

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	11 March 2021
Subject:	Annual Equality Report 2019/20
Purpose of Report:	To present the report for comment before it is submitted for delegated approval for publication.
Scrutiny Chair:	Cllr Gwilym O Jones
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
Report Author:	Carol Wyn Owen, Policy and Strategy Manager
Tel:	01248 752561
Email:	CarolWyn@ynysmon.gov.uk
Local Members:	Not applicable

1 - Recommendation/s

The Committee is invited to provide comments on the Annual Equality Report 2019/20 before it is submitted for delegated approval by the Portfolio Holder for publication.

2 – Link to Council Plan / Other Corporate Priorities

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 our Strategic Equality Plan for 2020-2024 Plan and the **Council Plan 2017-2022**. This annual equality report seeks to continue these links by referring to some examples of good practice from the Council's Annual performance Report 2019/20.

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

3.1 Impact the matter has on individuals and communities [**focus on customer/citizen**]

3.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]

3.3 A look at any risks [**focus on risk**]

3.4 Scrutiny taking a performance monitoring or quality assurance role [focus on performance & quality]

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

4 - Key Scrutiny Questions

1 – What steps have been put in place to ensure that children / vulnerable people do not experience inequality as a result of the Covid-19 pandemic?

2 – How is it intended to ensure that the socio-economic duty becomes an integral part of the Council's work?

3 – To what extent has the Council successfully achieved the equality objectives?

4 – What performance indicators or data are used to measure and monitor equality across the island?

5 – Background / Context

The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 must publish an annual equality report by 31 March in the year following each reporting period. The main role of the Annual Equality Report is to support the authority in meeting its general equality duty to:

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

The report must include employment data and progress reports against achieving the equality objectives identified in the Council's Strategic Equality Plan. The draft Strategic Plan for 2020-2024 was submitted to this Committee for observations on 4 February 2020 and was approved by the full Council on 10 March 2020.

In accordance with the requirements, the employment data in this year's annual report is based on the period between 1 April 2019 and 31 March 2020. The remainder of the report outlines progress up to December 2020, so as to provide a more up-to-date picture of the situation.

6 – Equality Impact Assessment [including impacts on the Welsh Language]

The purpose of this annual report is to look back at how the Council has met with its equality duties. This includes an outline of progress against work related to our priority to establish an effective corporate process to ensure the ongoing assessment of impact across services (Objective 8, Priority 8.2).

7 – Financial Implications

Not relevant.

8 – Appendices:

Appendix 1 - Draft Annual Equality Report 2019/20

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



Isle of Anglesey County Council

DRAFT Annual Equality Report 2019/20

March 2021

How to contact us

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

E-mail: 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.

Index

	Page
How to contact us	2
Introduction and Background	4
Equality Act 2010	4
Strategic Equality Plan (SEP)	5
Annual Equality Report	5
Council priorities	5
Identifying, collecting and using relevant information	6
Our Communities	6
Our Staff	6
Assessing Impact	15
Promoting Equality	16
Collaboration	17
Our Equality Objectives	17
Appendix 1 – SEP 2020-2024 Priorities: Progress as at December 2020	20
Appendix 2 – Gender Pay Gap 2020	43

Introduction and Background

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**. However, 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** (ie this report) must also be produced by 31 March each year, the purpose of which is to demonstrate how we have met our general and specific equality duties.

The Socio-Economic Duty

The Socio-Economic Duty (Part 1, Section 1 of the Equality Act 2010) will come into force in Wales on 31 March 2021. The overall aim of the Duty is to deliver better outcomes for those who experience socio-economic disadvantage. The Duty will support this through ensuring that those taking strategic decisions:

- take account of evidence and potential impact through consultation and engagement
- understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage
- welcome challenge and scrutiny
- drive a change in the way that decisions are made and the way that decision makers operate

We set out how we have been preparing for the introduction of this new Duty in Appendix 1 (Objective 8).

Strategic Equality Plan

The Council published its first Strategic Equality Plan (2012–2016) in April 2012. That Plan, and the equality objectives included in it, were reviewed and an updated Plan was published in March 2016 (2016–2020). A third Plan, covering 2020–2024, was published in March 2020. The Plan and other documents can be found on our website.

Annual Equality Report

This is the Annual Equality Report, the main purpose of which is to demonstrate how we are complying with our equality duties.

This report covers the period from 1 April 2019 to 31 March 2020 where it relates to employment data. The remainder of the report includes an outline of developments up to December 2020 so as to provide a more up-to-date picture as well as to complement our new Strategic Equality Plan.

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.

We have sought to maintain close links between our Strategic Equality Plan and the Council Plan 2017-2022, which informs the decision making process at all levels in the Council.

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.

Identifying, collecting and using relevant information

Our Communities

We believe that we are continuing to take positive steps to identify and collect relevant equality information. This information is included within a wide range of corporate and service strategies, plans and committee reports that are published on our website. Paper copies or other alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

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

Our Staff

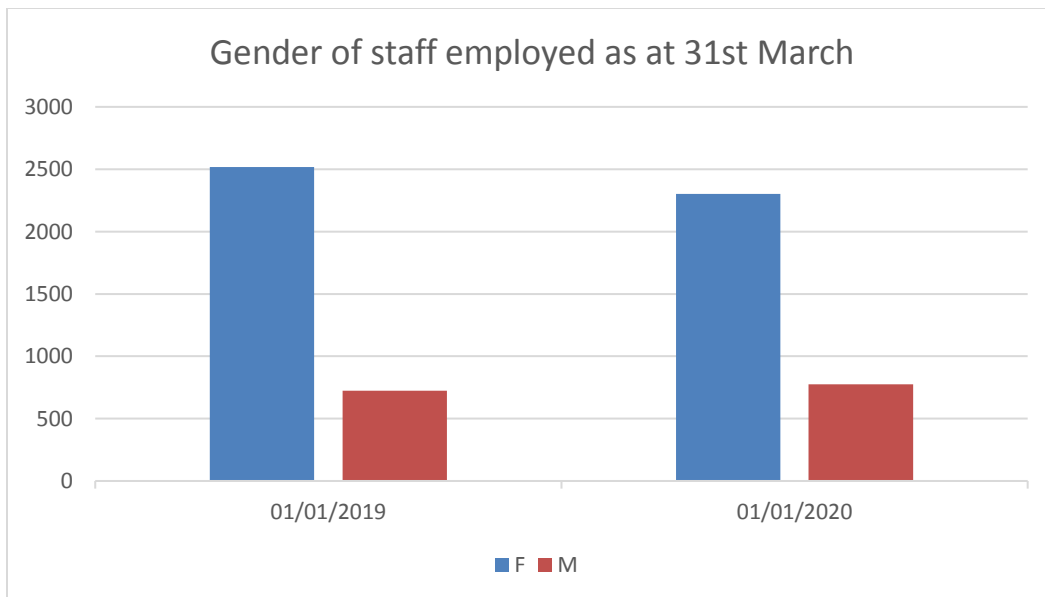
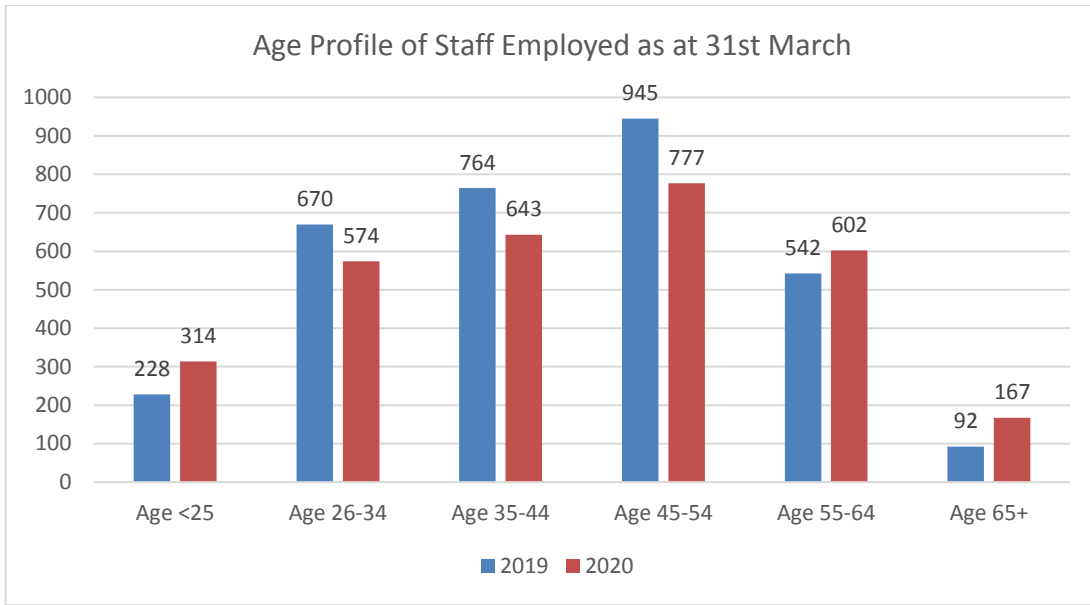
Employment Information

