with sensory and physical disabilities at the end of all Key Stages so that no significant gap in educational attainment is seen

That there will be no significant gap in educational attainment at 16+ of pupils with English as an additional language (EAL) who have been in the authority's schools for more than three years

To halve the educational attainment gap between boys and girls at the end of Key Stage 3, where it is more than 10% and to continue to address the issue across all schools.

Implement plans to lessen the difference in performance of pupils who receive free school meals and those who do not

Continue with the cashless system for school meals in secondary schools to lessen the stigma for children from disadvantaged backgrounds and introduce an on-line payment system for primary schools in 2016.

Objective Two: Address unequal outcomes in **Education** to maximise individual potential

Key Theme: Reduce identity based bullying in education

Participants at our regional engagement event felt that anti-bullying actions in schools should also include cyber bullying. Awareness raising and training sessions on the dangers and potential problems that occur with using social media should be given to parents and children, and the importance of hate crime within bullying should also be raised with schools to promote the issues and the potential problems.

During 2014 Estyn¹ conducted a thematic review of progress made to tackle bullying in schools. They concluded that it was still the case that *'certain groups of pupils are at a higher-than-average risk of being bullied, including:*

- *pupils with special needs or a disability;*
- *lesbian, gay, bisexual and transgender pupils; and*
- *pupils from a minority ethnic or religious background.'*

They also observed that:

'In most secondary schools, pupils and staff are concerned about the rise in cyberbullying, particularly in relation to the protected characteristics. Cyberbullying has created new forms of bullying that are unfamiliar to some staff. In the best practice, staff keep up-to-date with the technologies that pupils use and understand their potential for misuse inside and outside school.'

The report made a series of recommendations to be taken forward by schools, local authorities and regional consortia.

The Council is already working with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support, particularly during the annual All-Wales Hate Crime Awareness Week (each October). This work is described in more detail on page 24.

Our contribution to the above key theme will be to:

¹ Estyn, action on Bullying (2014)

build on the work of the last three years by developing anti-bullying activities which aim to lessen hate crime and using Estyn's report "Action on Bullying" (2014) and other resources as a base for school activities.

Distribute information to schools during the annual All-Wales Hate Crime Awareness week

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Objective Three: Address inequalities in Employment and Pay

Key Theme: Identify and address inequalities within recruitment, retention, training and promotion processes

The Council is committed to ensuring that no job applicant or employee receives less favourable treatment on the grounds of any of the protected characteristics, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. We recognise that adhering to our employment policies and practices maximises the effective use of individuals in both the organisation and employee's best interests.

An example of this is the Authority's policy regarding the right to apply for flexible working. The Authority has decided not to limit these rights to those set out in law alone but to allow any employee within the Authority to be able to make a request.

Recent developments with respect to allowing staff to work any 5 days out of 7, means that staff are able to work flexibly on any day of the week subject to the agreement of their line manager.

Our contribution to the above key theme will be to continue to:

Raise awareness amongst staff of the right of any employee to apply for flexible working

Continually look to develop further strategies to assist staff to work flexibly

Objective Three: Address inequalities in Employment and Pay

Key Theme: Identify and address any pay gaps between people with different protected characteristics

As we have already noted on page 9, the absence of an up-to-date electronic system has meant that Human Resources have been unable to accurately record and monitor workforce data in its entirety. However the Authority has sought to address this problem, by offering office based staff a self-serve system whereby they can update their own personal details, which automatically feeds into the electronic system. The Authority has also undertaken a similar paper exercise for those who do not have access to the electronic systems. To date the take up from staff has been minimal.

Our contribution to the above key theme will be to continue to develop systems whereby the Authority is able to establish any gender pay gaps. This will be developed to encompass all the protected characteristics.

Future actions will be to analyse the workforce data year-on-year and produce an annual report of the information analysed

Objective Four: Address inequalities in Personal Safety

Key Theme: Increase the reporting of hate crime and harassment increases and take steps to reduce incidents of hate crime and harassment, including online abuse and bullying

The Council is already working with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support.

Hate crime is bullying, harassment or hate targeted against a person or group of people because of who they are, or who someone thinks they are. In 2013 there were 397 reports across North Wales. In response to this, the Welsh Government has created an All-Wales Hate Crime Awareness Week [beginning with 11-18 October 2014] to increase understanding and encourage victims to report. During the awareness week on Anglesey during 2014 and 2015, information was posted on the Council's website, Facebook, Twitter accounts, and a press release was issued. In 2014, there was a programme on MônFM community radio (Thursday, 16 October) as well as a free poster campaign on local buses.

