

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to</b>	<b>The Executive</b>
<b>Date</b>	<b>18 March 2013</b>
<b>Subject</b>	<b>Annual Equality Report 2011/12</b>
<b>Portfolio Holder(s)</b>	<b>Cllr Kenneth P Hughes</b>
<b>Lead Officer(s)</b>	<b>Deputy Chief Executive</b>
<b>Contact Officer</b>	<b>Huw Jones Head of Service – Policy (Tel. 01248 752108)</b>
<b>Nature and reason for reporting:</b>	
To seek approval of the Annual Equality Report.	

<b>A – Introduction / Background / Issues</b>
<p>The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 should produce an annual equality report by 31 March each year. This is the first annual report since the introduction of the new general and specific equality duties.</p> <p>The essential purpose of specific duties in Wales is to help authorities have better due regard to the need to achieve the three aims of the general duty to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</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 and those who do not</li> </ul> <p>Therefore, as a specific duty in itself, the role of the annual report is to support authorities in meeting the general duty. It also has a role in setting out achievements and progress towards meeting the other specific duties.</p> <p>The first annual equality report must specifically set out:</p>

- The steps the authority has taken to identify and collect relevant information
- How the authority has used this information in meeting the three aims of the general duty
- Any reasons for not collecting relevant information
- A statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information
- Specific employment information, including information on training and pay (unless it has already published this information elsewhere)

An authority may include in its annual reports any other matter it feels is relevant to meeting the general duty and the specific duties.

From the 2012/13 reporting period onwards, the annual equality report must also set out:

- Progress towards fulfilling each of the authority's equality objectives<sup>1</sup>
- A statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives.

The attached annual equality report covers 2011/12 and an outline of progress as at December 2012 is also included so as to provide a more up-to-date picture.

## **B – Considerations**

The draft Annual Equality Report was submitted to the Corporate Scrutiny Committee on 4 March 2013. The Scrutiny Committee's observations will be reported to the Executive at the meeting on 18 March.

## **C – Implications and Impacts**

<b>1</b>	<b>Finance / Section 151</b>	
<b>2</b>	<b>Legal / Monitoring Officer</b>	
<b>3</b>	<b>Human Resources</b>	
<b>4</b>	<b>Property Services</b>	
<b>5</b>	<b>Information and Communications Technology (ICT)</b>	

<sup>1</sup> All Councils in Wales were required to publish equality objectives by 2 April 2012.

<b>C – Implications and Impacts</b>		
<b>6</b>	<b>Equality</b>	The production of an Annual Equality Report is a specific duty under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011.
<b>7</b>	<b>Anti-poverty and Social</b>	
<b>8</b>	<b>Communication</b>	
<b>9</b>	<b>Consultation</b>	
<b>10</b>	<b>Economic</b>	
<b>11</b>	<b>Environmental</b>	
<b>12</b>	<b>Crime and Disorder</b>	
<b>13</b>	<b>Outcome Agreements</b>	

<b>CH – Summary</b>
<p>The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 should produce an annual equality report by 31 March each year. This is the first annual report since the introduction of the new general and specific equality duties.</p> <p>The role of the Annual Equality Report is to support the authority in meeting the general equality duty to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</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 and those who do not</li> </ul>

The attached annual equality report covers 2011/12 and an outline of progress as at December 2012 is also included so as to provide a more up-to- date picture.

#### **D – Recommendation**

The Executive is requested to approve the Annual Equality Report 2011/12 for publication by 31 March 2013.

**Name of author of report: Carol Wyn Owen**

**Job Title: Policy and Strategy Manager**

**Date: 8 March 2013**

#### **Appendices:**

Annual Equality Report 2011/12

#### **Background papers**

PSED Annual Reports – supplementary note (Equality and Human Rights Commission, November 2012)

Strategic Equality Plan (SEP) Annual Reporting Guidance Template (WLGA, November 2012)

The Council's Strategic Equality Plan 2012 – 2016 and related documents:

[www.anglesey.gov.uk/equalityplan](http://www.anglesey.gov.uk/equalityplan)

# Isle of Anglesey County Council

## Annual Equality Report 2011/12

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## How to contact us

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

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## **1.0 Introduction and Background**