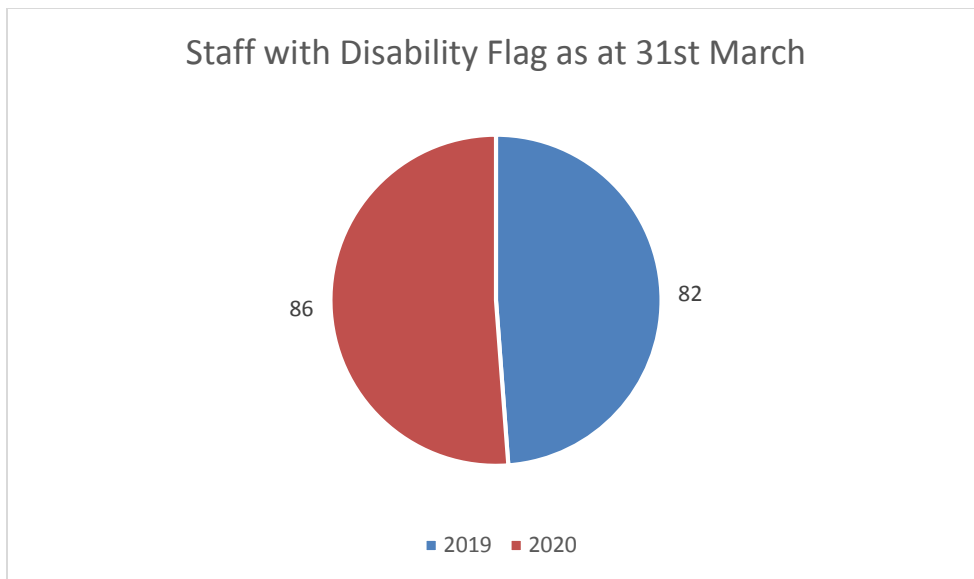
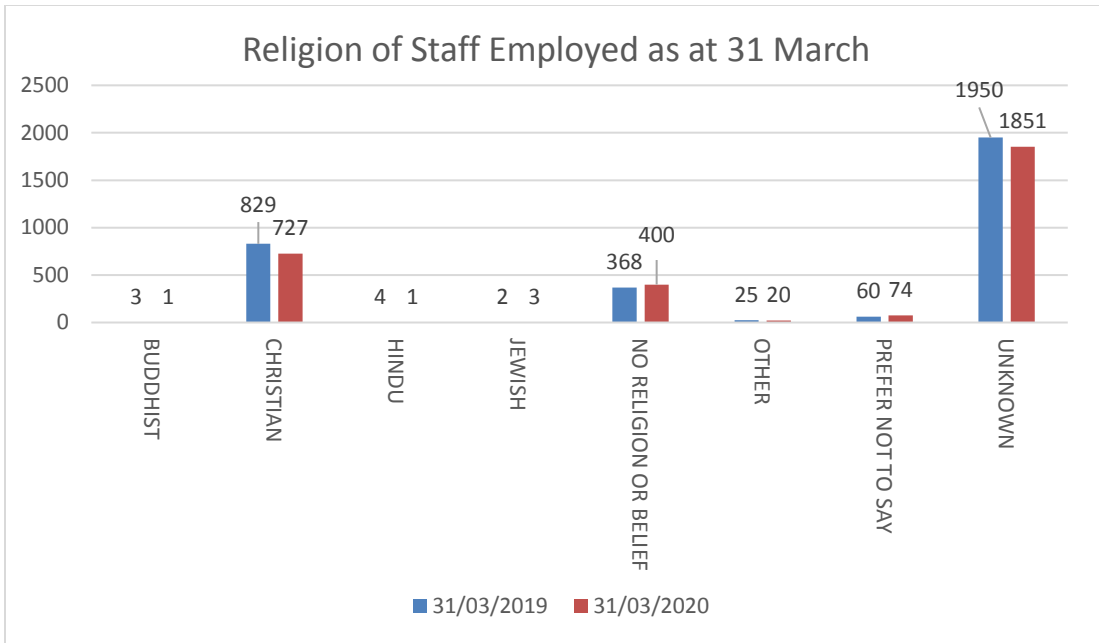
Anglesey County Council see data as a vital tool in the fulfilment of its public sector duties in relation to employment to promote equality of opportunity, to help eliminate discrimination, harassment and victimisation. The Authority is constantly striving to collect accurate information on its staff and then analyse this data on the required protected groups through the electronic Human Resources system.