Victims are encouraged to report by phoning North Wales Police on 101 (999 in an emergency) or alternatively Victim Support has been commissioned by the Welsh Government as the official National Hate Crime Report and Support Centre for Wales. The contact details are:

Telephone: 0300 30 31 982 (free 24/7) www.reportheate.victimsupport.org.uk

Locally based Victim Care Units will make contact with victims within 48 hours of receiving a report.

Our contribution to the above key theme will be to continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week (October).

Objective Four: Address inequalities in Personal Safety

Key Theme: Increase the reporting of domestic abuse and take steps to reduce incidents of domestic abuse

Over the last four years, our contribution to this action area was to continue to work towards raising awareness and eradication of domestic abuse through the work of the Ynys Môn Domestic Abuse Forum. This forum, which was supported by the Ynys Môn Community Safety Partnership, included representatives from all relevant agencies working across Anglesey and was the oldest forum of its kind in Wales. Following the merging of the Anglesey and Gwynedd partnerships, there had been an intention to replace the Forum with a joint domestic abuse forum. This has not yet happened as guidance is awaited from Welsh Government on the roles of domestic abuse forums across Wales and what they are expected to look like. In the meantime, we will be reporting to a regional domestic abuse forum.

The Domestic Abuse, Stalking and Harassment and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model means that all police services and a large number of partner agencies across the UK will be using a common checklist for identifying and assessing risk, which will save lives. The purpose of the checklist is to give a consistent and practical tool to practitioners working with victims of domestic abuse to help them identify those who are at high risk of harm and whose cases should be referred to a Multi-Agency Risk Assessment Conference (MARAC) meeting in order to manage the risk. Councils will be required to implement a National Training Framework for Council staff on Domestic Abuse This will involve identifying relevant officers across services to ensure that these assessments take place.

Our contribution to the above key theme will be to continue to address Community Safety priorities in relation to domestic violence and ensure implementation of the Violence Against Women, Domestic Abuse and Sexual Violence National Training Framework for Council staff in respect of e-learning and the Ask and Act initiative when the statutory guidance is formally published.

Objective Four: Address inequalities in Personal Safety

Key Theme: Increase awareness in vulnerable communities around telephone and online fraud

Scams, fraud and identity crime were among the issues raised under this objective at our regional engagement event. Participants were mainly concerned about elderly scams but this type of deception can occur with any age group. Scams happen over the internet, the telephone or by door to door salesmen. The aim of the crime is to dupe the householder into buying or agreeing to part with either cash or to hand over banking details.

Ynys Môn Citizens Advice Bureau together with Anglesey Trading Standards, have built an effective, trusted partnership identifying scam issues. They have worked on national events such as National Consumer Week and Scams Awareness Month providing education to local communities on how to say “thanks but no thanks” to cold callers.

They work in partnership to organise joint events such as a recent drop in event held at Holland Arms Garden Centre where hundreds of people were fully educated about scams and concerns to look out for.

Ynys Môn CAB have made a significant contribution to the policy and campaigns work within Citizens Advice and their close relationship with their trading standards colleagues locally has been vital to national campaign success.

Ynys Môn CAB received a Hero Award at the Chartered Trading Standards Institute’s Conference in Bournemouth on Thursday 2 July 2015 for the significant contribution the team made to consumer protection in Wales.

Our contribution to the above key theme will be to continue to work in partnership with Ynys Môn CAB to raise awareness and provide education to local communities on how to deal with cold callers.

Objective Five: Address inequalities in Representation and Voice

Key Theme: Decision-making bodies become more representative of the communities they serve

During regional engagement work while developing the last set of plans, many contributions focused the need to encourage people from under-represented groups to stand for or apply to decisions making bodies. Representative groups which run alongside decision making bodies and are consulted by them were seen to be a positive innovation but not an alternative to greater representation on the decision making bodies themselves.

The last local government elections on Anglesey were held in May 2013. The elections were conducted on new electoral boundaries, the size of the Council reduced from 40 to 30 and the pattern of electoral wards changed from single to multi member. All 30 seats were contested by 107 candidates, 19 being female. Of the 19, three were duly elected to the Council.