This is our first annual equality report since the introduction of the new general duty under the Equality Act 2010 and specific duties under the Statutory Duties (Wales) Regulations 2011. This report covers the period from 6 April 2011 to 31 March 2012. We have also included an outline of progress as at December 2012 so as to provide a more up-to-date picture

### **1.1 Council Priorities**

**The Council's aim is to promote and protect the interests of the island, its citizens and communities<sup>1</sup>.**

To achieve this aim, we want to create an Anglesey:

- which has a thriving and prosperous rural economy
- where people achieve their full potential
- where people are healthy and safe
- where people enjoy, protect and enhance their built and natural environment for future generations
- where people are proud of their Council

In working towards the above, the Council continues its commitment to equality, in terms of:

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

### **1.2 North Wales Public Sector Equality Network (NWPSSEN)**

Effective collaboration is about ensuring that key partners work together to make the most of the resources available. 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. With the introduction of the Equality Act 2010, we have been working together to tackle inequality within the public sector in North Wales.

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<sup>1</sup> More information about the Council's priorities can be found in our Corporate Business Plan 2012-15 - [www.anglesey.gov.uk/corporateplan](http://www.anglesey.gov.uk/corporateplan)



During 2011/12, NWPSEN developed a set of shared objectives which every partner has agreed to. These are:

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

Each objective has an accompanying set of action areas with different partners agreeing to contribute to each. Details of how our shared objectives were developed can be found in our partnership documents:

- Shared Equality Objectives – a collaborative working project between North Wales public sector organisations
- Background and Research Document

### **1.3 Strategic Equality Plan**

We explain how the Council has chosen to contribute towards the shared objectives in our Strategic Equality Plan which was published in March 2012. The Plan and the above partnership documents can be found at:  
[www.anglesey.gov.uk/equalityplan](http://www.anglesey.gov.uk/equalityplan)

## **2.0 Identifying, collecting and using relevant information**

### **2.1 Our Communities**

**During 2011/12**, relevant information was collected for the purpose of developing our Strategic Equality Plan as outlined below:

#### **Regional Engagement Event**

Our engagement activities began with a regional event hosted by the North Wales Public Sector Equalities Network on 20 September 2011 at the Conwy Business Centre, Llandudno Junction.

In identifying local priorities, we took into account relevant information gathered locally from the following sources:

## **‘Our Island, Our Council – Your Contribution’**

The Community Strategy<sup>2</sup> is the Council’s main strategic document which promotes a long term vision for improving the economic, environmental and social well-being of the island for the period 2012-2025.

A public engagement exercise took place during October-December, 2011 on the strategy’s vision and strategic aims. Engagement activities included a road-show which was conducted between 10-18 October, 2011 at five different locations on the island (Llangefni, Holyhead, Bodedern, Amlwch and Menai Bridge) to provide opportunities to discuss issues on a more qualitative level.

### **Local Engagement Event – 28 November 2011**

Representatives of local organisations that work with or represent protected groups attended an engagement meeting at the Council Offices in Llangefni on 28 November to help us gather relevant information about communities on Anglesey. We also received written feedback as well as individual discussion from some invitees who were unable to attend the meeting on 28 November.

### **Ynys Môn Domestic Abuse Forum – 27 January 2012**

Representations received from Welsh Women’s Aid, which included some examples of equality objectives, were considered by the Ynys Môn Domestic Abuse Forum at its meeting on 27 January 2012. Members were very supportive of the action areas suggested, a number of which had already been taken on board by the forum. It was agreed that the paper would be taken into consideration as part of the ongoing work of developing the forum’s action plan. Further details about the Ynys Môn Domestic Abuse Forum can be found in our Strategic Equality Plan (page 24).

### **Other sources**

Relevant information from various other engagement activities undertaken by services within the Council was taken into account, including feedback from consultation exercises in developing key service strategies.

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<sup>2</sup> By April 2013, the Community Strategy will be integrated with other key statutory plans and replaced with a Single Integrated Plan.

## **How we used this information**

The main issues raised locally for the purpose of informing the development of our Strategic Equality Plan fell under three key headings – **awareness, education and engagement**. We have sought to address these issues within the actions identified in our Plan. The evidence base has also fed into other policy-making processes, such as the Single Integrated Plan.