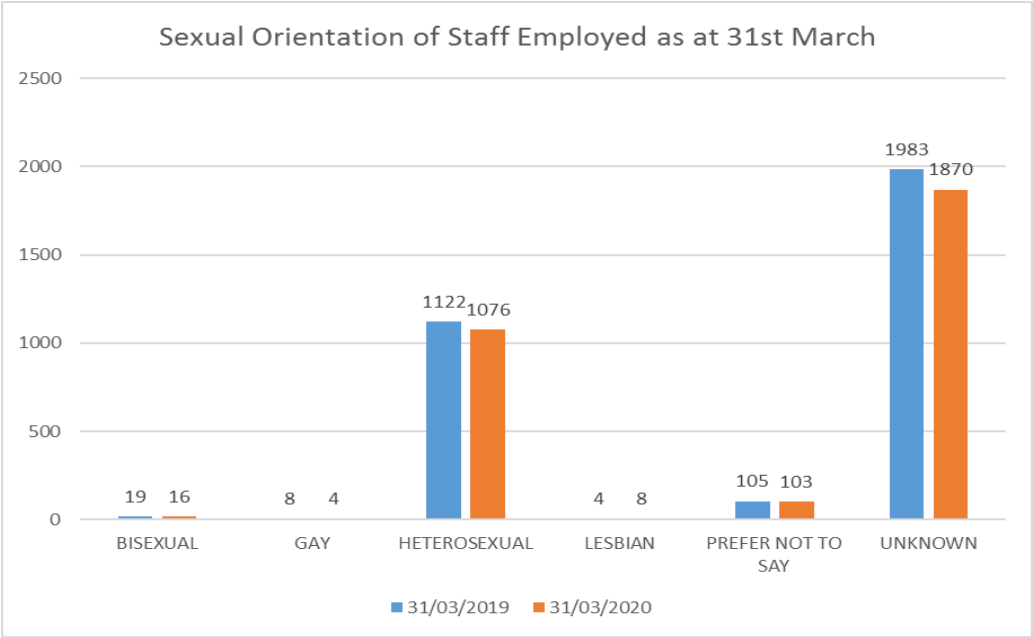
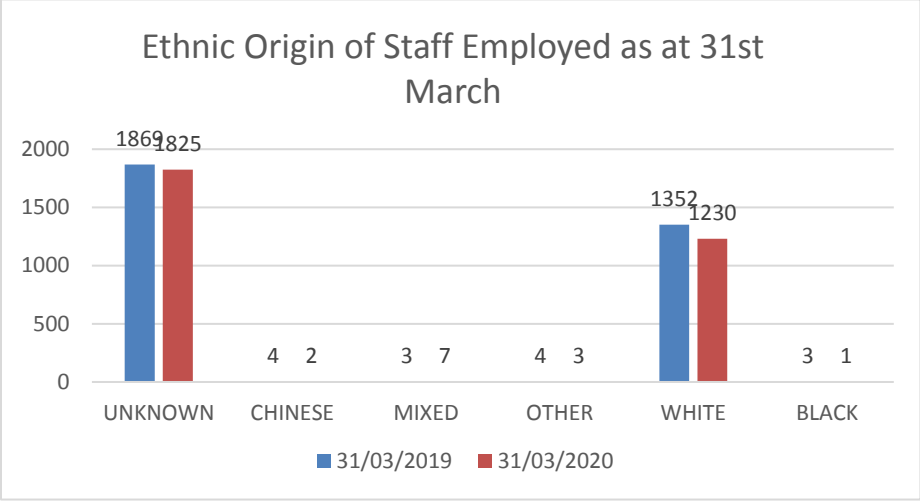
The data held relates to some 3,077 Council employees (including teaching staff) and consideration has been given to the protected characteristics of gender, age, ethnicity, sexual orientation and disability of current staff, where that information is known and has been shared with the Authority. There is also an analysis of those who have applied for vacant posts within the Authority below the current staff information.

The following information graphs outline the employment information currently available for the Isle of Anglesey County Council:

People employed by the Authority as at 31 March 2020											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Disa bled	*BME**	*LGB** *
774	2303	3077	314	574	643	777	602	167	86	13	28
*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual											







Other information currently available includes the following:

People who have successfully changed position within the Authority in 2019/2020											
These figures will include those who have been promoted, changed roles at the same level or taken on second jobs with the Authority											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
95	318	413	69	91	104	91	50	8	14	2	4
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual</p>											

Training Data		
Training Completed	Male Completed	Female Completed
4835	1279	3556

Grievance - The table below contains information in relation to employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made between 01 April 2019 and 31 March 2020 and is presented for each of the protected characteristics.

Number of grievances	5
Age	16-24 – 0 25-34 – 1 35-44 – 0 45-54 – 1 55-64 – 2 65+ – 1
Disability	None recorded

Gender reassignment	None recorded
Pregnancy and maternity	None recorded
Race	White – 3 Information recorded for 3 / 5
Religion or Belief	Christian – 3 Information recorded for 3 / 5
Sex	Male - 3 Female – 2
Sexual Orientation	Heterosexual – 3 Information recorded for 3 / 5

Disciplinary - The table below contains information in relation to employees subject to disciplinary procedures between 01 April 2019 and 31 March 2020 and is presented for each of the protected characteristics.

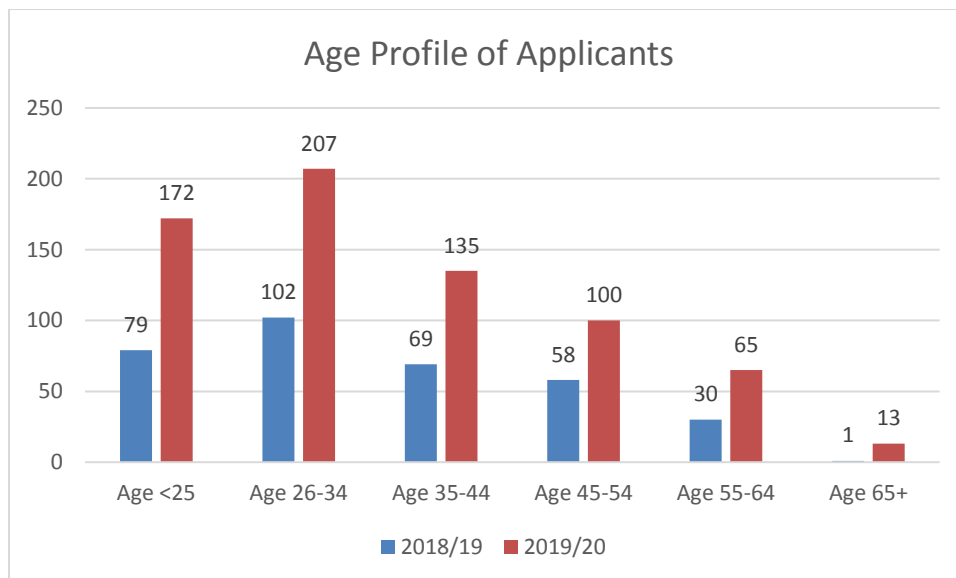
Number of employees subject to disciplinary procedures	21
Age	16-24 – 1 25-34 – 2 35-44 – 7 45-54 – 5 55-64 – 5 65+ – 1
Disability	None recorded
Gender reassignment	None recorded
Pregnancy and maternity	None recorded
Race	White – 7 Information recorded for 7 / 21

