

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to:</b>	<b>The Executive County Council</b>
<b>Date:</b>	<b>17 February 2020 10 March 2020</b>
<b>Subject:</b>	<b>Strategic Equality Plan 2020-2024</b>
<b>Portfolio Holder(s):</b>	<b>Cllr Llinos Medi</b>
<b>Head of Service:</b>	<b>Lynn Ball Head of Function – Council Business / Monitoring Officer</b>
<b>Report Author:</b> Tel: E-mail:	<b>Carol Wyn Owen, Policy and Strategy Manager 01248 752561 <a href="mailto:CarolWyn@ynysmon.gov.uk">CarolWyn@ynysmon.gov.uk</a></b>
<b>Local Members:</b>	<b>Not applicable</b>
<b>A –Recommendation/s and reason/s</b>	
<p><b>Recommendation:</b> The Executive is requested to recommend to the County Council that the Council’s draft Strategic Equality Plan for 2020-2024 be approved and to authorize officers, in consultation with the Portfolio Holder, to complete and publish the Plan by 31 March 2020.</p> <p><b>Reason:</b></p> <p>The Equality Act 2010 places a General Duty on listed public bodies which requires them, when carrying out their functions (and on other persons when carrying out public functions) to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act</li> <li>• advance equality of opportunity between persons who share a relevant protected characteristic and those who do not</li> <li>• foster good relations between people who share a relevant protected characteristic and people who do not</li> </ul> <p>In April 2010, the Welsh Government exercised its powers to introduce Specific Duties. These are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. Under these Regulations, all local authorities were required to publish a Strategic Equality Plan by 2 April 2012. Equality objectives are required for each of the protected characteristics, namely Age; Disability; Gender reassignment; Sex; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnerships.</p>	

\* Key:  
 Strategic – key corporate plans or initiatives  
 Operational – service delivery  
 For information

The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan for the period 2020-2024 must be published. The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.

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, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018', NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:

- 1 - Outcomes in **education** attainment and wellbeing in schools are improved
- 2 - We will take action to ensure we are a **fair employer and reduce pay gaps**
- 3 - We will take action to improve the **living standards** of people with different protected characteristics
- 4 - We will improve **health, wellbeing and social care** outcomes
- 5 - We will improve **personal security and access to justice**
- 6 - We will increase access to **participation** to improve diversity of decision-making

In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:

- 7 - We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.

For consistency, and as was the case with the two previous plans, we have chosen to adopt the regional objectives, as well as one additional local objective:

- 8 – We will improve the **Council's procedures** to ensure fairness for all.

**Draft priorities** have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey's citizens.

\* Key:

*Strategic – key corporate plans or initiatives*

*Operational – service delivery*

*For information*

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

-

**C – Why is this a decision for the Executive?**

To obtain high level ownership of the Council’s equality agenda, the Executive is requested to recommend that the full Council approves the draft Plan

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

Yes

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

Yes

<b>E – Who did you consult?</b>		<b>What did they say?</b>
1	<b>Chief Executive / Strategic Leadership Team (SLT)</b> (mandatory)	The draft Plan was submitted to a meeting of the Senior Leadership Team on 27 January 2020. No changes were made to the content of the Plan.
2	<b>Finance / Section 151</b> (mandatory)	
3	<b>Legal / Monitoring Officer</b> (mandatory)	
5	<b>Human Resources (HR)</b>	Specific sections of the Plan relate to Human Resources issues (ie. Our Staff; Objective 2 – we will take action to ensure we are fair employer and reduce pay gaps)
6	<b>Property</b>	
7	<b>Information Communication Technology (ICT)</b>	
8	<b>Scrutiny</b>	<p>The draft Strategic Equality Plan was submitted to the Partnership and Regeneration Scrutiny Committee on 4 February 2020. Consideration was given to the document and as a result of discussion it was resolved:</p> <ul style="list-style-type: none"> <li>• To recommend that the Executive approves the Strategic Equality Plan 2020-2024</li> <li>• That arrangements are put in place for the Partnership and Regeneration Scrutiny Committee to monitor progress on equality on an annual basis, as a matter of course.</li> </ul>

\* Key:

*Strategic – key corporate plans or initiatives*

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*For information*

9	Local Members	
10	Any external bodies / other/s	See page 10 of the Plan – ‘engagement, consultation and evidence gathering’.
<b>F – Risks and any mitigation (if relevant)</b>		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	<p>No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act</li> <li>- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not</li> <li>- Foster good relations between people who share a protected characteristic.</li> </ul> <p>In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.</p> <p>The equality impact assessment is available at Appendix 2.</p>
6	Outcome Agreements	
7	Other	
<b>FF - Appendices:</b>		
Appendix 1 – Draft Strategic Equality Plan for 2020-2024		
Appendix 2 – Equality Impact Assessment		
<b>G - Background papers (please contact the author of the Report for any further information):</b>		

\* Key:  
Strategic – key corporate plans or initiatives  
Operational – service delivery  
For information



# Isle of Anglesey County Council

## Strategic Equality Plan

2020 – 2024

DRAFT

March 2020

## How to contact us

We welcome any comments, suggestions or feedback about this Strategic Equality Plan. Please contact us:

E-mail: [equality@ynysmon.gov.uk](mailto:equality@ynysmon.gov.uk)  
Telephone: 01248 752520 / 752561

Democratic Services (Equality)  
Council Business  
Isle of Anglesey County Council  
Council Offices  
Llangefni  
Anglesey  
LL77 7TW

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

## Foreword



Welcome to the Isle of Anglesey County Council's Strategic Equality Plan 2020-2024. The Plan sets out our ambition for equality to build a fairer society for all of Anglesey's citizens and helping us achieve our vision for an Anglesey that is healthy and prosperous where families can thrive.

Our Council Plan 2017-2022 sets our three most important priorities:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

We believe that the equality objectives we have identified in this Strategic Equality Plan will complement our Council Plan priorities and help us deliver them in a way which will benefit all members of our community.

It is important to note that this Plan will be delivered in a challenging economic climate, where we have already had to make significant savings and there will be more difficult decisions ahead about the services we provide and how we provide them. It is inevitable that some people will be affected more than others. We will give due regard to how our decisions affect the people of Anglesey and do everything possible to reduce any negative impacts we identify.

In achieving **all** its work, the Council will continue its commitment to promoting equality and diversity. This commitment applies in terms of how we deliver our services, our responsibilities as a major employer and in ensuring that our policies, procedures and practices do not discriminate in any way.

**Councillor Llinos Medi**  
**Council Leader and Portfolio Holder for Equality and Diversity**

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## The Equality Act 2010

The Equality Act 2010 is about ensuring fairness and protects the following characteristics (also known as 'protected groups'):

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief, including lack of belief
- Sexual orientation
- Marriage and civil partnership

The promotion and use of the Welsh language is not included within the Equality Act 2010 as this aspect is covered by the requirements set out in the **Welsh Language (Wales) Measure 2011**. Under the Measure, public bodies must comply with Welsh Language Standards. The basic principles of the Standards are that the Welsh language should not be treated less favourably than the English language and that the use of Welsh should be promoted and facilitated, making it easier for people to use Welsh in their everyday lives.