## **Relevant Information made available during 2012/13**

**Anglesey Residents Survey** (May 2012) - The Anglesey Residents' Survey 2012 was carried out in February 2012. The telephone survey was completed by 1,100 residents and five focus groups were held across Anglesey, each attended by seven to eleven participants. The survey and focus groups provide representative evidence across a range of social segments (including gender, age, ethnicity, disability, Welsh language and social grade) and geographical areas. One of the focus groups was made up of people over the age of 65 and people who stated that they had a disability, with one moderated in Welsh. This survey has provided a much needed 'baseline' investigation of the public's satisfaction with the way the Council operates. It also provides useful data in terms of what's important to the public and where they think improvements are necessary.

**Anglesey Infobase** - Anglesey Infobase is a web-based local information system for the Isle of Anglesey County Council. The system is very easy to use and provides a wealth of information for individuals and communities. The initial build has focused on the key outcomes identified for Economic Development and the Enterprise Zone and Social Care but we have also included some general data on Anglesey through a postcode search facility and the 'Anglesey in Figures' statistical theme. More themes will be added as the system is developed.

**Isle of Anglesey Data Review** - This review was initiated to support the Isle of Anglesey County Council in identifying priorities for supporting vulnerable people on Anglesey. The data review took place during May 2012 and its aim was to highlight themes and issues emerging from data that the Council may choose to pay particular attention to in the future.

The Council believes that positive steps have been taken identify and collect relevant information. Equality information continues to be published within a wide range of corporate and service strategies and plans. Documents are published on our website, in committee papers and key plans are available for inspection at our public libraries. We acknowledge, however, that more work needs to be done. We are committed to continuously developing and improving

the information we hold about protected groups on Anglesey and will continue to work with our partners and involve people to achieve this.

## **2.2 Our Staff**

### **Employment Information**

Collecting and analysing data on the required protected equality groups is something the Authority has done a great deal of work towards within the last 12 months. This has included the introduction of a new electronic HR system that has enabled the Authority to collect the necessary information. Whilst this system has helped to ensure the information on all new members of staff / members of staff changing role is current and up to date, one of the biggest challenges we have faced is collecting information on the current workforce whose information will not have been stored electronically previously.

A new, self-service, HR computer system is now in operation in order to try and fill some of the gaps currently present in the information collated. This secure system enables staff to check and update their own records, so the information stored should be up to date. However with the system being so new, some staff are still learning the new way of working so A “Frequently Asked Questions” paper was e-mailed to all staff during November 2012 via “Y Ddolen -The Link”. The aim of this message was to explain why the authority needs to collect equality monitoring data and encourage employees to provide the required information. It would be impossible to prove whether this information has helped for March 2012; however it is hoped that there will be a significant improvement on the information gathered by March 2013.

So, whilst the Authority is working positively to ensure the correct reporting features are in place, there is still work to be done on gathering the data to ensure the information is as correct as possible. As a result, whilst the Authority has the tools in place to provide employment reports, the information within the system as at 31<sup>st</sup> March 2012 would not be a true representation of the workforce at this stage.

### **Training**

The Isle of Anglesey County Council is one of the largest employers on the Island. Staff are not only the largest resource within the Council but the means through which our Council services are delivered. Therefore if we are to make sure that our services are delivered in ways which are sensitive and responsive to the needs of the people of Anglesey it is important that we have staff with the necessary skills and competencies.

To that end, we endeavour to provide the necessary training to staff, which includes from commencing work with the Authority a section specifically within the corporate induction for all new staff. It is felt that by providing staff with the relevant equality information from day one promotes the importance of equalities to its staff. There is also a 1 day 'Equality and Diversity Awareness' Programme available to all staff who want to gain more information around the Authority's obligations.

The Authority also recognises the statutory requirement for undertaking equality impact assessments, so within the last 12 months a series of 'Equality impact assessment' sessions have been run to promote the use of the Authority's Equality Impact Assessment template. Our 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.

The Authority feels it is making positive steps towards promoting Equality & Diversity within the organisation, and the Human Resources Unit regularly take advice from staff to provide any relevant training that may be required. This includes examples such as providing relevant home carers with British Sign Language training to ensure all service users are able to access services as fully as possible.

### **3.0 Assessing Impact**

We are continuing to work towards securing a consistent approach across the authority in terms of completing effective impact assessments. Templates and guidance notes are available on our intranet – MonITor – training has been made available and the Policy Unit continues to provide support and guidance to services. Links to relevant information from the Anglesey Infobase site and the Isle of Anglesey Data Review document have been included on our intranet's Equality page.