In July 2013, Lesley Griffiths, Minister for Local Government and Government Business, announced the establishment of an Expert Group on Diversity in Local Government. One of the Expert Group's tasks was to examine the profile of local government with a view to making recommendations on improving diversity in local government at the 2017 local elections. The Expert Group's report 'On Balance: Diversifying Democracy in Local Government in Wales' was published on 5 March 2014. 24 recommendations are made in the report and 15 of these relate to widening participation in local government.

As a result, a national campaign, involving Welsh Government, local government and relevant equalities and civic partners, will be launched during the autumn of 2016 to ensure that information is received by the public about local government and that the idea of becoming active in local government is carried into the community.

Our contribution to the above key theme area will be to support the national campaign to widen participation in the 2017 local government elections.

Objective Five: Address inequalities in Representation and Voice

Key Theme: Consultation and engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups

The importance of engagement was one of the main issues raised with us locally when we were developing our objectives back in 2011 and this remains as a regional priority.

In July 2014, the Older People's Commissioner for Wales published a Toolkit² for Older People on how to engage effectively with local authorities. This was developed in response to feedback received by the Commissioner during a national engagement roadshow that many older people " ...do not know how to engage with Local Authorities and influence the decisions that affect their lives and often feel powerless when Local Authorities propose to reduce or bring to an end these essential services."

The Toolkit provides a wide range of information about how older people can make their voices heard, how decisions can be challenged and the support available to help them do this. It is available on the Council's website, together with other useful information on engagement for older people.

Following on from this national toolkit, a Skills Toolbox for older people has been developed in partnership locally as part of a 'Local Voices' project. This Toolbox has been designed to help older people to learn and practice three important skills – problem-solving; finding information and negotiating with other people. The aim is to help older people gain confidence when having to solve problems ranging from getting tradesmen to carry out repairs or asking the Council to improve street lighting.

Finally, we explain on page 12 how we have been holding regional engagement events as part of NWPSSEN. Network members will continue to work together to share good practice and make the most of resources available.

Our contribution to the above key theme will be to:

² Effective Engagement with Local Authorities – Toolkit for Older People; Older People's Commissioner for Wales (July 2014)

Work with our regional partners to assess the feasibility of regional engagement and consultation structures

Work with partners to identify and engage with hard to reach groups in the local population and work towards filling the gaps identified in local data

Work with our local partners to ensure that we make the best use of resources within existing forums to progress equality issues

roll out the Skills Toolbox produced by the Community Voice portfolio to help the learning and practice of three important skills: solving problems, finding out information and negotiating solutions with people.

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Objective Six: Address inequalities in **Access** to information, services, buildings and the environment

Key Theme: Improve access to information and communications and the customer experience, particularly for people with sensory loss and for those whose first language is not English or Welsh

We were told at our recent regional engagement event that access to public buildings continues to be problematic for people with a physical or sensory impairment. The reception area is one of the first opportunities the Council has to make an impression on the visitor and therefore needs to be designed in a way that is fully accessible, as well as both practical and inviting. As part of our Smarter Working Project, the main Council office entrance area will be re-designed to make one main reception area with excellent service at the point of contact for our visitors.

Access to information was highlighted by all the groups that took part in our most recent regional engagement event. One of the key messages was the need for more information points in local areas. The Council has purchased 8 computer kiosks which will be available across Anglesey for residents to use in 2016. These kiosks are user friendly and provide short cuts to useful information which will support individuals to maximise their income, search for jobs and claim Universal Credit. There will be two kiosks in the Council's reception area as well as our libraries in Amlwch and Newborough; Iorwerth Rowlands Centre, Beaumaris; Gwelfor Community Centre and J E O'Toole Centre, Holyhead.

We also noted that we needed a diversity profile of our housing tenants to help us gain a better understanding of individual needs. This has been completed for existing housing tenants and the profiling of new tenants is routinely carried out at commencement of tenancy. Tenants can now also access their tenancy and rent account online and update personal information by registering to use the 'My Home' tenant self-service portal.

Another key message from our recent engagement event was the need for more training for people to access digital information. Our Tenants Participation Team is available to help any tenants having difficulties registering on 'My Home' or setting up an e-mail account. Môn Communities First also hold weekly IT drop in sessions at Holyhead.