It is important to include the Welsh language alongside the above protected characteristics to encourage a holistic approach to the needs of all communities in planning and delivering services.

### The General Equality Duty

The Act places a General Duty on public bodies in carrying out their functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristics and those who do not.

### Specific Duties

The Welsh Government introduced specific duties to help public bodies in Wales to meet the general duty. These specific duties include a requirement to develop and publish **equality objectives** and **Strategic Equality Plans** at least once every four years. **Annual equality reports** must also be produced by 31 March each year. The purpose of these reports is to demonstrate how we have met our general and specific equality duties.

## 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 nine 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, as well as details of our committees and dates of meetings, can be found on our website.

**Management Structure** - A new strategic management structure came into effect in August 2019, with a Senior Leadership Team which includes the Chief Executive, Deputy Chief Executive and five Directors with responsibility for:

- Council Business
- Education, Skills and Young People
- Place and Community Well-being
- Resources
- Social Services

Four Heads of Service are responsible for:

- Children and Families
- Highways, Waste and Property
- Housing
- Transformation and Human Resources

## Council Priorities

### Council Plan 2017-2022

The Council's aim, as stated in our Council Plan, is that we will be working towards an Anglesey that is healthy and prosperous where families can thrive. To fulfil this aim, the Council's objectives for 2017-2022 are to:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

The Council also publishes:

- An **Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Council 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.

## **Anglesey and Gwynedd Well-being Plan 2018**

The Well-being of Future Generations (Wales) Act 2015 established Public Services Boards (PSB) to ensure that public bodies work together to create a better future for the people of Wales. The Act also placed a duty on PSBs to publish Well-being Plans to outline how the Boards intended to improve the well-being of the area's residents. The Anglesey and Gwynedd Well-being Plan is based on two objectives, with six priorities which the PSB will focus on to realise these objectives:

- (1) Communities which thrive and are prosperous in the long term
  - The Welsh language
  - Homes for local people
  - Effect of poverty on the well-being of our communities
  - Effect of climate change on the well-being of our communities
- (2) Residents who are healthy and independent with a good quality of life
  - Health and care of adults
  - Welfare and achievement of children and young people.

The above objectives and priorities will contribute towards tackling inequality and disadvantage to close the gap between the most privileged communities and the most deprived communities.

## **Strategic Equality Plan 2020-2024**

This is the Council's third Strategic Equality Plan and demonstrates our continued commitment to equality. It sets out our strategic equality objectives, our reasons for choosing them and how we intend to deliver them.

To demonstrate our commitment to mainstreaming equality into the work of the Council and in line with our 'One Council' approach to service delivery, we have sought to maintain close links between this Plan and the **Council Plan 2017-2022**, which informs the decision making process at all levels in the Council.

## **Our Staff**

### **Employment information and pay differences**

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

The Council is constantly striving to collect accurate information relating to different protected characteristics. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. In 2018, the Authority introduced a number of changes to the way in which it collates data, in an attempt to obtain more data on current staff who commenced work prior to the introduction of the self-service system.

We will continue to address this through the actions we have identified under equality objective 2 – We will take action to ensure we are a fair employer and reduce pay gaps (page 19).

The employment information currently available for the Council, including the 2019 Gender Pay Gap report, is outlined in our 2018/19 Annual Equality Report

### **Promoting knowledge and understanding within our workforce**

The Council is committed to providing learning and development opportunities to staff that enable them to perform to their best ability. We also recognise that it is important that people throughout the Council are aware of the general and specific equality duties. We have addressed this through our priority are 'a staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement (Priority 8.1 – page 38).

## Relevant Equality Information

The Council publishes relevant equality information within a wide range of corporate and service plans and strategies, which are available on our website. Paper copies or alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

Relevant equality information can also be found under each equality objective in this Plan, as well as the regional data and evidence report – Equality in North Wales (see the section on engagement, consultation and evidence gathering on the next page for more details).

Collecting relevant information must be an ongoing process. We will continue to do this through engagement wherever possible to gain a better understanding of the size, nature and complexity of all protected groups on Anglesey.

Key information on the population of Anglesey is outlined below.

- The estimated resident population for Anglesey was 69,961 on 30 June 2018.
- In the last five years, the population of Anglesey has seen a decrease of 0.3% (180 people).

As at 30 June 2018:

- 49.2% were male and 50.8% female.
- 25.7% were aged over 65, compared to 20.8% across Wales
- 17.2% were children aged 0-15, compared to 17.9% across Wales.

According to the 2011 Census:

- 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, compared to 0.5% across Wales
- 57.2% of people could speak Welsh, compared to 19.0% across Wales.

*Source: Office for National Statistics (Infobase Cymru).*

## Engagement, consultation and evidence gathering

In order to develop this Plan and to choose new equality objectives and priorities, the Council has given due regard to relevant information gathered from a range of different sources, including:

- A regional engagement event held on 24 May 2018 which was hosted by the North Wales Public Sector Equality Network (NWPSSEN\*)
- NWPSSEN officer workshop held on 7 June 2019 to review the regional equality objectives – see page 13 for more details.

\*NWPSSEN is a group of equality officers from 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, North Wales Police and the Office of the Police and Crime Commissioner. The group has been working together since 2010 when the Equality Act came into force.

- Local engagement during a meeting of a Wellbeing Network hosted by Medrwn Môn on 25 September 2019
- Analysis of local and regional data, including *Is Wales Fairer? 2018* and a regional data and evidence report – *Equality in North Wales*.

The *Equality in North Wales* report was commissioned by the North Wales Public Services Board Officers network to gain a deeper understanding of equality data at a local level. It is a supplement to the data and findings contained in “is Wales Fairer?” and concentrating on the more detailed information available at North Wales level and more locally, if available.

Our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the hope is to build upon this engagement model to gain a better understanding of local needs.

## Promoting equality

The following paragraphs give some examples of issues raised during our recent local engagement and what we have already been doing to promote equality in these areas:

The importance of **accessible transport** for those with a physical or sensory impairment was highlighted during regional and local engagement. The Council, its partners and community groups offer assisted community transport services across Anglesey. Examples include:

- Môn Community Transport - provides transport for disabled people who are unable to use public transport
- British Red Cross – provides a transport and service to assist people who cannot use conventional public transport
- Medrwn Môn – operates Car Linc Môn, a voluntary social transport scheme for essential journeys
- Good Turn Schemes – local community transport schemes run by volunteers who use their own cars to take people who have no means of transport on short and medium length journeys

A useful 'Anglesey Community Transport Directory' is available on Medrwn Môn's website at: <https://en.medrwnmon.org/anglesey-community-transport-directory>

The need to create **work opportunities** for people with learning impairments – and the importance of focusing on the skill, rather than the impairment, of the individual – was raised during local engagement. An internal project group has been set up within the Council to identify suitable opportunities and seek to match these opportunities with individuals who have expressed an interest in volunteering work.