The intention during 2013/14 is to review current guidelines for undertaking equality impact assessments alongside the current good practice consultation guidelines for staff, in order to strengthen the links and further promote the mainstreaming of equality considerations.

### **4.0 Promoting Equality**

In the following paragraphs we outline some examples of what we did during 2011/12 and to date to promote equality. For consistency, we are reporting under the themes of our regional equality objectives:

#### **4.1 Health**

An open day and a series of road-shows were held to raise awareness about equipment which can help elderly and disabled people to live independent and safe lives. These events were arranged in partnership with Mencap and took place during March 2012. Telecare equipment provides countless individuals with the independence to live in their own homes and gives their families and carers peace of mind.

#### **4.2 Education**

Gwynedd and Anglesey Councils offer a counselling service for young people in all secondary schools. A team of highly trained counsellors are available to offer help with a wide range of emotional problems or issues facing children and young people. The Gwynedd and Anglesey Counselling Service can be contacted on 01286 679199 or by visiting [www.anglesey.gov.uk/schoolscounsellingservice](http://www.anglesey.gov.uk/schoolscounsellingservice)

#### **4.3 Employment and Pay**

Following a review of the criteria during 2011/12, the Authority was re-awarded the Positive about Disabled People Symbol after having shown ongoing commitment to the five commitments regarding recruitment, training, retention, consultation and disability awareness.

#### **4.4 Personal Safety**

The Authority agreed to a request from a local resident and co-founder of a transgender support organisation to raise a transgender flag at the council offices on 20 November 2011 to mark the Transgender Day of Remembrance. This date is recognised worldwide to remember those who have been lost because of hate-based prejudice. Anglesey was the first authority in Wales to raise the transgender flag to support this cause and continued its support by raising the flag again on 20 November 2012.

#### **4.5 Representation and Voice**

Changes have been made to Anglesey's Tenants Participation activities, with more focus on community-based initiatives rather than encouraging traditional tenant panel groups and meetings. This has helped us to develop links with partner agencies and provide more involvement options for our tenants. This has encouraged a greater take-up from tenants, including our traditionally hard to reach groups such as young people, making our tenant participation activities representative of the wider tenant body.

## **4.6 Access to information, services, buildings and the environment**

As part of last year's local engagement work, we were reminded of the importance of producing documents in alternative formats for blind and partially sighted people. In partnership with the North Wales Association for the Blind, the Council's community newspaper – Môn News – is now produced in audio format and circulated to blind and partially sighted residents on the island (424 individuals received the Winter 2012/13 edition).

## **5.0 Our Equality Objectives**

### **5.1 What we have done so far**

Our equality objectives, and details of how we chose them, were published as part of our Strategic Equality Plan.

**Appendix 1** gives an outline of the progress made as at December 2012 towards achieving these objectives.

### **5.2 What we intend to do next**

We will continue to work towards achieving our equality objectives and are committed, within the capabilities and influence of the County Council, to :

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

**March 2013**

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective One: Reduce Health inequalities</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: The number of people, in under-represented groups, choosing healthy lifestyles increases			
Continue to provide activities for targeted groups and look at, in some instances, increasing participation rates	Leisure Services  Ongoing work programme	Age Disability Gender	<p><b>Disability Sport Wales</b> - Staff from our Sports Development Unit (SDU) have completed Disability Inclusion training. As a result the SDU has created more opportunities for disabled people and is starting to deliver more inclusive programmes and sessions. Walking, athletics, swimming and outdoor activities are the main areas. Cycling is another area in which an inclusive programme is being developed.</p> <p><b>5 x 60 schemes</b> - A significant increase has been seen in the number of girls participating in these schemes, with 74% attending sessions during 2011/12. The main reason for this increase is that there is at least one female Young Ambassador in each school promoting 'girls only' clubs.</p> <p><b>Stepping Out</b> – 41 regular programmed walks have taken place during the first 6 months of 2012/13, with 68 new registrations on the scheme. Work will continue over the second 6 months to ensure long-term sustainability for organised, safe walking on Anglesey, including the establishment of a new all-Anglesey Walk Steering Committee, catering for all sectors.</p>



Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report

<b>Objective One: Reduce Health inequalities</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Implement relevant actions within the 'Creating an Active Gwynedd and Anglesey' action plan	Leisure Services  2011-2014	To be identified as part of the action plan	As outlined above, a range of activities continues to be provided for targeted groups – young people, older people, disabled individuals – and intergenerational work.
<b>Action Area: The care of older people is improved to ensure they are treated with dignity and respect</b>			
Continue to work towards implementing the Council's Commissioning Strategy for Older Peoples' Services	Social Services - Adults Services  2011-2014	Age	<p>During 2011/12, performance around delayed transfers of care from hospital due to social care reasons remained excellent and well in excess of the Welsh average<sup>1</sup>.</p> <p>(National Strategic Indicator SCA/001 – The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over = 1.06)</p> <p>On 3 September 2012, Anglesey's Board of Commissioners agreed a number of proposals aimed at transforming residential care services and to consult on the future of the Authority's six residential homes. Assessing for impact on equality will be integral to the decision-making process. The impact assessment report on the pre-consultation stage noted that "the project team will ensure that the principles of the Dignity in Care Charter are adhered to. These reflect the principles of Human Rights legislation".</p>

<sup>1</sup> Source: Isle of Anglesey County Council Improvement Plan ( Performance Review) 2011/12 (page 44)

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective One: Reduce Health inequalities</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: The needs of people with poor mental health and learning disabilities are better understood			
Continue to work towards implementing the Council's Learning Disabilities Commissioning Strategy	Social Services 2012-2015	Disability	<p>The Council's draft Learning Disabilities Commissioning Strategy is currently being reviewed as part of a wider review of work programmes within Adults' Services.</p> <p>With regard to the needs of people with poor mental health, local and regional work programmes will be developed, focusing on the high level outcomes identified in the Welsh Government Strategy "Together for Mental Health – A Strategy for Mental Health and Wellbeing in Wales".</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Two: Reduce unequal outcomes in Education to maximise individual potential</b>			
<b>What we said we would do</b>	<b>By when / By whom</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
<b>Action Area: The educational attainment gap between different groups reduces</b>			
Maintain the performance of pupils with sensory and physical disabilities at the end of all Key Stages so that no significant gap in educational attainment is seen	Education  Continuous	Disability	Adequate support continued to be provided to pupils so that here were no significant differences between the performance of this group of pupils and their peers at the end of all Key Stages.
No significant gap in educational attainment at 16+ of pupils with English as an additional language (EAL) who have been in the authority's schools for more than three years	Education  Continuous	Race	There was no significant gap between educational attainment where English was an additional language at 16+ and the results of their peers in 2012.
Halve the educational attainment gap between boys and girls at the end of Key Stage 3, where it is more than 10%	Education  Continuous	Gender	Anglesey's core subject indicator for KS3 showed a difference of -4.73 between boys and girls in 2011-12. This compared with -5.28 in 2010-11 and -12.34 in 2009-10. The figure for Wales in 2011-12 was -11.02.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Two: Reduce unequal outcomes in Education to maximise individual potential</b>			
<b>What we said we would do</b>	<b>By when / By whom</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
<b>Action Area: Identity based bullying in schools reduces</b>			
Provide training to schools in response to the new Welsh Government anti-bullying guidance 'Respecting Others' (October 2011).	Education  April 2012	Disability Gender Race Religion and Belief Sexual Orientation Gender Reassignment	A training session for Primary School Heads took place on 3 July 2012 as part of a wider session on equality (see next action). The session on bullying included workshops to discuss various scenarios.
<b>Action Area: Training in equality and diversity awareness provided for schools</b>			