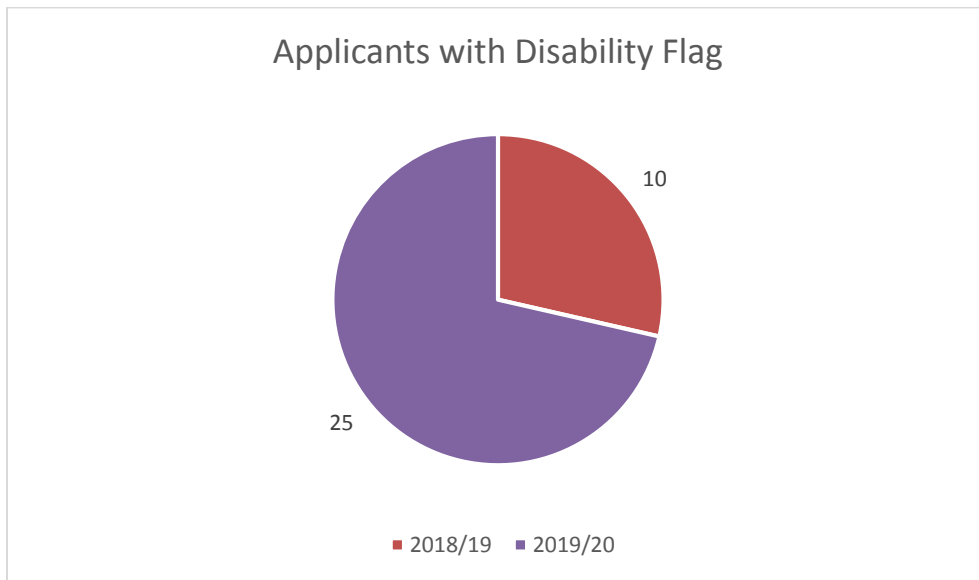
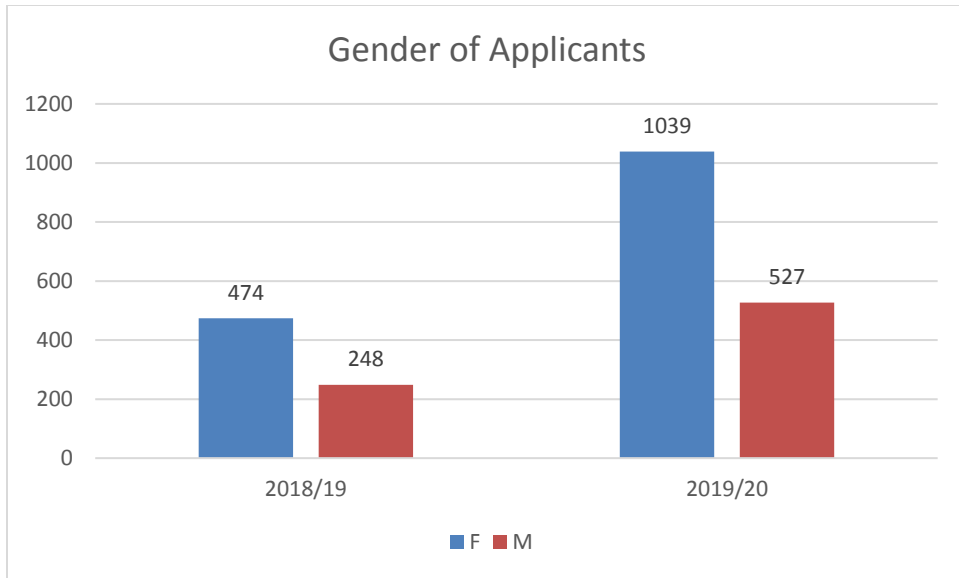
Religion or Belief	Christian – 3 No Religion or Belief – 3 Other – 1 Information recorded for 7 / 21
Sex	Male - 12 Female - 9
Sexual Orientation	Heterosexual – 6 Prefer not to say – 1 Information recorded for 7 / 21

Information in relation to applicants to vacancies advertised within the Authority:

People who have applied for jobs with the Authority over the last year											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
527	1039	1566	172	207	135	100	65	13	25	22	38

*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.
 **BME – Black, Minority Ethnic
 ***LGB – Lesbian, Gay, Bisexual





The Authority has a fully functioning online recruitment system which links a successful applicant's equality monitoring data automatically to their electronic personnel record. The form also includes an option for staff to note 'prefer not to say'. Moving forward, this means that the information of those who choose to provide their equality monitoring information, is reflected in the workforce data.

There remains some gaps in the information of existing staff. The self-service system, My View, allows staff to update their own equality monitoring information, at their own convenience. Further marketing around this is planned. It must be acknowledged that the data is much more accurate than in previous years following an organization-wide paper exercise to encourage staff to share this information in September 2019. There is a commitment to carry on ensuring information held is as current as possible.

Training

In accordance with the People Strategy, the Council is committed to the development of employees and elected members as an integral part of ensuring that staff are skilled, trained and motivated to meet the challenging and diverse needs of the community. Training and development opportunities can involve qualifications and accreditations, classroom based learning, e-learning, blended learning, self-directed learning, shadowing and on-the-job learning.

In order to deliver services effectively, all staff and elected members need to be aware of the general and specific equality duties to ensure that it is considered in the work they undertake. This past year included:

- Classroom-based equality and diversity training for staff and Elected Members
- Classroom-based equality impact assessment training for staff and elected members
- New equality and diversity e-learning module which can be accessed at any time on any device
- Section on equality and diversity delivered in the corporate induction for each new starter

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

Assessing for Impact

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

At the time of writing this report, the corporate template and guidance for conducting equality impact assessments were being reviewed to incorporate the requirements of the Socio-Economic Duty which comes into force on 31 March 2021. Further details can be found in Appendix 1 (objectives 7 and 8).

Promoting Equality

Dealing with the Covid-19 crisis has been a significant challenge for the Council over the past months. Our Annual Performance Report 2019/20 (published in October 2020) lists a number of activities carried out by the Council and its partners to promote equality and protect our most vulnerable communities, for example:

- Protecting and supporting vulnerable individuals and children of key workers in our School Care Hubs
- The administration of national grants e.g. business support; direct payments for free school meals

At the time of writing the Annual Performance Report:

- The 'Neges' scheme, which was set up under the leadership of Menter Môn to ensure nutritious meals for vulnerable people in our society, had delivered over 3000 meals to individuals, couples and families since the start of the pandemic
- Food banks had distributed over 400 packages, with the response for donations from the communities being exceptional
- 3393 people received a Shielding letter from the Welsh Government and, after the Council contacted those individuals around 150 food parcels were regularly delivered to those that required the packages
- A total of 1551 Free School Meal payments had been made to eligible families on the Island - this is an increase on the uptake of 1140 Free School Meal claimants identified in PLASC (Pupil Level Annual School Census)

Many more examples can be found in the 'Newsroom' section of our website, including:

New iPads provided to keep people in touch with friends and family:

<https://www.anglesey.gov.uk/en/newsroom/news/new-ipads-provided-to-keep-people-in-touch-with-friends-and-family>

Take care of your mind as well as body:

<https://www.anglesey.gov.uk/en/newsroom/news/take-care-of-your-mind-as-well-as-body>

Gorwel reassures victims of domestic abuse that support is there during Covid-19: <https://www.anglesey.gov.uk/en/newsroom/news/gorwel-reassures-victims-of-domestic-abuse>

Together we can keep people safe:

<https://www.anglesey.gov.uk/en/newsroom/news/together-we-can-keep-people-safe>

Collaboration

The North Wales Public Sector Equality Network (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. During 2011/12, NWPSSEN developed a set of shared objectives which every partner agreed to. These objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and 2020-2024.

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

Our 2020-2024 Equality Objectives

What we have done so far

We concluded in our 2020-2024 Plan that many of the barriers facing people with protected characteristics are long-standing and that it would take some time to fully address them. Because of this, our new objectives cover broadly the same themes as those in our previous plans. Priorities and actions were identified under each objective details of progress over the first nine months of our new Plan can be found in Appendix 1.

The Plan also includes some indicators of what we should expect to see if these actions have been completed successfully by the end of the term of the current Plan (see below). Based on the information in Appendix 1, despite some delays in some areas due to additional challenges of the Covid-19 pandemic, we believe that we are on the right track towards achieving these indicators of success by the end of the term of the Plan:

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

- Steps have been taken to address the gaps in educational attainment between different protected groups, including gaps that arise from socio-economic disadvantage (Priority 1.1).
- 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 (Priority 1.2).