The Council is also involved in a project for young people with learning impairments to prepare them for employment by giving them a range of transferrable skills and providing work experience opportunities. Project SEARCH is a national programme and Betsi Cadwaladr University Health Board was the first NHS provider in Wales to host the project, with placements at Ysbyty Gwynedd, Bangor. The overall goal is paid employment for graduates of the project, a number of whom have been successful.

We have been told locally of the importance of bringing communities together to tackle loneliness and isolation and to ensure that people are aware of what help is available to them. Ensuring that **community hubs** are available across the island to support older adults to remain independent, reduce isolation, stay active and improve personal wellbeing is a priority in our **Council Plan 2017-2022**. The Council is also working in partnership with Medrwn Môn to facilitate Place Shaping within Anglesey's communities. The aim is that communities are able to take more responsibility and ownership within their own areas. Progress against our Council Plan priorities is included in our Annual Performance Reports (see page 7).

The need to provide **appropriate support for carers** – and ensuring that they are aware of the help available to them - was raised across the themes covered during more recent local and regional engagement. In the 2011 Census, just over 8,000 (12%) of Anglesey residents reported providing unpaid care per week.

The North Wales Regional Partnership Board recognises that carers need to be supported in their vital role. This has led to the establishment of a North Wales Carers' Strategic Group who have developed a North Wales Carers' Strategy. The strategy acknowledges the importance of working in partnership with carers throughout their contact with services. Locally, a sub-group covering Anglesey and Gwynedd has been established to develop an action plan to take the strategy forward.

## Assessing for impact

The Council recognises the statutory requirement to undertake equality impact assessments and that carrying out robust assessments is an effective way of ensuring that any potential areas of inequality are identified and addressed promptly

Securing a consistent approach across the authority in terms of completing effective impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. Priority 8.2 on page 40 sets out what we intend to do to further develop our corporate process.

## Collaboration

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, North Wales Police and the Office of the Police and Crime Commissioner have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner agreed to. The objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and a further review has been carried out recently to inform our Plans for 2020-2024.

The recent review brought NWPSSEN to the conclusion that many of the barriers facing people with protected characteristics are long-standing and entrenched and it will take some time to fully address them. Our new objectives therefore cover broadly the same themes as those chosen for 2016-2020.

To ensure a clear connection between our new regional objectives and the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, the wording of NWPSSEN's objectives for 2020-2024 is based on the six themes of life identified in the EHRC report, namely:

- Education
- Work
- Living standards
- Health
- Personal security and access to justice
- Participation

An additional regional objective has been chosen to address the Welsh Government's proposal to implement the socio-economic duty.

## Our equality objectives for 2020-2024

As with our first two Plans, we have chosen to adopt the regional objectives, as well as one additional local objective to 'improve the **Council's procedures** to ensure fairness for all'. Our objectives for the next four years are set out below:

- Objective 1: Outcomes in **education** attainment and wellbeing in schools are improved
- Objective 2: We will take action to ensure we are a **fair employer** and reduce **pay gaps**
- Objective 3: We will take action to improve the **living standards** of people with different protected characteristics
- Objective 4: We will improve **health, wellbeing and social care** outcomes
- Objective 5: We will improve **personal security and access to justice**
- Objective 6: We will increase access to **participation** to improve diversity of **decision making**
- Objective 7: We will develop our knowledge and understanding of **the socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each of our objectives
- Objective 8: We will improve the **Council's procedures** to ensure fairness for all

The following pages explain what priorities we have chosen, why they have been chosen them and how we intend to work towards achieving them.

It is important to note, however, that our commitment to equality is not limited to the priorities contained in this Plan. We will take every opportunity to progress equality through our work at all levels within the Council to help us build a fairer society for all our citizens.

## Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

### Priority 1.1: We will reduce the educational attainment gap between different groups

#### Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, at GCSE level, attainment gaps persist for pupils in receipt of free school meals and children with additional learning needs.

Data on attainment at school-leaving age in North Wales (*Equality in North Wales: data and evidence report*) indicates:

- By gender, 58.5% of girls in North Wales achieved the Level 2 Inclusive Threshold<sup>1</sup> compared to 45.9% of boys. Results for 2017/18 show that Anglesey, at 19.2%, had the largest gender gap in North Wales.
- By socio-economic group, 57.9% of pupils in North Wales who were not claiming Free School Meals (FSM) achieved the Threshold compared to 27.8% of those in receipt of free school meals. At 23.8%, Anglesey had the lowest gap in North Wales but still requires improvement.

It should be noted that the level 2 Inclusive threshold will be replaced by a new measure – Capped 9 points score - as from next year.

How we plan to do this?	By when?
Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen.	Continuous
Halve the educational attainment gap between boys and girls achieving the Capped 9 points score at school leaving age, where it is more than 10% and to continue to address this issue across all schools.	Continuous
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 Development Grant finance at individual school level.

**Which protected characteristics does this affect?** Age (including children and young people from disadvantaged backgrounds), Disability, Sex.

<sup>1</sup> Level 2 Inclusive Threshold requires the equivalent of five GCSEs at grade A\* - C including English or Welsh first language and mathematics or equivalent qualification.

### **What should success look like?**

Steps have been taken to address the gaps in educational attainment between different protected groups, including gaps that arise from socio-economic disadvantage.

**Lead Service:** Learning (with support from Social Services).

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## Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

### Priority 1.2: We will reduce identity based bullying in education

#### Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, those with special needs or a disability, lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority or religious background are at particular risk of being bullied; cyberbullying is also on the rise.

Identity based bullying featured strongly during engagement at both regional and local level and this has been the case since our first Plan in 2012. Regionally, a commonly-raised concern was that schools may not be aware of recent trends and may not have the tools to identify and address problems. Locally, we were told that online bullying is a particular problem and that bullying also happens to very young children, but this is not always recognised as such.

In our previous Plans we said we would develop anti-bullying activities based on the Welsh Government's 2011 anti-bullying guidance, *Respecting Others*, and Estyn's 2014 report, *Action on Bullying*. However, it is clear that the problem is still far from being resolved. The Welsh Government's guidance to challenge bullying in schools, *Respecting Others*, has recently been revised and the new guidance – *Rights, Respect, Equality*, was made available on 6 November 2019.

How we plan to do this?	By when?
Assist schools to implement the recommendations of the Welsh Government's guidance <i>Rights, Respect, Equality</i> .	Continuous
Distribute information to schools during the annual All-Wales Hate Crime Awareness Week.	Annually – October.

**Which protected characteristics does this affect?** All characteristics.

#### What should success look like?

The Council has assurance that schools can demonstrate they are taking action to challenge bullying and hate crime, address unacceptable behaviour and improve well-being.

**Lead Service:** Learning (with support from Social Services).

## **Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps**

### **Priority 2.1: We will identify and address inequalities within recruitment, retention, training and promotion processes.**

#### **Why have we chosen this as a priority?**

The Council is committed to ensuring that no job applicant or employee receives less favourable treatment on the grounds of any protected characteristic 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 the employees' best interests.

One example is our policy regarding the right to apply for flexible working. This has been identified as a priority from the outset in our previous Plans and its importance was reinforced during our recent local engagement session, when we were told flexible working arrangements are essential in breaking down barriers to gaining employment.