Provide training to schools to raise awareness of responsibilities placed upon them by the Equality Act 2010.	Education  Raise awareness – March 2012  Training – April 2012	All groups	Presentation delivered to Primary School Heads during March 2012, to raise awareness of the requirements of the new Act.  School heads were subsequently supplied with a summary of the requirements and suggested template followed-up with a training session on 3 July 2012.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Three: Reduce inequalities in Employment</b>			
<b>What we said we would do</b>	<b>By when / By whom</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
<b>Action Area: Inequalities within recruitment, retention, training and promotion processes are identified and addressed</b>			
Raise awareness amongst staff of the right to apply for flexible working	Human Resources  Continuous	Pregnancy and Maternity Age Disability Gender	The Council's Flexible Working Policy is available for staff to read on the intranet – MonITor. (To improve internal communication and raise awareness of our policies and new initiatives, MonITor is now loaded automatically every time users log in to their PCs).
Look to develop further strategies to assist staff to work flexibly	Human Resources  Ongoing programme of work	Pregnancy and Maternity Age Disability Gender	<p>The authority is looking at a space utilisation plan to make the best use of the space available. This will therefore mean that more types of flexible working such as home working will be made available to staff.</p> <p>The authority is currently negotiating a new flexible working scheme that will remove core hours, allowing employees more flexibility in their working hours.</p>
<b>Action Area: Any pay gaps between different protected characteristics are identified and addressed</b>			
Develop a system whereby the Authority is able to establish any gender pay gaps	Human Resources This will be developed following completion of job evaluation and single status.	Gender	<p>This will be developed following completion of job evaluation and single status.</p> <p>Timescale for completion currently set as April 2014.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Three: Reduce inequalities in Employment</b>			
<b>What we said we would do</b>	<b>By when / By whom</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Encompass all the protected characteristics	Human Resources  This will be developed following completion of job evaluation and single status.	All groups	This will be developed following completion of job evaluation and single status.  Timescale for completion would be related to the above action area having been completed.
Analyse the workforce data year-on-year and produce an annual report of the information analysed.	Human Resources  31 March 2013 and by 31 March annually thereafter.	All groups	A new, self-service, HR computer system is now in operation. This secure system enables staff to check and update their own records.  A “Frequently Asked Questions” paper was e-mailed to all staff during November 2012 via “Y Ddolen -The Link”. The aim of this message was to explain why the authority needs to collect equality monitoring data and encourage employees to provide the required information.  Whilst the Authority is working positively to ensure the correct reporting features are in place there is still work to be done on gathering the data to ensure the information is as correct as possible.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Four: Reduce inequalities in Personal Safety</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: The reporting of hate crime and harassment increases and steps are taken to reduce incidents of hate crime and harassment			
Develop accessible mechanisms to enable tenants to report acts of discrimination or inappropriate comments and behaviour at participation events	Housing  31 March 2013	All groups	All participation activities are now planned, recorded and evaluated. Participants are given an opportunity to provide feedback at each participation event.
Action Area: The reporting of domestic abuse increases and steps are taken to reduce incidents of domestic abuse			
Continue to work towards raising awareness and eradication of domestic abuse through the work of the Ynys Môn Domestic Abuse Forum	Housing (Community Safety)  As per the Domestic Abuse Forum Action Plan	Gender	An annual review of the Domestic Abuse Business and Action Plan has been completed by the Ynys Môn Domestic Abuse Forum to minimum Welsh Government standards <sup>2</sup> .  Representations received from Welsh Women's Aid were taken into consideration in carrying out the review.