Our contribution to the above key theme will be to:

Work towards creating a corporate one-stop-shop reception in the main Council buildings to improve spatial access to transactional service provision

Introduce 8 touch-screen kiosks to enable service users to pay rents remotely and access welfare advice within their communities

Continue to develop and maintain a diversity profile of Council housing tenants to gain a better understanding of individual needs

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Objective Six: Address inequalities in **Access** to information, services, buildings and the environment

Key Theme: Improve physical access to services, transport, the built environment and open spaces

Work to improve accessibility to public buildings has continued. Substantial projects have been completed at leisure centres and secondary schools totalling £275,966 in 2012/13 and £246,867 in 2013/14. A review of accessibility needs is proposed for 2016/17, subject to funding being made available.

The importance of accessible public transport was raised on a number of occasions during engagement activities four years ago.

Although all buses are required to be accessible by 2017, and all trains by 2020, our regional research work has found that significant problems persist in the meantime. Recent research on disability in Wales by Leonard Cheshire found 23% of disabled people have had to turn down a job due to a lack of accessible transport. Research by the Bevan foundation for the Equality and Human Rights Commission found that:

'Eleven per cent of respondents in the 'Living in Wales' survey said that they did not use public transport because of health reasons (Welsh Assembly Government, 2008).

Similarly, the report by the Welsh Consumer Council/Equal Opportunities Commission (2005) found that 10 per cent of men aged 45 and over and 14 per cent of women aged 45 and over said they had a physical problem or disability that made using the bus difficult.'

All the daily bus services in Anglesey are operated by fully accessible low floor buses. We have for some time been improving our bus stops to make them more accessible. By the end of 2014/15, easy access boarding kerbs were in place at 185 bus stops on the island (32%). Although no specific budget had been earmarked for 2015/16, it is intended to carry out further improvements as part of other planned schemes. The number of easy access boarding kerbs in place as at September 2015 was 187 (33%).

Adapting outside space, such as installing dropped kerbs and tactile crossing facilities, is also an important feature of improving physical access. Disability Wales have argued that:

'If the built environment is inaccessible this leads to the creation of access barriers in carrying out everyday activities. Access barriers exclude disabled people from becoming fully inclusive members of society. Both external and internal access must be well thought-out along when creating an access barrier free built environment... '

Having dropped kerbs on our streets is not just essential for wheelchair and mobility scooter users, but also useful for a wide cross section of people, from parents with buggies, to older people and tourists with heavy luggage. Tactile crossing facilities - red coloured, textured paving - are installed at crossings where the footpath has been dropped flush with the road. Its purpose is to help warn pedestrians with a visual impairment that they may be about to step onto the road.

Our contribution to the above key theme for the next four years will be to:

- continue to improve bus stops on the island to make them accessible.

(Works will be carried out as part of footway renewal schemes undertaken by the Highways, Waste and Property Service, and utilising any grant funding received to improve accessibility at bus stops)

- Continue to provide suitable drop kerbs and tactile crossing facilities as part of footway improvement schemes

Objective Seven: Improve the Council's **procedures** to ensure fairness for all

Action Area: A staff training programme is in place to ensure the right staff have the rights skills to deliver equality improvement

It is the aim of the Authority to ensure that employees have the skills, competence and confidence to discharge their duties effectively taking due account of the complexities associated with the Equality and Diversity Agenda. As an employer, the Authority is committed to providing learning and development opportunities to staff that enable them to perform to their optimum ability.

Providing awareness training for staff is seen as good practice in improving understanding of equality and diversity issues in general. The introduction of a brief overview of Equality and Diversity matters into the corporate induction highlights the importance placed on this to employees as they commence their employment with the Authority.

We will :

Raise awareness of equality matters amongst the Authority's workforce.

Continue to promote equality and diversity training for all staff and where requested ensure that the training is tailored to meet the needs of individual services.

Objective Seven: Improve the Council's **procedures** to ensure fairness for all

Action Area: An effective corporate process is established to ensure the ongoing assessment of impact across services

Our arrangements for assessing impact on protected groups have been outlined on page 10.

We will continue to develop and improve our corporate process and secure a consistent approach across the authority in terms of completing effective impact assessments.

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Objective Seven: Improve the Council's **procedures** to ensure fairness for all

Action Area: Procedures and practices in place that will enable procured services to meet the authority's commitments and expectations on equality

We know that the Council remains responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. We also know that, when procuring works, goods or services from other organisations on the basis of a relevant agreement, we must:

- Have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty
- Have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty.

We therefore need to ensure that equality considerations are built into our procurement processes.

In view of the above, we will ensure that all tenders include a question asking whether tenderers have an Equality and Diversity Policy and comply with the Equality Act 2010 – this will be a pass/fail requirement.