<b>How we plan to do this?</b>	<b>By when?</b>
Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies.	Continuous

**Which protected characteristics does this affect?** All characteristics

#### **What should success look like?**

Employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities whilst providing the Council with flexibility to provide a better integrated and more responsive service.

**Lead Service:** Corporate Transformation – Human Resources.

## **Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps**

### **Priority 2.2: We will identify and address any pay gaps between people with different protected characteristics**

#### **Why have we chosen this as a priority?**

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

With regard to the **gender** pay gap, the Council's mean gender pay gap of 10.2% in 2018 was an improvement on 2017 (12.7%) and was below the UK average for the whole economy of 17.1% (ONS 2018). The Council remains committed to reducing this gap and will continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress.

The Council is constantly striving to collect accurate information relating to **different protected characteristics**. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. We have already set out on page 8 the changes we have already introduced to address this issue. We will continue to work towards obtaining more complete information in order to improve our understanding of our staff on the basis of the evidence collected.

<b>How we plan to do this?</b>	<b>By when?</b>
Continue to encourage more staff to provide personal information to enable the Authority to obtain a fuller picture of the number of Council employees by protected characteristic.	Continuous.
Analyse the workforce data year-on-year and produce annual reports of the information analysed.	Gender pay gap reports and employment information must be published annually by 31 March (reporting on data as at 31 March in the preceding year).

**Which protected characteristics does this affect?** All characteristics.

### **What should success look like?**

The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities.

**Lead Service:** Corporate Transformation – Human Resources.

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**Objective 3: We will take action to improve the living standards of people with different protected characteristics**

**Priority 3.1: We will improve physical access to services, transport, the built environment and open spaces**

**Why have we chosen this as a priority?**

Improving physical access was identified as a priority back in 2011/12, when we developed our first Plan. The importance of **accessible public transport** in particular has been highlighted in engagement activities from the outset and the need for improvements has again been emphasised during both our latest regional and local engagement activities. The need for **dropped kerbs** has also been identified as a priority in the past and was again raised at our local engagement event.

Whilst we have made improvements in the areas noted above, there is still more to be done. The number of easy access boarding kerbs in place as at September 2015 was 187, compared with 169 at the time of developing our first Plan in 2011/12. However, planned improvements to bus stops since 2015 have been minimal, due to budgetary constraints and no grant funding being available.

In addition to doing all we can to make further improvements, we also need to ensure that obstructions are kept to a minimum. Drivers that use the pavement for parking or park next to crossing points fail to realise the consequences of their vehicle blocking the footpath. Often there is insufficient space for pedestrians to get past and they are forced to walk out into the road. This puts blind and partially sighted people in particular at much greater risk from traffic.

<b>How we plan to do this?</b>	<b>By when?</b>
Continue, where possible, to improve bus stops on the island to make them accessible.	Ongoing – works will be carried out as part of footway renewal schemes undertaken by the Highways, Waste and Property Service and by utilising any new grant funding received.
Continue to provide suitable drop kerbs and tactile crossing facilities as part of footway improvement schemes.	
Respond as appropriate to complaints received by members of the public by using our powers under traffic management legislation to keep pavements and crossing points clear of obstructions caused by parked cars.	In response to any specific complaints received.

**Which protected characteristics does this affect?**

Age; Disability; Pregnancy and Maternity.

Having dropped kerbs and accessible bus stops is not only essential for wheelchair and mobility scooter users, but also useful for a wide cross-section of people, from parents with prams to older people and tourists with heavy luggage.

**What should success look like?**

The number of accessible bus stops, suitable drop kerbs and tactile crossing facilities on the island increases.

Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible.

**Lead Service:** Highways, Waste and Property – Traffic and Parking.

DRAFT

**Objective 3: We will take action to improve the living standards of people with different protected characteristics**

**Priority 3.2: We will continue to work towards ensuring more suitable and affordable homes in the right places to meet local needs**

**Why have we chosen this as a priority?**

According to *Is Wales Fairer? 2018*, disabled people in Wales face a shortage of accessible and adaptable homes and long delays in making existing homes accessible.

The Council is the largest social landlord on Anglesey. As at the end of January 2019, there were 4,733 units of social housing on Anglesey, of which 3,819 properties were owned and managed by the Council. Over the course of the Business Plan, it is intended that the stock will increase to over 5,000 units.

The Council's Housing Strategy sets out the Council's objectives relating to all housing on the island, to best meet identified housing need and to ensure high housing standards for all citizens. The Housing Revenue Account (HRA) Business Plan is an important means of delivering these overall objectives and includes providing home adaptations to improve people's independence and quality of life.

<b>How we plan to do this?</b>	<b>By when?</b>
Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people.	Ongoing – continuous development.
Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA)	In accordance with the HRA Business Plan and annual HRA budget.
Continue to monitor performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement.	Quarterly

**Which protected characteristics does this affect?** All characteristics, but Disability and Age in particular. The socio-economic duty will also be relevant here.

**What should success look like?**

More homes of high quality which meet the needs of our residents.

**Lead Service:** Housing (with support from Social Services)

## **Objective 4: We will improve health, wellbeing and social care outcomes**

### **Priority 4.1: We will increase the number of people in all sectors of the community, particularly under-represented groups, choosing healthy lifestyles**

#### **Why have we chosen this as a priority?**

Promoting healthy lifestyles was identified as a priority at the outset in 2011/12. Throughout this time, schemes have been in place in Anglesey to encourage specific groups to become more active. Achievements over the past eight years have been outlined in our annual equality reports but there is still more to be done. We will continue to encourage our communities to become more active as part of a wide range of current and new initiatives. Two examples of our current initiatives are outlined below:

The aim of the **Insport Development** Programme, led by Disability Sport Wales, is to facilitate and deliver a cultural change in attitude, approach and provision of physical activity (including sport) and wider opportunities for disabled people. Anglesey has achieved the Insport silver standard and is working towards gold. The role of a local authority at gold level is to ensure that disabled people are naturally part of its thinking; in preparation and planning, delivery and implementation, and review and refinement. To date, no authority in Wales has achieved the gold standard. Throughout our journey towards the gold standard, it is essential that everybody works together - leisure, education, health, social services, our communities and local charities - to offer a provision and attitude that anything is possible for disabled residents (or visitors) on Anglesey. In order for us to develop services, a survey will be used to consult with our residents on Anglesey. By doing this, we will be able to identify where more opportunities support is required.

The National Exercise Referral Scheme (NERS) is a Public Health Wales (PHW) funded scheme which has been in development since 2007. The Scheme targets clients aged 16 and over who have, or are at risk of developing, a chronic disease. We will continue to offer Anglesey's Referral Scheme and will work towards achieving national NERS targets.

In our Annual Equality Reports, we will report on progress against the above initiatives as well as any other new developments.

<b>How we plan to do this?</b>	<b>By when?</b>
Progress actions to achieve the Insport Gold Award	April 2021
Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:	Continuous

How we plan to do this?	By when?
<ul style="list-style-type: none"> <li>- Percentage of NERS clients who complete the exercise programme (50% and above)</li>   <li>- Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above)</li> </ul>	

**Which protected characteristics does this affect?**

Age; Disability.