<sup>2</sup> Source: Isle of Anglesey County Council Improvement Plan (Performance Review) 2011/12 (page 43)

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Five: Reduce inequalities in Representation and Voice</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
<b>Action Area: Decision-making bodies become more representative of the communities they serve</b>			
Implement, review and further develop the Democratic Renewal Strategy	Policy  Phase One – 3 May 2013 (County Council election)	All groups	<p>The Authority commenced work on promoting the 2013 local Elections at the Anglesey Show 2012.</p> <p>A presentation was given to representatives of the island's town and community councils on 18 October 2012.</p> <p>A one-page article appeared in the Winter 2012/13 edition of our community newspaper – Môn News – to explain how to become a county councillor on Anglesey. This was issued to all households in November 2012.</p>
<b>Action Area: Consultation and Engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups</b>			
Work with regional partners to assess the feasibility of regional engagement and consultation structures	Policy  31 March 2013	All groups	<p>The North Wales Public Sector Equality Network (NWPSSEN) has identified some joint actions to help us achieve the above regional objective.</p> <p>The NWPSSEN as agreed to build upon the success of its first regional engagement event held in September 2011 by holding a further event during 2013 – a sub-group has been established to agree the format, location etc.</p>



**Strategic Equality Plan 2012 – 2016: Equality Objectives  
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<b>Objective Five: Reduce inequalities in Representation and Voice</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Work with partners to identify and engage with hard to reach groups in the local population and work towards filling the gaps identified in local data	Policy  31 March 2013	Race; Gypsies and Travellers; Religion and Belief; Gender Reassignment; Sexual Orientation.	The Council has developed a stakeholder database which includes several equality groups.
Work with local partners to ensure that we make the best use of resources within existing forums to progress equality issues	Policy  31 March 2013	All groups	

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<b>Objective Six: Improve Access to information, services, buildings and the environment</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: Access to information and communications and the customer experience improve			
Raise awareness of the Council's Corporate Identity Manual and produce good practice guidelines for staff in terms of producing documents in alternative formats	Policy  31 March 2013	Disability	Information about the Corporate Identity Manual was included in the Council's staff newsletter 'Medra Môn' (Issue 40 – March 2012).
Produce good practice guidelines for staff in terms of interpretation services for speakers of languages other than Welsh and English	Policy  31 March 2013	Race	The NWPSSEN has decided to produce Good Practice Guides (Ten Top Tips) on a range of equality issues, including accessible information and formats and accessible events by April 2013.
Implement the Modern.Gov democratic system	ICT All relevant officers to receive training on the new system by 31 March 2013	Disability	The Council is on track with its timetable for publishing its agendas and minutes through Modern.Gov before Christmas. Relevant officers are expected to receive training on the new system during January 2013.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Six: Improve Access to information, services, buildings and the environment</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Develop a diversity profile of Council tenants to gain a better understanding of individual needs	Housing  31 March 2013	All groups	The tenant profiling exercise is underway and is also a key service priority for the next year. Accurate profiling information will enable us to target services more effectively and efficiently.
<b>Action Area: Physical access to the services, transport, the built environment and open spaces improve</b>			
Continue to improve bus stops on the island to make them accessible	Highways  Ongoing - Progress on improving bus stops will depend on the availability of annual funding	Disability	By the end of 2011/12, easy access boarding kerbs were in place at 178 bus stops on the island – four more than the number we anticipated at the time of writing our Strategic Equality Plan (SEP).  Since April 2012, one bus stop has been improved, with another three planned before the end of 2012/13.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Seven: Improve the Council's procedures to ensure fairness for all</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: A staff training programme is in place to ensure the right staff have the rights skills to deliver equality improvement			
Raise awareness of equality e-learning modules amongst Council staff	Human Resources  Continuous	All groups	Unfortunately the Authority decided not to renew its E-learning modules as, following regular promotion, it was felt that not enough employees were utilising the resources available.  HR is working closely with the other five North Wales Authorities to set up a task and finish group to undertake work on this, in order to set up something to take the training agenda forward.
Continue to promote equality and diversity training for all staff, where services have identified specific training needs, such as offering training specifically for front-line staff	Human Resources  Continuous	All groups	Human Resources regularly advertise equality training that is open to all staff.  HR also works closely with departments to ensure their specific equality training needs are met.

**Strategic Equality Plan 2012 – 2016: Equality Objectives  
Progress Report**

<b>Objective Seven: Improve the Council's procedures to ensure fairness for all</b>			
<b>What we said we would do</b>	<b>By whom / By when</b>	<b>Relevant Group</b>	<b>What we have done so far (as at December 2012)</b>
Action Area: An effective corporate process is established to ensure the ongoing assessment of impact across services			
Continue to develop and improve our corporate process and secure a consistent approach across the authority in terms of completing effective impact assessments.	Policy  Continuous	All groups	Templates and guidance notes are available on MonITor and the Policy Unit continues to provide support and guidance to services on completing impact assessments.
Action Area: Procedures and practices in place that will enable procured services to meet the authority's commitments and expectations on equality			
Assess procurement policies and strategy to consider whether they adequately meet the aims of the duty and make any amendments deemed necessary.	Finance  31 March 2013.	All groups	Procurement in Anglesey is in the process of transformation – we are working with Bangor University and the Welsh Local Government Association (WLGA) to make our processes more efficient and modernise the whole procurement unit/service. WLGA are providing us with a procurement strategy and policy. We are working with Flintshire, Denbighshire and Conwy on re-writing our Contract Procedure Rules.  We have recently opted in to the National Procurement Service (NPS) but have opted out of the Regional Procurement Service across North Wales.