Monitoring progress

Progress towards fulfilling the actions identified in this Plan:

- will be monitored as part of our performance management arrangements as we continue to focus on integrating equality considerations into day-to-day business; and
- will be reported in our Annual Equality Reports.

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Objective One: Address Health inequalities				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Increase the number of people, in under-represented groups, choosing healthy lifestyles				
Continue to provide activities for targeted groups and look at, in some instances, increasing participation rates	Ongoing work programme	Economic and Community Regeneration (Leisure Services)	Age Disability Gender	Page 14
Key Theme: Improve dignity and respect in care for everyone, particularly older people, vulnerable people, transgender and lesbian, gay and bisexual people				
Implement Local Area Co-ordination across Anglesey.	Ongoing	Social Services - Adults	Age Disability	Page 16
Continue to work towards ensuring a person-centred approach in the care assessment process by promoting the proactive offer of services through the medium of Welsh (in line with 'More than Just Words')	Ongoing	Social Services - Adults	Age Disability Carers	Page 16

Objective One: Address Health inequalities				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Better address the rights and aspirations of people with mental health issues and learning disabilities				
Undertake a comprehensive review of all commissioned and provided services in order to ensure that services are contemporary, are of good quality, meet current and emerging legislative requirements and best practice guidelines.	Within the timescale of the transformation of adult services programme.	Social Services - Adults	Disability	Page 17

Objective Two: Address unequal outcomes in Education to maximise individual potential				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Reduce the educational attainment gap between different groups				
Maintain the performance of pupils with sensory and physical disabilities at the end of all Key Stages so that no significant gap in educational attainment is seen	Continuous	Learning	Disability	Page 19

Objective Two: Address unequal outcomes in Education to maximise individual potential				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
No significant gap in educational attainment at 16+ of pupils with English as an additional language (EAL) who have been in the authority's schools for more than three years	Continuous	Learning	Race	Page 19
Halve the educational attainment gap between boys and girls at the end of Key Stage 3, where it is more than 10% and to continue to address this issue across all schools.	Continuous	Learning	Gender	Page 19
Implement plans to lessen the difference in performance of pupils who receive free school meals and those who do not.	Continuous through the effective use of Pupil Deprivation Grant finance at individual school level.	Learning	Children and young people from disadvantaged backgrounds	Page 19

Objective Two: Address unequal outcomes in Education to maximise individual potential				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Continue with the cashless system for school meals in secondary schools to lessen the stigma for children from disadvantaged backgrounds and introduce an on-line payment system for primary schools.	<p>All secondary schools have now implemented a cashless system.</p> <p>The Authority to put an on-line payment scheme in place for primary schools by April 2016.</p>	Learning	Children and young people from disadvantaged backgrounds	Page 19
Action Area: Reduce identity based bullying in education				
Build on the work of the last three years by developing anti-bullying activities which aim to lessen hate crime and using Estyn's report "Action on Bullying" (2014) and other resources as a base for school activities.	Continuous	Learning	All groups	Page 20

Objective Two: Address unequal outcomes in Education to maximise individual potential				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Distribute information to schools during the annual All-Wales Hate Crime Awareness Week. (See also objective 4 – Personal Safety – page 24.)	Annually.	Learning / Council Business (Policy)	All groups	Page 20

Objective Three: Address inequalities in Employment and Pay				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Identify and address inequalities within recruitment, retention, training and promotion processes				
Raise awareness amongst staff of the right of any employee to apply for flexible working	Continuous	Corporate Transformation (HR)	All.	Page 22
Continually look to develop further strategies to assist staff to work flexibly	Ongoing programme of work	Corporate Transformation (HR)	All.	Page 22

Objective Three: Address inequalities in Employment and Pay				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Action Area: Identify and address any pay gaps between people with different protected characteristics				
Continue to develop systems whereby the Authority is able to establish any gender pay gaps	This will be developed following completion of job evaluation and single status.	Corporate Transformation (HR)	Gender	Page 23
Encompass all the protected characteristics	This will be developed following completion of job evaluation and single status.	Corporate Transformation (HR)	All groups	Page 23
Analyse the workforce data year-on-year and produce an annual report of the information analysed.	31 March annually.	Corporate Transformation (HR)	All groups	Page 23