**What should success look like?**

More opportunities are available and people from all sectors of the community, particularly those from under-represented groups, choose healthy lifestyles by becoming more active.

**Lead Service:** Regulation and Economic Development – Leisure (with support from Social Services.

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## Objective 4: We will improve health, wellbeing and social care outcomes

### Priority 4.2: We will create the conditions for individuals to improve their health and wellbeing

#### Why have we chosen this as a priority?

We recognise the importance of ensuring that everyone has timely access to healthcare and information about health without discrimination and that mental wellbeing is equally as important as physical wellbeing.

According to *Is Wales Fairer? 2018* (EHRC), health outcomes among the most vulnerable groups are not good enough. The report recommends that Welsh Government should increase uptake rates and close regional variations in people with learning impairments taking up their right to an annual health check. Locally, we were told during recent engagement that the take up rate of annual health checks in Anglesey was only around 20%. It is therefore important that work is done to raise awareness of this service.

During engagement when preparing our previous Plan four years ago, 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. This was raised again recently at our local engagement event, referring in particular to young children and people with cognitive impairments whose first language is Welsh. The proactive offer of Welsh language services is already made throughout the Council as part of its commitment to comply with its Welsh Language Standards (see page 5) and there is a specific standard that must be met when meetings are related to the wellbeing of an individual. In addition, as noted in our previous Plan, Social Services also work in accordance with '*More than Just Words*', which is a strategic framework developed by the Welsh Government for Welsh language services in Health, Social Services and Social Care.

How we plan to do this?	By when?
Work in partnership with primary care providers in Anglesey as part of a pilot scheme to raise awareness of the annual health check service for people with learning impairments.	In accordance with the pilot scheme action plan.
Continue to promote the proactive offer of services through the medium of Welsh.	Continuous

#### Which protected characteristics does this affect?

Age, Disability.

### **What should success look like?**

- The number of people with learning impairments who take up the offer of annual health checks is increased.
- All individuals who contact the Council are proactively offered services through the medium of Welsh.

**Lead Service:** Social Services.

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## Objective 5: We will improve personal security and access to justice

**Priority 5.1:** We will increase the reporting of hate crime and harassment, and take steps to **reduce incidents of hate crime and harassment**, including online abuse and bullying.

### Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, the number of recorded hate crimes has increased across all protected characteristics in Wales. In North Wales, the number of offences recorded as hate crime has increased over recent years; in particular between 2016/17 (465 offences) and 2017/18 (681 offences) – a 46% increase (NWPSN research document). Participants at our regional engagement event also noted a recent increase in reported hate crime, which they attributed to raised awareness and better procedures for reporting.

This area was identified as a priority in our first Plan and 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. In addition, a multi-agency working group has been established to tackle hate crime on a local level. The group includes representatives from North Wales Police and Victim Support, the North West Wales Regional Community Cohesion Co-ordinator and officers from the Housing Service. On a regional level, a North Wales Hate Crime Tactical Group scrutinises quarterly.

How we plan to do this?	By when?
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.	Annually – October.
The multi-agency Hate Crime Working Group to develop and implement a hate crime action plan in order to improve reporting and support individuals who are victims of hate crime.	In accordance with the timescales set out in the hate crime action plan.

**Which protected characteristics does this affect?** All characteristics.

### What should success look like?

More people are aware of the fact that support is available for victims as well as how to report a hate crime.

**Lead Services:**

Council Business – Democratic Services (as a member of NWPSEN, where support is provided by North Wales Police and the Police and Crime Commissioner’s Office)

Housing (with support from North Wales Police, Victim Support and the North West Wales Regional Community Cohesion Co-ordinator.

**Victims are encouraged to report by phoning North Wales Police on 101 (or 999 in an emergency). Alternatively, Victim Support can be contacted by phoning 0300 30 31 982 (this is free and open all the time) or online at [www.reporthate.victimsupport.org.uk](http://www.reporthate.victimsupport.org.uk)**

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## Objective 5: We will improve personal security and access to justice

**Priority 5.2:** We will ensure that the Council's members and officers are equipped to discharge their **safeguarding duties** effectively, through safeguarding training at a level commensurate with their roles and responsibilities

### Why have we chosen this as a priority?

Concerns were raised during local engagement regarding the exploitation of children and vulnerable people through \*County Lines, \*\*'Cuckooing' and \*\*\*Modern Slavery. Supporting children, adults at risk and families to keep them safe, healthy and as independent as possible is a priority in the Council Plan 2017-2022. As a Council, we believe that every child and adult has a right to be safe from harm. Whilst Social Services is the lead service for dealing with allegations or concerns that children and adults may be suffering significant harm, everyone has a responsibility to safeguard the welfare of children, young people and adults, whatever the role of the individual.

The Council's **Corporate Safeguarding Policy** provides a framework for each service, setting out responsibilities in relation to safeguarding, as well as the methods by which the Council will be assured that it is fulfilling its duties. This policy is included in the core set of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. This policy has been available to staff for acceptance since December 2018. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

Responsibility for monitoring the effectiveness of safeguarding arrangements across the Council lies with the **Corporate Safeguarding Board**. The Board has developed a Safeguarding Action Plan, which clearly outlines actions to be taken by the Council, and those acting on its behalf, to ensure the full implementation of the Safeguarding Policy. This also includes the Council's plans in relation to its Modern Slavery, Prevent and Violence against Women, Sexual Abuse and Domestic Violence (VAWSADC) responsibilities.

How we plan to do this?	By when?
Use the Policy Portal to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy.	Continuous
Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board.	Continuous

**Which protected characteristics does this affect?** All vulnerable groups.

**What should success look like?**

All staff and members are clear of the expectations placed upon them in terms of responding appropriately to concerns reported; effective procedures for recording and responding to incidents and any allegations or suspicions of harm or abuse.

**Lead Service:** Social Services – Safeguarding (with support from Council Business – Democratic Services with the Policy Portal)

\*‘County Lines’ is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more areas within the UK. They use dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move and store the drugs and money. They will often use coercion, intimidation, violence (including sexual violence) and weapons.

\*\*‘Cuckooing’ is the practice where drug dealers take over the property of a vulnerable person and use it as a place from which to run their business. Victims are often fearful of going to the Police and worry that they will be implicated in the criminality.

\*\*\*Modern Slavery – this term captures a whole range of types of exploitation, many of which occur together. Someone is in slavery if they are:

- Forced to work - through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his/her freedom of movement.

## **Objective 5: We will improve personal security and access to justice**

### **Priority 5.3: We will increase awareness in vulnerable communities around fraud**

#### **Why have we chosen this as a priority?**

This was identified as a priority four years ago when scams, fraud and identity crime were among the issues raised during regional engagement. It has been highlighted again during our most recent regional engagement event, when participants raised concerns about fraud on older people, as well as telephone fraud and cyber-crime, which can happen to any age group.