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

- 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 (Priority 2.1).
- The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities (Priority 2.2).

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

- The number of accessible bus stops, suitable dropped kerbs and tactile crossing facilities on the island increases (Actions 3.1 and 3.2).
- Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible (Action 3.1.3).
- More homes of high quality which meet the needs of our residents (Priority 3.2).

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

- 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 (Priority 4.1).
- The number of people with learning impairments who take up the offer of annual health checks is increased (Action 4.2.1).
- All individuals who contact the Council are proactively offered services through the medium of Welsh (Action 4.2.2).

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

- More people are aware of the fact that support is available for victims as well as how to report a hate crime (Priority 5.1).
- 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 (Priority 5.2).
- More people are aware of the most common methods of fraud and how to deal with them (Priority 5.3).

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

- 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 (Priority 6.1).
- Consultation and engagement routinely carried out to a consistently high standard across the Council (Priority 6.2).
- An increase in the number of representations received from hard to reach groups in response to engagement and consultation (Priority 6.2).

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

- Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures (objective 7).

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

- A high level of awareness and improved understanding of equality and diversity duties across the Council (Priority 8.1).
- Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business (Priority 8.2).

What we intend to do next

We will continue to report annually on the progress we make and 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. This will be particularly important over the coming months as we continue to respond to the Covid-19 pandemic by protecting the vulnerable in our communities and support those in need. We remain committed, within the capabilities and influence of the County Council, to:

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

March 2021

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

1.1.1: Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen:

During the lockdown period, between March and September 2020, urgent attention was given to ensuring that all pupils with additional learning needs (ALN) had access to laptops or other suitable electronic equipment to enable a good standard of combined learning. Schools and support teachers engaged regularly with pupils to ensure that they were making satisfactory progress with their tasks. Strategaeth Môn a Gwynedd has a dedicated support website which is available to schools, pupils and their parents - data shows that use of the website has increased significantly over the past months.

During the reporting period, a decision was taken to undertake organizational assessments and this replaced the need for the usual external examinations. This meant that comparing this year's performance and results would be difficult. In addition, as pupils' results in GCSE and A Level have not yet been published, it has not been possible to compare data between authorities in the same way as in the past.

However, the tables below outline the performance assessment results of pupils with additional learning requirements compared with the results of pupils with no additional requirements. Three different levels of support is offered to pupils with additional requirements, to reflect the level required:

	A*	A	B	C	D	E	F	G	U	Total
No additional support	501	771	1394	1244	471	197	48	17	5	4793
School Action	22	27	93	170	136	114	65	42	6	713
School Action Plus	17	23	59	112	70	70	28	10	2	418
Statemented		1	7	11	1	2		4	1	29
Total	571	874	1634	1610	713	409	152	82	16	6285

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

During 2019/20, a total of 6,265 qualifications were determined, with 95.5% of pupils without ALN achieving grades A*-E.

The attainment rates of statemented pupils is approximately 20% lower than pupils without additional requirements. Pupils in receipt of School Action performed 3.3% higher than pupils on statements but performance is still lower [16.7%] compared with pupils without additional requirements.

The gap between pupils receiving school action plus and pupils without additional requirements is lower [11.5%]. It appears therefore that the support provided to this cohort of pupils is having a positive effect on their academic attainment.

	A* - A	A* - C	A* - E
No Additional Support	26.5	81.58	95.5
School Action	6.87	43.76	78.8
School Action Plus	9.57	50.48	84
Statemented	3.45	65.52	75.9

A small percentage of pupils on statements are achieving the highest grades A*-A [3.45] and on average approximately half of all pupils with additional needs are achieving grades A-C. The gap is therefore approximately 30%.

1.1.2: Lessen 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:

An analysis of unofficial school data, it appears that 2019-20 GCSE assessment results place girls higher than boys.

	A*	A	B	C	D	E	F	G	U	Total
Girls	98	189	241	231	137	81	32	15	4	1028
% grade	10	18	23	22	13	8	3	1	0	
Cumulative	10	28	52	74	88	96	99	100	100	
Boys	63	118	214	250	179	110	52	29	12	1027
% grade	6	11	21	24	17	11	5	3	1	
Cumulative	6	17	38	63	80	91	96	99	100	

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

Boys and Girls' Performance GCSE 2020:

- 98 of girls attained at least 1 A* compared with 63 of boys
- 74% of girls attained grade A*-C compared with 63% of boys
- 28% of girls attained A*-A compared with 17% of boys

Bearing in mind that external examinations will not take place again this year, careful consideration needs to be given to the procedures and processes of organisational assessments. Overall, research shows that boys tend to do better in end of year examinations compared to continuous assessments. The introduction of a variety of grade assessment methods, including tests as well as continuous assessments, would help ensure equal treatment for boys and girls.

1.1.3: Implement plans to lessen the difference in performance of pupils who receive free school meals (FSM) and those who do not, through the effective use of Pupil Development Grant finance at individual school level:

Schools carefully plan the use of the Pupil Development Grant to ensure that pupils entitled to free school meals are not adversely affected as a result of poverty. All schools have succeeded to create expenditure plans to demonstrate the additional support provided to this cohort of pupils to reduce the effect of poverty on attainment. The expenditure plans, resources and provision are discussed regularly with the GwE Support Consultant, who then cascades the information back to the Authority at regular Board meetings.

	A*	A	B	C	D	E	F	G	U	Total
Non FSM	554	822	1488	1403	582	310	104	41	10	5314
FSM	17	52	146	207	131	99	48	41	6	747
Total	571	874	1634	1610	713	409	152	82	16	6061

	A*-A	A*-C	A*-E
Non FSM	25.9	80.3	97.1
FSM	9.24	56.5	87.3

However, it is clear from the above data that the performance of the FSM group continues to perform worse than their peers. In fact the difference between FSM pupils, is 10% lower compared to non-FSM pupils at grades A* -E. Fewer than half of FSM pupils achieve the highest grades A* -A compared to pupils who are not entitled to free school meals. This data does not show how many FSM pupils are also on the ALN register.

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

Over the pandemic period, the number of pupils entitled to free school meals has increased. In March 2020, 1,545 Anglesey pupils were entitled to free school meals, but by the end of December 2020 the figure has increased to 1846 and continues to rise [1860 by mid-January 2021].

With more FSM pupils on the registers of Anglesey schools, collaboration across departments by the Authority has been effective in ensuring that this group of children continues to have a nutritious lunch over lockdown and self- isolation periods and school holidays. By working closely with the benefits department and schools, every FSM eligible family receives an electronic cash payment directly into a bank account. This ensures that there is no stigma or obvious discrimination imposed on the families and they can buy food at any supermarket of their choice.

In addition, this group of children is identified as one of the vulnerable groups and therefore the children have access to a school over the lockdown periods to receive further support in their education.

As with pupils with Additional Needs, schools and the Authority have prioritised access to digital equipment by lending laptops for home use.

Priority 1.2: We will reduce identity based bullying in education

1.2.1: Assist schools to implement the recommendations of the Welsh Government's guidance *Rights, Respect, Equality*:

Following a consultation period with the Welsh Government and other stakeholders such as the Unions, the Authority has updated its Bullying Prevention Policy to be consistent with the latest guidelines. It contains useful links to a variety of valuable resources to support schools.