Objective Four: Address inequalities in Personal Safety

What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Increase the reporting of hate crime and harassment increases and take steps to reduce incidents of hate crime and harassment, including online abuse and bullying				
Continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week (October).	Ongoing.	Council Business (Policy)	All groups	Page 24
Key Theme: Increase the reporting of domestic abuse increases and take steps to reduce incidents of domestic abuse				
Implement the Domestic Abuse National Training Framework abuse for Council staff to ensure that the 'Ask and Act' initiative and the DASH RIC assessments take place.	Ongoing	Community Safety	Gender	Page 25

Objective Four: Address inequalities in **Personal Safety**

What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Increase awareness in vulnerable communities around telephone and online fraud				
Continue to work in partnership with Ynys Môn CAB to raise awareness and provide education to local communities on how to deal with cold callers.	Continuous	Public Protection (Trading Standards)	Age Disability	Page 26

Objective Five: Address inequalities in **Representation and Voice**

What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Decision-making bodies become more representative of the communities they serve				
Support the national campaign to widen participation in the 2017 local government elections.	Autumn 2016 – Spring 2017	Council Business (Democratic Services)	All groups	Page 27

Objective Five: Address inequalities in Representation and Voice				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Consultation and Engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups.				
Work with regional partners to assess the feasibility of regional engagement and consultation structures.	Continuous	Council Business (Policy)	All groups	Page 28
Work with partners to identify and engage with hard to reach groups in the local population and work towards filling the gaps identified in local data.	Continuous	Council Business (Policy)	Race; Gypsies and Travellers; Religion and Belief; Gender Reassignment; Sexual Orientation.	Page 28
Work with local partners to ensure that we make the best use of resources within existing forums to progress equality issues.	Continuous	Corporate Transformation / Council Business (Policy)	All groups	Page 28

Objective Five: Address inequalities in Representation and Voice				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Roll out the Skills Toolbox to help the learning and practice of three important skills: solving problems, finding out information and negotiating solutions with people.	Ongoing	Social Services – Adults, in partnership with the Community Voice project	Age Disability	Page 28

Objective Six: Address inequalities in Access to information, services, buildings and the environment				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Key Theme: Improve access to information and communications and the customer experience, particularly for people with sensory loss and for those whose first language is not English or Welsh				
Work towards creating a corporate one-stop shop reception in the main Council buildings to improve spatial access to transactional service provision.	Ongoing	Corporate Transformation	All Groups	Page 30
Introduce 8 touch-screen kiosks to enable service users to pay rents remotely and access welfare advice within their communities.	Ongoing	Housing	All Groups	Page 30

Objective Six: Address inequalities in Access to information, services, buildings and the environment

What we intend to do	By when	Responsibility	Relevant Group	Further details:
Continue to develop and maintain a diversity profile of Council housing tenants to gain a better understanding of individual needs.	Ongoing	Housing	All groups	Page 30
Key Theme: Improve physical access to the services, transport, the built environment and open spaces				
Continue to improve bus stops on the island to make them accessible.	Ongoing	Highways	Disability	Page 32
Continue to provide suitable drop kerbs and tactile crossing facilities as part of footway improvement schemes	Ongoing	Highways	Disability	Page 32

Objective Seven: Improve the Council's procedures to ensure fairness for all

What we intend to do	By when	Responsibility	Relevant Group	Further details:
Action Area: A staff training programme is in place to ensure the right staff have the rights skills to deliver equality improvement				
Raise awareness of Equality & Diversity amongst Council staff	Continuous	Corporate Transformation (HR)	All groups	Page 34

Objective Seven: Improve the Council's procedures to ensure fairness for all				
What we intend to do	By when	Responsibility	Relevant Group	Further details:
Continue to promote equality and diversity training for all staff, where services have identified specific training needs, such as offering training specifically for front-line staff	Continuous	Corporate Transformation (HR)	All groups	Page 34
Action Area: An effective corporate process is established to ensure the ongoing assessment of impact across services				
Continue to develop and improve our corporate process and secure a consistent approach across the authority in terms of completing effective impact assessments.	Continuous	Council Business (Policy)	All groups	Page 35
Action Area: Procedures and practices in place that will enable procured services to meet the authority's commitments and expectations on equality				
Ensure that all tenders include a question asking whether tenderers have an Equality and Diversity Policy and comply with the Equality Act 2010 – this will be a pass/fail requirement.	Continuous.	Resources (Procurement)	All groups.	Page 36

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Isle of Anglesey County Council

Draft Annual Equality Report 2014/15

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How to contact us

If you have any questions or wish to make comments about this Annual Report, or would like to receive this information in alternative formats, please contact the Policy Unit:

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Mae'r ddogfen yma ar gael yn y Gymraeg. Os ydych yn darllen y fersiwn electronig, defnyddiwch y ddolen "Cymraeg" ar ochr dde'r bar uchaf. Os ydych yn darllen copi papur, defnyddiwch y manylion cyswllt uchod i gael copi o'r fersiwn Gymraeg os gwelwch yn dda.