In recent years Anglesey Trading Standards has worked with a number of partners including Ynys Mon CAB, North Wales Police and National Trading Standards Scams Team. In particular, Trading Standards have worked with Anglesey People First to develop easy read versions of doorstep crime and scams guidance for individuals with learning difficulties or low levels of literacy to support their living independently.

We have given details in our Annual Equality Reports since 2016 of what we have been doing to raise awareness and provide education within communities. We will continue to do so over the next four years.

<b>How we plan to do this?</b>	<b>By when?</b>
Continue to work with partners to raise awareness and provide education to local communities on how to deal with cold callers, doorstep crime, face to face fraud and general consumer disputes.	Continuous

#### **Which protected characteristics does this affect?**

All characteristics, but Age (older people) and Disability in particular.

#### **What should success look like?**

More people are aware of the most common methods of fraud and how to deal with them.

**Lead Service:** Regulation and Economic Development – Trading Standards

## Objective 6: We will increase access to participation to improve diversity of decision making

**Priority 6.1:** Decision-making bodies become **more representative** of the communities they serve

### Why have we chosen this as a priority?

Women remain under-represented among local election candidates in Wales and in public appointments (*Is Wales Fairer? 2018*). A survey of local government election candidates in Wales for the May 2017 elections found that 34% were women. Following the election, 26% of **councillors** were women, with considerable variation across Wales' 22 local authorities (*Is Wales Fairer? 2018*). The percentage across the six North Wales local authorities was 22.9%, of which Anglesey, with 10%, had the lowest percentage (*Equality in North Wales: data and evidence report*).

The under-representation of women in local government is only part of a wider diversity issue. Younger people in particular are under-represented on this Council.

According to a report by the National Assembly for Wales' Equality, Local Government and Communities Committee, '*Diversity in Local Government*' (April 2019), that the accessibility of information on the role of councillors is clearly an area for improvement. The report makes 22 recommendations to the Welsh Government, including a recommendation that "*the Welsh Government and the Welsh Local Government Association start work on a positive campaign to increase diversity among candidates standing for local government elections by summer 2019.*"

Four of the Council's committees also include **co-opted members**. These representatives are recruited for fixed terms to represent a specific area of interest or issue of consideration. They are not elected members and are appointed because of their level of knowledge and experience. Currently, the gender profile is fairly balanced, with 45% (5) of the eleven co-opted members being women.

How we plan to do this?	By when?
Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections.	May 2022
Make use of positive action as part of the process of recruiting co-opted members.	As and when vacancies arise.

**Which protected characteristics does this affect?** All characteristics, but Age (young people) and Sex (women) in particular.

### **What should success look like?**

An increase in diversity amongst individuals standing in the local government elections in 2022 and individuals who apply to become co-opted members as part of future recruitment processes.

**Lead Service:** Council Business

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**Objective 6: We will increase access to participation to improve diversity of decision making**

**Priority 6.2: Consultation and engagement** is improved through strengthening links between the public sector and local and national groups representing people from all protected groups

**Why have we chosen this as a priority?**

The Council recognises that there is always room for further improvement in widening the cohort of citizens who actively engage, particularly with regard to hard to reach groups. As a result, opportunities have been taken to create a standardised and simplified process for engagement across the public and third sector.

The **community engagement model** is used to improve the corporate approach to community engagement. This model is essential in order to identify those communities and groupings that will have an interest in taking over responsibilities for delivery of local type needs in their communities. The model has since its inception been tailored for use in different engagement and consultation work. This model has been signed off by the revised **Joint Engagement and Consultation Board** led by a member of the Senior Leadership Team and attended by representatives of the third sector. The Joint Board provides a cross Council approach to engagement and stakeholder involvement which reduces duplication, ensures a collective approach to engagement and improves our area based intelligence as a Council.

One area of improvement identified recently by the Board is to develop a checklist for managers to identify the information and steps required to support effective local engagement and consultation. This checklist is in addition to the National Principles for Public Engagement (which were adopted on 5 September 2011 as part of the Council's Community Engagement Strategy) and its aim is to ensure consistency and provide assurance that the Council is meeting all its legal obligations.

On a regional level, we will continue to work on engagement as part of NWPSSEN (see page 13) to share good practice and make the most of the resources available to us.

<b>How we plan to do this?</b>	<b>By when?</b>
Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics.	Continuous
The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services.	Continuous
Continue to work on engagement with our regional partners (as members of NWPSSEN) by making the most of resources available us.	Continuous

**Which protected characteristics does this affect?** All.

**What should success look like?**

Consultation and engagement routinely carried out to a consistently high standard across the Council.

An increase in the number of representations received from hard to reach groups in response to engagement and consultation.

**Lead Services:**

Corporate Transformation

Council Business – Democratic Services (as part of NWPSSEN)

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**Objective 7: We will develop our knowledge and understanding of the socio-economic duty (when guidance becomes available) to identify the key areas of impact to be addressed under each objective**

**Why have we chosen this as an objective?**

In its 'Is Wales Fairer? 2018' report, the EHRC recommends that *“to ensure that public bodies work together to reduce the inequalities linked to socio-economic disadvantage, the socio-economic duty in the Equality Act should be brought into force in Wales by the Welsh Government as a matter of priority”*

The Welsh Government have recently confirmed that the socio-economic duty will be brought into force to require public bodies to consider the impact of their strategic decisions on the poorest people and groups. Further guidance will be issued in due course but at the time of writing this Plan it is anticipated that the duty will commence on 1 April 2020.

We have already begun to address the new duty in this Plan by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage - revising our corporate process for undertaking impact assessments (Priority 8.2) and addressing gaps in educational attainment (Priority 1.2).

<b>How we plan to do this?</b>	<b>By when?</b>
Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business.	Once further guidance becomes available.
Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage – see also Priority 8.2.	Continuous.
Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty.	31 March annually.

**Which protected characteristics does this affect?** All characteristics, in the context of the socio-economic duty.

**What should success look like?**

Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures.

**Lead Service:** Council Business – Democratic Services

**Objective 8: We will improve the Council's procedures to ensure fairness for all**

**Priority 8.1: A staff training programme** is in place to ensure the right staff have the right skills to deliver equality improvement

**Why have we chosen this as a priority?**

This has been a priority from the outset, to demonstrate the Council's commitment to ensuring that those employed and working with the Council are skilled, trained and motivated to meet the challenging and diverse needs of the community.

It is recognised that it is important that people throughout the Council are aware of the general and specific equality duties to ensure that this is fully considered in the work they do. In addition to raising awareness during corporate induction sessions, the Council now has an electronic policy management system – the Policy Portal - which places an expectation on staff who have Council email accounts to accept key corporate policies. The Council's Equality and Diversity Policy is included in the core set of nine corporate policies that must be accepted and the policy been available for acceptance since July 2019. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

In addition, should it become apparent that there are any areas that need to be addressed as part of our customer care arrangements, we will respond appropriately to the issues identified.

<b>How we plan to do this?</b>	<b>By when?</b>
Continue to raise awareness of equality and diversity amongst Council staff during corporate induction sessions and by requiring staff who have Council email accounts to read, understand and accept the Equality and Diversity Policy.	Continuous.
Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified.	Continuous (as part of the Corporate Training Programme and in response to any needs identified).