It is a statutory requirement that schools report on bullying incidents to their Governing Bodies and to the Authority. The Safeguarding Schools Annual Report to the Governing Body summarises the annual number of bullying incidents in a school and clearly shows the types of bullying that has taken place, eg cyber, racial, physical etc. The Authority receives a copy of the annual report from all schools and monitors the incidents by looking for trends. Over the past year, the Authority has encouraged all schools to commit to the Safer Schools Scheme which is free of charge to all Anglesey schools and offers support to all stakeholders within schools to stay safe digitally.

1.2.2: Distribute information to schools during the annual All-Wales Hate Crime Awareness Week (October):

Distributing information to schools during the annual All-Wales Hate Crime Awareness Week is an excellent opportunity to bring this important issue to the attention of schools. Sharing resources such as Show Racism the Red Card, Schoolbeat.cymru and resources from the NSPCC allows schools to give prominent attention to the area. However, we draw the attention of schools to the fact that raising awareness should not be restricted to the annual awareness week and then forgotten for the remainder of the year. We encourage schools to ensure that these important themes are given continuous cross-curricular attention within schools.

Three primary schools have committed to a pilot training scheme - Hate Crime in Schools Project - by Sapere/P4C . Elements of the training for teachers include developing children's critical thinking skills. The methods offered provides a good opportunity for the schools to develop the principles within their new curriculum. The three primary schools in the pilot will present the project to the remaining schools with Good Practice presentations over the coming months.

In addition, safeguarding champions have received training on hate crime and all schools have received information slides to help them understand how to introduce these themes systematically as part of their school curriculum.

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

2.1.1: Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies:

The pandemic has required services to adapt to unprecedented circumstances and demands. This has meant employees have been working in a more flexible manner than perhaps ever before. In addition to the formal Flexible Working process, to support work-life balance, managers have been encouraged to consider informal requests on a temporary basis. It is appreciated that different demands have been placed on staff during the pandemic, including caring and home schooling, which require this flexibility whilst working from home. This may be considered as one of the positive cultural impacts of the pandemic.

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

2.2.1: 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:

The web recruitment system allows data from successful applicants to be transferred to their personal files when they start with the Authority. Employees may share their personal information when they start with the Authority, during their induction. There is also an opportunity to remind staff of the purpose of this data during the annual appraisal. The Authority has a self-service system, My View, which means staff can update their own information in a confidential manner at their own convenience.

This year's data shows there is an increase in staff who have provided their information. This allows the Authority to have a more accurate picture of the workforce which aids key processes such as workforce planning.

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2020**

2.2.2: 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):

The annual workforce data has been collated and analysed, reporting data as at 31 March, 2020 – see Appendix 2.

In comparison to last year, the lowest age range (under 25), and the two highest ranges (55-64 and 65+) have seen an increase. It is positive that the Authority is attracting young people and retaining the older workforce. Each Service has a workforce plan to analyse the workforce information and to address such matters as succession planning to ensure knowledge transfer and that suitably trained staff are available when those staff wish to retire.

The gender profile again confirms the Authority employees significantly more females than males, which is trend consistent across many Local Authorities. The data regarding protected characteristics appears stable. This suggests further work is required to promote the self-service system to ensure all staff are aware of why this data is collated and the way in which it is confidentially retained and managed.

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

3.1.1: Continue, where possible, to improve bus stops on the island to make them accessible

On-going work in improving bus stop facilities across the Island following Welsh Government funding in 2019/20 and 2020/21

3.1.2: Continue to provide suitable dropped kerbs and tactile crossing facilities as part of footway improvement schemes:

Work has continued in the provision of dropped kerbs with a further 26 sets installed since the last review. Also dropped kerbs are now provided as standard when a length of pavement is renewed or replaced adjacent to a junction as part of any routine highway maintenance work.

3.1.3: 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:

Where pavement parking occurs next to valid yellow line restriction then the Authority has taken action in issuing parking penalties to deter and prevent a continuation of the problem. Also, the Authority works closely with the Police in dealing with pavement parking issues. In accordance with the Welsh Government's intention to introduce legislation to ban parking on the pavement, the Authority will be implementing measures to enable it to enforce this restriction.

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

3.2.1: Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people:

Housing Services have employed a new Accommodation Occupational Therapist to improve approaches and systems on adapted social housing properties on Anglesey. The Housing Services OT is responsible for the areas outlined below, together with examples of how this role works:

Area	Examples / Areas covered
Homelessness service (statutory)	<p>An individual who can no longer reside at their existing dwelling due to health and wellbeing needs resulting in their home being unreasonable to occupy and resulting in homelessness support and intervention. The OT would work with the Homeless Team to ensure a suitable social housing property is identified in order to meet the individuals' needs.</p> <p>An individual who cannot leave hospital (delayed discharge) as their accommodation is unsuitable for their changed to health and wellbeing needs.</p> <p>Homeless prison leavers with health and wellbeing needs.</p> <p>Homeless people living in emergency accommodation requiring an adapted property to meet their long term health needs</p>
Planned Maintenance Works (PMC)	<p>Working with PMC schemes to transform properties for specific tenant needs in the event of health & wellbeing needs requiring specialised adaptations.</p> <p>Collaboratively with the Technical Services team, transforming communal lounges that are closed to become adapted and meet specific needs of tenants / incoming tenants.</p>
Voids - Deliver on accessible homes	<p>To assess the suitability of prospective properties for tenants / incoming tenants with adaptation needs and providing professional advice and guidance to Housing Technical Services on the specific requirements for the individual/s</p>

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2020**

Area	Examples / Areas covered
General adaptations	<p>To provide support and input for general adaptation needs in regard to social housing for individuals who are being considered for long term accommodation.</p> <p>To advise on adaptations in communal areas (such as door entry systems and fobs).</p> <p>To advise on adaptations in relation to specific policies (for example, mobility scooters).</p> <p>To work collaboratively with Adults/Children’s Health Care professionals in respect of social housing applicants with complex needs.</p>
Housing Register decisions	<p>Previously known as Housing Link or APAP</p> <p>To undertake Housing Register decisions on the banding required for customers with health and wellbeing needs, in line with the IOACC Common Housing Allocations Policy (CHAP)</p>
Buy back properties (previous Right to Buy properties) – Deliver on accessible homes	<p>Working with the Council Housing Development Team to purchase properties that could be viewed as suitable or require adaptations in order to meet the need of a housing register applicant</p> <p>To act as the specialist in situations whereby specialist adaptations / health & wellbeing needs are the main drivers (such as home dialysis) to ensure the wellbeing and independence of the tenant on a long term basis.</p>
New social housing - Deliver on accessible homes	<p>Working with the Council Housing Development Team or RSL regarding the development and creation of suitable properties for housing register applicants with health and wellbeing needs.</p>
Working with partner RSL’s regarding client accommodation needs	<p>Working collaboratively with RSL partners in order to provide specialist advice and guidance regarding specific client needs.</p>

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2020**

Area	Examples / Areas covered
Provision of equipment as part of the SSWB 2014 assessment process to maintain independence and choice (<i>within the Housing OT's caseload</i>)	Housing OT will be able to access equipment via the Community equipment store as per standard Adult Services protocols.

3.2.2: 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:

Housing Services continue to invest in both minor and major adaptations for Council properties. In addition to this, discussions are taking place with Registered Social Landlord (RSL) partners in order to establish their existing processes and how our OT can provide value and benefit to their existing adapted properties stock or to meet any future demand.