This document is available in Welsh. If you are reading the electronic version, please use the "Cymraeg" link on the right hand side of the top bar. If you are reading a paper copy, please use the above contact details to obtain a Welsh version.

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1.0 Introduction and Background

1.1 Strategic Equality Plan

The Council published its first Strategic Equality Plan (2012 – 2016) in April 2012. That Plan - and the equality objectives included in it - have now been reviewed, resulting in an updated Strategic Equality Plan for 2016 – 2020. The Plan and related documents can be found at: www.anglesey.gov.uk/equalityplan

1.2 Annual Equality Report

This is our fourth annual equality report since the introduction of the new general duty under the Equality Act 2010 and specific duties under the Statutory Duties (Wales) Regulations 2011. This report covers the period from 1 April 2014 to 31 March 2015. We have also included an outline of developments up to December 2015 so as to provide a more up-to-date picture and also to complement our new Strategic Equality Plan.

1.3 Council Priorities

The Council's current Corporate Plan sets out our strategic aims up to 2017. Our main aim is by 2017, to be a professional and well-run Council, innovative and outward looking in our approach, committed to developing people and partnerships in order to deliver efficient and effective services of good quality that are highly valued by our citizens.

As part of the development of the Corporate Plan, Anglesey residents were asked which of our services were most important to them and the overwhelming and consistent priorities were:

- Supporting the most vulnerable
- Developing the Economy
- Raising the standards of and modernising our schools

As a result, these priorities form the basis of our Corporate Plan. When working on the above, the Council will continue its commitment to equality, in terms of:

- service provision
- its responsibilities as a major employer and
- ensuring that Council policies, procedures and practices do not discriminate in any way.

The Council also publishes:

- **An Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Corporate Plan.
- **An Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

1.4 North Wales Public Sector Equality Network (NWPSSEN)

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, NWPSSEN developed a set of shared objectives which every partner has agreed to. These objectives have now been reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and are listed below:

- 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

We explain how the Council has chosen to contribute towards the shared objectives in our Strategic Equality Plan and NWPSSEN documents.

Network members will continue to work together to share good practice and make the most of the resources available.

2.0 Identifying, collecting and using relevant information

2.1 Our Communities

We believe that we are continuing to take positive steps to identify and collect relevant equality information. This information is included within a wide range of corporate and service strategies, plans and committee reports that are published

on our website. Paper copies or other alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

We are committed to continuously developing and improving the information we hold about protected groups on Anglesey and will continue to work with our partners and involve people to achieve this.

2.2 Our Staff

2.2.1 Employment Information

The Authority is constantly striving to collect and analyse data on the required protected groups through the electronic Human Resources system. In this equality monitoring exercise, consideration has been given to the protected characteristics of gender age, ethnicity, sexual orientation and disability of current staff, where that information has been shared with the Authority. There is also an analysis of those who have applied for vacant posts within the Authority. Analysis of the remaining protected characteristics has not yet been undertaken and the Authority is committed to finding solutions to ensure this information is collated.

The following table outlines the employment information currently available for the Isle of Anglesey County Council.

People employed by the Authority as at 31 March 2015											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Disa- bled	*BME**	*LGB** *
697	2223	2920	222	532	653	792	576	145	19	3	5
People who have applied for jobs with the Authority over the last year											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis- abled	*BME**	*LGB** *
362	610	972	45	117	78	101	31	2	34	10	10
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual</p>											

2.2.2 Training

The Authority is committed to the development of employees and elected members to ensure that those employed and working with the Authority are skilled, trained and motivated to meet the challenging and diverse needs of the community. This training and awareness begins from the employee's first day and continues throughout their employment.

We also recognise that it is important for people throughout the Authority to be aware of the general and specific equality duties to ensure that it is considered in their work when relevant. We have addressed this in our Strategic Equality Plan for 2016-2020 through our action area entitled 'a staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement' (page 34).

The Authority continues to make positive steps towards promoting and developing equality and diversity within the organisation, and will continue to develop and evolve current methods to ensure progress continues.