**Which protected characteristics does this affect?** All characteristics

### **What should success look like?**

A high level of awareness and improved understanding of equality and diversity duties across the Council.

**Lead Service:** Corporate Transformation – Human Resources (with support from Council Business – Democratic Services with the Policy Portal)

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**Objective 8: We will improve the Council's procedures to ensure fairness for all**

**Priority 8.2:** An effective corporate process is established to ensure the ongoing **assessment of impact** across services

**Why have we chosen this as a priority?**

Securing a consistent approach across the authority in terms of completing effective equality impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. We also need to ensure that there is a clearer alignment between our corporate arrangements and:

The **Well-being of Future Generations Act** - which requires public bodies to work in a way that improves the economic, social, environmental and cultural well-being of Wales by meeting the needs of the present while protecting the needs of the future.

The **socio-economic duty** in the Equality Act – which is to be brought into force in Wales to reduce the inequalities linked to socio-economic disadvantage (see Objective 7).

<b>How we plan do this?</b>	<b>By when?</b>
Continue to provide support and development opportunities for members and officers to ensure that they have sufficient information about their duties towards people with protected equality characteristics.	In accordance with the Member Development and Training Plan, the Scrutiny Member Development Programme and the Corporate Staff Training Programme.
Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty: <ul style="list-style-type: none"> <li>- Scrutiny reporting templates</li> <li>- Corporate EIA template and guidance.</li> <li>-</li> </ul>	Summer 2020
To support decision-making in the context of the Wellbeing of Future Generations Act: <ul style="list-style-type: none"> <li>- Review the Questioning Strategy for scrutiny members</li> </ul>	October 2020

How we plan do this?	By when?
<ul style="list-style-type: none"> <li>- Develop a set of stock questions for scrutiny members, based on the Future Generations Framework for Scrutiny produced by the Future Generations Commissioner for Wales (January 2019)</li> </ul>	December 2020

**Which protected characteristics does this affect?** All characteristics.

**What should success look like?**

Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business.

**Lead Service:** Council Business – Democratic Services

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## **Monitoring progress**

To keep you informed on progress in delivering our equality objectives, we will produce annual equality reports. In addition, progress against our Council Plan priorities will be included in our Annual Performance Reports.

**March 2020**

DRAFT

## Isle of Anglesey County Council - Equality Impact Assessment Template

Revision history:		
Version	Date	Summary of changes
1.0	11-12-19	First draft.

Step 1: Background	
<b>1 - What are you assessing?</b>	Strategic Equality Plan 2020-2024
<b>2 - Is this a new or existing proposal?</b>	The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 placed a specific duty on all local authorities to develop equality objectives and produce a Strategic Equality Plan by 2 April 2012. The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan must be published.
<b>3 - What are the aims and purpose of this proposal?</b>	<p>The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.</p> <p>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, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:</p>

## Step 1: Background

	<p>1 - Outcomes in <b>education</b> attainment and wellbeing in schools are improved 2 - We will take action to ensure we are a <b>fair employer and reduce pay gaps</b> 3 - We will take action to improve the <b>living standards</b> of people with different protected characteristics 4 - We will improve <b>health, wellbeing and social care</b> outcomes 5 - We will improve <b>personal security and access to justice</b> 6 - We will increase access to <b>participation</b> to improve diversity of decision-making</p> <p>In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:</p> <p>7 - We will develop our knowledge and understanding of the <b>socio-economic duty</b> (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.</p> <p>For consistency, this Council has chosen to adopt the regional objectives, as well as one additional local objective:</p> <p>8 – We will improve the <b>Council's procedures</b> to ensure fairness for all.</p> <p><b>Draft priorities</b> have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey's citizens.</p>
<b>4 - Who is responsible for the proposal you are assessing?</b>	The Director of Social Services is the corporate lead for equality and diversity.
<b>5 - Who is the Lead Officer for this assessment?</b>	Carol Wyn Owen, Policy and Strategy Manager.

<b>Step 1: Background</b>	
<b>6 - Who else is involved in undertaking this assessment?</b>	Rhian Wyn Jones, Policy Officer Tony Wyn Jones, Regional Community Cohesion Co-ordinator Daron Owens, Regional Community Cohesion Officer
<b>7 - Is the proposal related to other areas of work?</b> For example, are there other proposals of policies that should be taken into consideration as part of this assessment?	The Plan is a not a stand-alone document. The priorities within the Plan have been chosen to complement the Council Plan 2017-2022 and other key corporate and service plans.
<b>8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?</b>	<ul style="list-style-type: none"> <li>- The residents of Anglesey.</li> <li>- People with protected characteristics living in, visiting or working in Anglesey.</li> <li>- Elected members and employees of the Isle of Anglesey County Council.</li> </ul>

<b>9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?</b>	<b>Yes</b>	<b>No</b>
<b>The elimination of discrimination and harassment</b>	✓	
<b>The advancement of equality of opportunity</b>	✓	
<b>The fostering of good relations</b>	✓	
<b>The protection and promotion of human rights</b>	✓	
Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups		

<b>Step 2: Information Gathering</b>	
<p><b>10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?</b></p>	<p>Yes. The Council has adopted the principles that:</p> <ul style="list-style-type: none"> <li>- in Wales, the Welsh language should be treated no less favourably than the English language and</li> <li>-</li> <li>- that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.</li> </ul> <p>The Council's work on the Plan, as well as all its work across services, will be delivered in accordance with the above principles.</p>
<p><b>11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?</b></p>	<p>Yes. Priority 4.2 - We will create the conditions for individuals to improve their health and wellbeing – refers to the proactive offer of Welsh language services and that the Council's Social Services work in accordance with the Welsh Government's strategic framework 'More than just words'. The aim of the framework is to strengthen Welsh language services in health, social services and social care.</p>
<p><b>12 – Will this area of work proactively offer services in Welsh for users?</b></p>	<p>See 11 above.</p>
<p><b>13 – Is this proposal likely to protect and promote the Welsh language within communities?</b></p>	<p>See 11 above.</p>
<p><b>Appendix 1</b> to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's <b>main</b> policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – <b>a separate template is available with these papers on MonITor, for you to complete, if appropriate.</b></p>	

<b>Step 2: Information Gathering</b>		
<p><b>14 - Are there any Human Rights issues? If so, what are they?</b> (For example, could this proposal result in the failure to safeguard the right to privacy?)</p> <p>(The 16 basic rights are listed at Appendix 1).</p>	None known.	
<p><b>15 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?</b></p> <p>(Discriptions of the wellbeing goals are listed at Appendix 2)</p>	A prosperous Wales	
	A resilient Wales	
	A healthier Wales	✓
	A more equal Wales	✓
	A Wales of cohesive communities	✓
	A Wales of vibrant culture and thriving Welsh language	✓
	A globally responsible Wales	
<p><b>16 - What has been done to date in terms of involvement and consultation with regard to this proposal?</b></p>	<p>Due regard has been given to relevant information gathered from a regional engagement event (North Wales) held on 24 May 2018 and local engagement at a meeting of the Anglesey Wellbeing Network on 25 September 2019. Following this, our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the aim is to build upon this engagement model to gain a better understanding of local needs.</p>	
<p><b>17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail:</b></p>	<p><i>'Is Wales Fairer? 2018'</i>; Equality and Human Rights Commission.</p> <p><i>Equality in North Wales</i>: Data and evidence report ; Gwynedd Council This report was commissioned by the North Wales Public Services Board Officers Network in order to gain a deeper understanding of equality data at local level – in particular on the issues covered in the “Is Wales Fairer?” report. The report was shared with NWPSen members to inform their work on developing regional objectives.</p> <p>Relevant information is also included as background information under each equality objective to justify the priorities we have chosen.</p>	