Housing Services work closely with both Children's and Adults Services to forward plan potential need and demand for adaptations, ensuring we intervene as early as possible for the benefit and wellbeing of our residents with Health and Wellbeing needs.

3.2.3: Continue to monitor quarterly performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement:

Indicator	Q2 2020-21 Results	Q3 2020-21 Results	2020-21 Target	Performance
Percentage of households (with children) successfully prevented from becoming homeless	No current applications in place	No current applications in place	70%	No current applications in place
Average no. of calendar days taken to deliver a Disabled Facilities Grant	148.8	162	170	↓

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

4.1.1: Progress actions to achieve the Insport Gold Award by April 2021: Some achievements so far include:

- Over 70 Leisure staff completed the DSW on-line Autism course.
- All swimming teachers completed Aquatics Disability Inclusion Training.
- Inclusive sailing club based at Conwy Centre (S.E.A.S.) gained a grant to adapt boats for disability use. The Club was put forward for a Disability Sport Wales Award and gained coverage on the BBC 'Countryfile' programme.
- Summer care centres in the community became a priority due to Covid. Leisure staff worked in partnership with Social Services and Youth Services to run 6 centres for vulnerable children, including some with conditions such as autism, dyslexia and learning difficulties.
- Consultation exercise completed: survey questions distributed to following groups:
 - Disabled clients on the Ynys Mon Exercise Referral Scheme;
 - Pupils and staff of Canolfan Addysg y Bont;
 - Members of Mon Independents Disability Club;
 - All insport clubs registered on the Ynys Mon database;
 - Shared on Mon Actif social media and hard copies at leisure centres.

From the survey, aims for Gold Award have been set as follows:

- Improve services for disabled people on Anglesey.
- Give disabled people (and the services that support them) an opportunity to 'have their say'.
- Identify any gaps in disability provision on the island.
- Expand provision of inclusive sport on Anglesey by working with identified national governing bodies to achieve this.

**Appendix 1 - SEP 2020-2024 Priorities
Progress as at December 2020**

The main actions for 2021 will therefore be to:

- Set up disability sports forum.
- Map current opportunities against location and impairment groups.
- Work with 6 national governing bodies to expand provision on the Island.

4.1.2 Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:

- Percentage of NERS clients who complete the exercise programme (50% and above)
- Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above)

Unfortunately, the NERS scheme was suspended in March before the initial lockdown and has not yet restarted. During this time, NERS staff have been providing home exercise programmes and virtual classes to those that were on the scheme when it was halted. All clients that were 'active' on the scheme when it was stopped were contacted on their 16 week review date and completed/discharged from the database. No new referrals have been accepted since the scheme stopped but we hope to offer virtual consultations in the near future.

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

4.2.1: 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:

The Health Lead from the regional transformation programme - North Wales Together – Seamless services for people with learning disabilities, worked prior to the Covid-19 pandemic with GPs in Ynys Mon to identify the barriers to the carrying out of health checks. The visits to, and review of, all the GP practices on Ynys Mon was almost complete when Covid19 stopped any further information gathering. Key themes that emerged included:

Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

- the need to have an accurate and up to date citizen register
- the need for regular contact between the Practice and the Health Liaison Team
- easy access to accessible information about Annual Health Checks, and
- training for practice staff.

It is anticipated that this programme of work will be re-visited during 2021/22.

Additional work has been undertaken in collaboration with Public Health Wales to support and prepare young people for having their first annual health check. Training sessions via webinars and online media have been developed.

The North Wales Together transformation programme has also developed a valuable on-line resource for people with learning disabilities, their families and carers to access a range of health related information at:
www.getcheckedoutnorthwales.org

The information is available in easy-read and accessible formats and is a useful tool in raising awareness and understanding of how to promote good health for people with learning disabilities.

4.2.2: Continue to promote the proactive offer of services through the medium of Welsh:

- During 2020, presentations regarding implementation of the Welsh Language Standards, and communication and customer care (including the requirement to make the proactive offer of a service through the medium of Welsh to all customers) have been delivered at staff conferences.
- Raising awareness of More than Just Words and the Welsh Language Standards continues to be a required element of all departmental staff inductions.
- All staff on the email system have been sent a written reminder of the importance of answering telephones bilingually.
- Ways of monitoring the recording of the pro-active offer and language choice of service users by deriving statistics from the electronic case records system are being developed, in order for performance in relation to the recording of this to be monitored.
- Services continue to monitor and ensure that there are sufficient Welsh-speaking staff across all areas of the Services in order to be able to provide Welsh-medium services across all areas.
- Services continue to encourage staff who are learning Welsh to participate in relevant training in order to develop their language skills.

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.

5.1.1: 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 (in October):

The Council continues to work with partners across North Wales, during the annual All-Wales Hate Crime Awareness Week and all year round, to raise awareness of hate crime and promote reporting to North Wales Police or Victim Support.

See also action 1.2.2, for an outline of what is happening in the island's schools to raise awareness and tackle hate crime.

5.1.2: 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):

The hate crime-working group is still operational and a short film is being produced to raise awareness and profile on the types of hate crime within our society. Housing Services actively provide support and intervention to tenants who report hate crime. Our Neighbourhood Teams actively encourage the reporting of hate crime and will support anyone who wishes to be supported.

The plans for an Equality Day on Anglesey in April 2020 were put on hold due to the pandemic. However, we wish to re-visit these arrangements once Covid-19 restrictions are lifted and it is completely safe to do so, but this is unlikely to take place during 2021.

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

5.2.1: 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:

The Corporate Safeguarding Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. The policy has been available for acceptance since December 2018 and is automatically assigned within 24 hours to any new staff added to the electronic service groups. Compliance is monitored by the Corporate Safeguarding Board. Staff are required to accept key corporate policies every two years and the Corporate Safeguarding Policy is due to be re-introduced for acceptance from September 2021.

It is important to note that staff who do not have access to a computer as part of their work are currently unable to participate. It had been intended to trial an alternative paper-based solution this year but, as a result of Covid-19, this was no longer considered appropriate as a high number of staff would be required to share paperwork. This aspect of corporate policy acceptance will therefore remain on hold until a more workable solution can be found.

5.2.2: Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board:

The rolling programme for safeguarding training continues to provide staff with the essential information required for their role. Staff are invited to attend the relevant training for their role every three years, namely General or Basic Safeguarding. There is also a more specialist and tailored programme for Social Services staff which includes sessions on a regional footprint.

We will be reviewing the Safeguarding Training Framework to ensure that we are in line with and are making the best use of the regional and national resources that will be made available to support the implementation of the Wales Safeguarding Procedures 2019.

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

5.3: 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:

As a result of having to re-prioritise work in order to deal with the Covid-19 pandemic, progress has unfortunately been limited this year.

However, over 150 'No Cold Calling' stickers were sent out to vulnerable individuals, following messages sent out on social media. In addition, please see the press release below:

Trading Standards warn against PPE cold callers and scams:

<https://www.anglesey.gov.uk/en/newsroom/news/trading-standards-warn-against-ppe-cold-callers-and-scams>

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

6.1.1: Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections:

Local work to support the national campaign led by the Welsh Local Government Association is scheduled to start in early 2021.