3.0 Assessing for Impact

The Authority recognises the statutory requirement for undertaking equality impact assessments and training is available for any staff members who feel they require further guidance when using the Authority's Equality Impact Assessment templates. The aim is for this process to become mainstreamed into day to day work of policy-making, employment practice, service delivery and other functions carried out within the organisation. This appears to be moving positively with more and more areas recognising the need for the equality impact assessments and evidence demonstrating that the guidance and templates available are being utilised.

To further embed and mainstream equality considerations, we have ensured a closer alignment between the equality impact assessment process and project management within the Authority. Initial screening will occur at Project Start-up and will continue to be an integral part of the process.

4.0 Promoting Equality

In the following paragraphs we outline some examples of what we did during 2014/15 and more recently to promote equality. For consistency, we are reporting under the themes of our regional equality objectives:

4.1 Health - 5x60 Programme

The 5x60 programme aims to increase the number of secondary age pupils taking part in sport or physical activity for 60 minutes, at least 5 times a week. The programme, which is being run in Anglesey's secondary schools, also aims to increase the opportunities for girls by offering sessions such as "Only Girls Aloud". The number of females in Anglesey taking part in sport at least 3 times a week has increased from 34% in 2013 to 47% in 2015. The number of female sports club members has increased from 46% in 2013 to 52% in 2015.

4.2 Education - Young Ambassadors in Schools

The Young Ambassador programme aims to recognise and reward committed sports leaders in our schools and communities with further training and opportunities. A project is underway to launch the programme at Canolfan Addysg y Bont, with the assistance of the Ambassador for Llangefni Secondary School.

4.3 Employment and Pay - Helping People into Work

Through Môn Communities First, support is provided for vulnerable individuals, for example, people with mental health issues, young people from backgrounds where going out to work is not considered the 'norm', to get into voluntary work, training or employment.

4.4 Personal Safety - National Hate Crime Awareness Week

Hate crime is bullying, harassment or hate targeted against a person or group of people because of who they are, or who someone thinks they are. In 2013 there were 397 reports across North Wales. In response to this, the Welsh Government has created an All-Wales Hate Crime Awareness Week [October each year] to increase understanding and encourage victims to report. The Council continues to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the All-Wales Hate Crime Awareness Week.

Victims are encouraged to report by phoning North Wales Police on 101 (999 in an emergency) or alternatively Victim Support has been commissioned by the Welsh Government as the official National Hate Crime Report and Support Centre for Wales. The contact details are:

Telephone: 0300 30 31 982 (free 24/7) www.reporthate.victimsupport.org.uk

Locally based Victim Care Units will make contact with victims within 48 hours of receiving a report.

4.5 Representation and Voice - Skills Toolbox

A Skills Toolbox for older people has been developed in partnership locally. This Toolbox has been designed to help older people to learn and practice three important skills – problem-solving; finding information and negotiating with other people. The aim is to help older people gain confidence when having to solve problems ranging from getting tradesmen to carry out repairs or asking the Council to improve street lighting. We have included our intention to roll out this Toolbox as one of the actions in our Strategic Equality Plan (see page 28 of the Plan)

4.6 Access to information, services, buildings and the environment - LGBT Fostering and Adoption

Over the past two years, we have had a joint LGBT fostering and adoption stall at North Wales Pride events (working in partnership with the North Wales Adoption Service). In the past, information sessions have also been held during LGBT adoption and fostering week – <http://www.lgbtadoptfosterweek.org.uk/>

At the initial enquiry stage, information for prospective foster carers includes a link in our information pack to New Family Social <http://www.newfamilysocial.org.uk/> (page 10) and information is available via our Frequently Asked Questions around age, language, sexual orientation, disability, marital status etc.

5.0 Our Equality Objectives

5.1 What we have done so far

Our equality objectives for 2012-16, and details of how we chose them, were published as part of our first Strategic Equality Plan and progress reports have been included in our Annual Equality Reports since 2012. Our Strategic Plan for 2016-20 gives an outline of how we will develop these objectives further over the next four years.

We believe that we have been taking positive steps towards fulfilling our equality objectives since 2012. This is demonstrated in our new Strategic Equality Plan and in the examples noted in section 4 of this annual report – promoting equality.

5.2 What we intend to do next

We will continue to work towards achieving our revised equality objectives and report annually on the progress we make. We are committed, within the capabilities and influence of the County Council, to :

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and people who do not

March 2016