**Step 2: Information Gathering**

**18 - Are there any gaps in the information collected to date?  
If so, how will these be addressed?**

Both the EHRC report *Is Wales Fairer? 2018* and The *Equality in North Wales* data and evidence report draws attention to the gaps in data and information at local levels and suggest some priorities for improvement. In future, the aim is to build upon this engagement model to gain a better understanding of local needs

### Step 3: Considering the potential impact and identifying mitigating action

19 — Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. \*For determining potential impact, please choose from the following: **Negative / Positive / No impact**

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
<b>Age</b>	<b>Positive</b>	<p>The Plan will help to deliver a positive impact on people of all ages. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people achieving their full potential (priority 1.1).</p> <p>Protect older, vulnerable people by raising awareness within local communities around different types of fraud (priority 5.3).</p> <p>Address barriers to people of all ages from participating in public life by taking part in a campaign to widen participation in the 2022 local elections (priority 6.1) and continuing to develop community hubs and place shaping (page 12 of the Plan)</p>	No negative impact identified at this stage.
<b>Disability</b>	<b>Positive</b>	<p>The Plan will help to deliver a positive impact on disabled people. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people with additional learning requirements achieving their full potential (priority 1.1).</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Ensure that more properties and facilities such as bus stops, footways and crossings are accessible and meet the needs of disabled residents (priorities 3.1 and 3.2)</p> <p>Increase opportunities for disabled people to participate in sport (priority 4.1)</p> <p>Raise awareness of the annual health checks available to people with learning impairments (priority 4.2)</p> <p>Support disabled people who are victims of hate crime (priority 5.1)</p> <p>Also, the Plan refers to what we are already doing to create work opportunities for people with learning impairments (see Promoting Equality on page 11)</p>	
<b>Sex</b>	<b>Positive</b>	<p>The Plan will help to ensure that no Council employee receives less favourable treatment on the grounds of sex. Objectives contained in the Plan will help to:</p> <p>Ensure that employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities (priority 2.1)</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Identify and reduce gender pay gaps and other inequalities (priority 2.2)</p> <p>Encourage more women to stand in the local government elections in 2022 (priority 6.1)</p>	
<b>Gender Reassignment</b>	<b>Positive</b>	<p>The Plan will help to deliver a positive impact on transgender people. Objectives in the Plan will help to:</p> <p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Support transgender people who are victims of hate crime (priority 5.1)</p> <p>Ensure that the Council respects and communicates with all transgender people as the gender they identify with (priority 8.1).</p>	No negative impact identified at this stage.
<b>Pregnancy &amp; Maternity</b>	<b>Positive</b>	The Plan will help to deliver a positive impact on anyone who is pregnant or who is in their maternity period.	<p>No negative impact identified at this stage.</p> <p>Priority 2.1 in the Plan will address any barriers experienced on the grounds of pregnancy and maternity.</p>
<b>Race / Ethnicity / Nationality</b>	<b>Positive</b>	The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	
<b>Religion or Belief</b>	<b>Positive</b>	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
<b>Sexual Orientation</b>	<b>Positive</b>	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
<b>Welsh language</b>	<b>Positive</b>	See questions 10 – 13.	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
<b>Human Rights</b>	<b>No impact</b>	The Council's work will continue to be underpinned by a set of values which includes ensuring that the basic human rights of individuals are protected at all times.	No negative impact identified at this stage
<b>Marriage or Civil Partnership</b> (elimination of discrimination only)	<b>No impact</b>	The Council is committed to eliminating discrimination of all types and will protect the rights of married people and those in civil partnerships.	No negative impact identified at this stage.
<b>Other - poverty</b>	<b>Positive</b>	<p>At the time of writing, it was anticipated that the <b>socio-economic duty</b> would be brought into force on 1 April 2020. The duty will require public bodies to consider the impact of their strategic decisions on the poorest people and groups.</p> <p>We have already begun to address the new duty by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage, namely:</p> <p>Revising our corporate process for undertaking impact assessments (Priority 8.2)</p> <p>Addressing gaps in educational attainment (Priority 1.1).</p> <p>We will develop our knowledge and understanding of the socio-economic duty, once guidance becomes available (objective 7), and ensure that the duty becomes an integral part of our day-to-day business.</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		We will use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty in due course.	

<b>Step 4: Outcome of the assessment</b>	
<b>20 - Note the impacts identified and how it is intended to mitigate any negative impact</b> (ie a summary of the above table)	<p>No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act</li> <li>- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not</li> <li>- Foster good relations between people who share a protected characteristic.</li> </ul> <p>In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.</p>
<b>21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?</b>	No negative impacts identified at this stage.
<b>22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability).</b> (The seven well-being goals are listed in Appendix 2)	<p><b>A more equal Wales</b> - All the priorities contained in the Plan will contribute towards the goal of developing a society that enables people to fulfil their potential no matter what their background or circumstances.</p> <p>In particular, our objective to develop our knowledge and understanding of the socio-economic duty will ensure that inequalities linked to socio-economic disadvantage are identified and given due regard within all our plans, policies and procedures.</p>

<b>Step 4: Outcome of the assessment</b>	
<p><b>23 – Is there a need to reconsider the proposal as a result of conducting this assessment?</b></p> <p>(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).</p>	<p>No. However, it is important to note that our commitment to equality is not limited to the priorities contained in the Plan. The Council will take advantage of any new opportunities to further advance equality as such considerations become more embedded within the Council's day to day work.</p>
<p><b>24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?</b></p>	<p>The Strategic Equality Plan will be taken through the following approval process:</p> <p>Partnership and Regeneration Scrutiny Committee – 4 February 2020  The Executive – 17 February 2020  Full Council – 10 March 2020.</p>
<p><b>25 - Are there monitoring arrangements in place? What are they?</b></p>	<p>Progress towards achieving our priorities will be reported in our Annual Equality Reports.</p>

**Step 5: Action Plan**

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

<b>Ref</b>	<b>Proposed actions</b>	<b>Lead officer</b>	<b>Timescale</b>

## Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

## Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

Goal	Description of the goal
<b>A prosperous Wales</b>	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
<b>A resilient Wales</b>	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
<b>A healthier Wales</b>	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
<b>A more equal Wales</b>	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
<b>A Wales of cohesive communities</b>	Attractive, viable, safe and well-connected communities.
<b>A Wales of vibrant culture and thriving Welsh language</b>	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
<b>A globally responsible Wales</b>	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.