In terms of increasing the numbers voting in elections, the Senedd and Elections (Wales) Act 2020 has extended the franchise for Senedd elections to allow 16 and 17 year olds and qualifying foreign citizens to vote in Senedd elections from 2021. The Welsh Government and the Electoral Commission will be delivering a national, multi-channel communications campaign to support its programme of electoral reform. Encouraging people to vote, with a particular focus on 16 and 17 year olds and foreign citizens, will be a key part of the campaign.

In response to this, the Council has appointed an Engagement Officer – Promoting Democracy on a temporary basis (until 30 November 2021) to:

- develop and implement a comprehensive engagement programme to encourage people to register, participate and vote, with a particular emphasis on 16 and 17 year olds and hard to reach groups.
- utilise existing networks and social media effectively and produce easy to understand and jargon free promotional material aimed at targeted audiences.

6.1.2: Make use of positive action as part of the process of recruiting co-opted members:

Four of the Council's committees include co-opted members, who are recruited for fixed terms to represent a specific area of interest or issue of consideration. Four co-opted independent members were appointed to the Standards Committee in December 2019, three of whom are women. As at December 2020, no further co-opted member appointments were made.

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

6.2.1: Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics: see below

6.2.2: The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services:

Due to the impact of the COVID-19 pandemic, the joint engagement and consultation board did not sit during 2020 but the checklist has been distributed amongst Council services and used accordingly dependent on topic.

Engagement and consultation activity has obviously been restricted to electronic means and there is a local and national discussion taking place about how the continuing effects of the pandemic may impact future delivery of such work.

6.2.3: Continue to work on engagement with our regional partners (as members of NWPSSEN) by making the most of resources available to us:

NWPSSEN has been working together since 2010 when the Equality Act came into force and a number of regional engagement activities have taken place to inform our SEPs since then. The most recent engagement event hosted by NWPSSEN took place in May 2018, which was followed by a NWPSSEN officer workshop on 7 June 2019 to revise and develop new regional equality objectives.

NWPSSEN members have continued to meet regularly online during 2020 to share information and good practice.

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

7.1: 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):

An initial briefing paper outlining the requirements of the new Duty was considered by the Council's Senior Leadership Team (SLT) in September 2020. A second paper was presented to the SLT on 4 January 2021 when it was decided to begin raising awareness of the requirements throughout the Council by:

- using the Council's electronic policy management system (the Policy Portal) to ensure that managers and other relevant staff have read, understood and accepted a briefing paper on the requirements of the Socio-Economic Duty.
- using the Council's existing internal forums to ensure that elected members and officers are briefed on the requirements the Duty.

7.2: Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage;

Corporate templates for Executive and Scrutiny Committee reports have been reviewed to incorporate the Socio-Economic Duty and to strengthen the link with the Well-being of Future Generations Act. At the time of writing, the templates were subject to internal consultation before final approval, with a view to introducing the revised versions by April 2021.

7.3: Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty:

See above.

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

8.1.1: 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:

The Equality and Diversity Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. The policy has been available for acceptance since July 2019 and is automatically assigned within 24 hours to any new staff added to service groups. Compliance data with regard to this policy was included in a report to the Council's Audit and Governance Committee on 1 September 2020, showing an overall compliance rate of 95% as at July 2020.

As staff are required to accept key corporate policies every two years, the Equality and Diversity Policy is due to be re-introduced for acceptance from July 2021.

It is important to note that staff who do not have access to a computer as part of their work are currently unable to participate. It had been intended to trial an alternative paper-based solution this year but, as a result of Covid-19, this was no longer considered appropriate as a high number of staff would be required to share paperwork. This aspect of corporate policy acceptance will therefore remain on hold until a more workable solution can be found.

8.1.2: Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified:

Equality and Diversity training remains a key component of the corporate training programme. This training was attended by 132 staff during the reporting period. In addition, a new e-learning module was launched in early 2020, Equality in the Workplace. Access to e-learning is through the Learning Pool site and can be accessed by any device at work or at home.

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

8.2.1: 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 addition to the Equality and Diversity training, there is an opportunity for relevant staff and Elected Members to attend Equality Impact training. The session provides further information regarding the Public Sector Equality Duty and its relation to the need to Equality Impact Assess. The Member Development Strategy states that the Council will provide Elected Members with flexible and responsive training and development that is based on individual and organisational need. Both Equality and Diversity and Equality Impact remain a key part of the training provision provided to Elected Members.

8.2.2: Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty:

- Scrutiny reporting templates
- Corporate EIA template and guidance.

Please see Objective 7 on page 40.

8.2.3: To support decision-making in the context of the Wellbeing of Future Generations Act:

- Review the Questioning Strategy for scrutiny members
- 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

The Questioning Strategy for scrutiny Members of the Council has been reviewed during 2020 as part of a review of our local scrutiny development programme and captured in the Annual Scrutiny Report 2019/2020. Stock questions have been developed for key policy areas including:

the annual budget setting cycle
quarterly performance monitoring of Council services
budget monitoring
service transformation proposals.

**Isle of Anglesey County Council
Gender Pay Gap 2020**

The Isle of Anglesey County Council (IOACC) is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 31st March 2020 and includes statistics for all Council employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 11.33%.
- The median gender pay gap for Isle of Anglesey County Council is 14.65%.

As IOACC does not pay bonuses to its employees any gender bonus gap indicators are not applicable.

What are the underlying causes of Isle of Anglesey County Council's gender pay gap?

IOACC 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, regardless of their sex and evaluates job roles and pay grades as necessary to ensure a fair structure. IOACC is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work and is pleased to report that its mean gender pay gap, at 11.33% is below the national average of 14.6%.

IOACC's gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles while women are more likely than men to be in front-line roles at the lower end of the organisation. A higher percentage of part-time workers are women and women are still more likely to have unpaid caring responsibilities than men. Men continue to dominate some types of highly paid jobs while more women continue to be employed in occupations such as caring and cleaning, roles which do not score high within job evaluation schemes thus are afforded lower grades of pay. Women are also more likely than men to have had breaks from work that have affected their career progression.

This national pattern is reflected in the make-up of IOACC's workforce, where the majority of its employees are female and a large proportion of these work part-time hours in jobs which are afforded a lower level of pay, such as front-line social care, cleaning, etc.

How does IOACC's gender pay gap compare with that of other organisations?

The vast majority of organisations and Local Authorities have a gender pay gap. IOACC's gender pay gap of 11.33% is below the UK average for the whole economy of 14.6% (ONS 2020).

What is IOACC doing to address its gender pay gap?

Although its gender pay gap is below the UK average, IOACC remains committed to continuing to reduce its gender pay where it can. The Authority recognises that its scope to act is limited as its pay scales are agreed nationally and it therefore has no direct control over salaries. The Authority recognises that the pay and grading of all jobs must be fair, transparent and non-discriminatory. It operates a Job Evaluation scheme adhering to equality principles and maintaining integrity and fairness of its pay and grading structure on an ongoing basis.

To date the steps that the Authority has taken to promote gender diversity in all areas of its workforce include:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, monitoring areas such as the proportions of men and women applying for jobs, being recruited and gaining promotions, the numbers of men and women in each role and pay grade, and the take up of flexible working arrangements by gender and level.
- Reviewing flexible working and other family friendly policies.
- Reviewing recruitment strategies and establishing different methods to attract talent.

None of these initiatives will, in isolation, remove the gender pay gap and it may be several years before we see a significant impact. The Authority is committed to continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress that it is making.