

ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	15 March 2023
Subject:	Annual Equality Report 2021/22
Purpose of Report:	To present the report for comment before it is submitted for delegated approval for publication.
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
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Local Members:	Not applicable

1 - Recommendation/s

The Committee is invited to provide comments on the Annual Equality Report 2021/22, before it is submitted for delegated approval by the Portfolio Holder for publication.

2 – Link to Council Plan / Other Corporate Priorities

Our Strategic Equality Plan 2020-2024 was approved by the full Council on 10 March 2020. In line with our 'One Council' approach, the Strategic Equality Plan includes links to our Council Plan. This annual equality report seeks to continue those links.

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 are the main challenges we face in terms of mainstreaming equality within the Council?

2 - A new Strategic Equality Plan will need to be approved by 1 April 2024. How do officers intend to go about gathering relevant information in order to inform our objectives for 2024-2028?

3 - What will be the role of this Committee in the process of developing new equality objectives?

4 - In terms of our impact assessment arrangements, the aim is that identifying and reducing negative effects and promoting equality becomes part of the Council's day to day work. How can this Committee contribute to making that a reality?

5 - Is there any additional data that would add value to the annual report?

5 – Background / Context

Under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011, the Council must publish an annual report on equality. The main purpose of the report is to show how the Council meets its equality duties. The report must be published by 31 March in the year following the reporting period.

There are specific requirements in terms of what must be reported annually. In accordance with one of these requirements, the employment information in this year's report is based on the period between 1 April 2021 and 31 March 2022. In order to give a more recent picture, the remainder of the report is based on the situation up to December 2022.

In response to this Committee's comments on last year's annual report, the format of the report has been modified to make it easier to follow. This year, therefore, the main report provides a summary of the situation and developments over the year and the detailed information, which is required by law, is available in the appendices.

The report :

- gives examples of how we went about promoting equality within our communities and our workforce
- explains how we went about collecting and using relevant information about our communities and our workforce
- outlines our arrangements for carrying out impact assessments
- gives an outline of progress in achieving our equality objectives
- identifies our priorities for the next twelve months

What went well

Identifying and gathering relevant equality information helps inform our decisions. One of the successes of the year was the comprehensive engagement and consultation exercise carried out in 2022 in order to formulate our priorities for the new Council Plan for 2023-2028.

As the term of our Strategic Equality Plan comes to an end in 2024, our main priority over the next twelve months will be to develop a new equality plan and objectives for 2024-2028. The relevant information gathered during the development of the Council Plan will be a solid starting point for this work.

During 2023, we also intend to continue to strengthen our consultation and engagement arrangements with representatives of all protected characteristics, as we adopt a new Public Participation Strategy as required under new legislation.

In terms of our workforce, at 11.66% the Council's average gender pay gap remains lower than the UK average figure. The average gender pay gap for the economy as a whole (ONS provisional figures for 2021) was 13.9%.

Also, there was an increase in the number of staff appointments in the under 25 and 55-64 age groups but a decrease in the 45-54 age range. It is positive to see that we are able to attract younger and experienced staff. However, the data suggests that there may be a need to focus on retention in the middle age ranges.

What needs some more attention

It is not compulsory for employees or applicants to provide data regarding disability, race, religion or belief, or sexual orientation. However, monitoring equality information enables employers to identify, tackle and prevent discrimination against staff by showing where there are any inequalities.

Despite our ongoing efforts, the data we have on the protected characteristics of our workforce has remained static. This suggests that more work needs to be done to ensure that all staff are aware of the reasons for collecting this data and how it is kept and managed confidentially. This, therefore, will be the second priority over the next year.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

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.

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

See above.

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

See above.

7 – Financial Implications

Not relevant.

8 – Appendices:

Draft Annual Equality Report 2021/22

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

Strategic Equality Plan 2020-2024



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Annual Equality Report 2021-2022

How we went about meeting our equality duties

This report includes:

- employment information for the period between 1 April 2021 and 31 March 2022
- information about other developments up to December 2022, to provide a more up-to-date picture

Publication date: March 2023

Overview

This annual report shows how we comply with our general and specific equality duties.

The employment data in this report covers the period between 1 April 2021 and 31 March 2022. The remainder of the report gives information about developments up to December 2022, to provide a more current picture.

This report was prepared in accordance with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.


Further information

This publication is available on our website www.anglesey.gov.wales. If you require it in another format and/or language, or have any questions about its contents, please contact us using the details below.

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We welcome calls and correspondence in Welsh and English. Using Welsh will not lead to a delay in responding.

Mae'r cyhoeddiad hwn hefyd ar gael yn Gymraeg 
This publication is also available in Welsh

Related documents:

Our Strategic Equality Plan for 2020-2024 - available on our [website](#)

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Foreword

We are pleased to publish our latest annual equality report, which shows how we went about meeting our equality duties during 2021/22. This report includes employment data for the period between 1 April 2021 and 31 March 2022. The remainder of the report includes information about developments up to December 2022, to provide a more up-to-date picture.

Back in 2020, we had to adapt our ways of working quickly to respond to the challenges of the COVID-19 pandemic, when the need to protect our most vulnerable communities was more important than ever. There are a number of examples of how we went about doing that in the annual equality reports we have published since then, as well as other corporate reports, plans and strategies.

As we continue to respond to the long-term challenges of the pandemic, implement our new Council Plan for 2023-2028 - and indeed in all that we do - we will continue our commitment, within the Council's ability and influence, to eliminate discrimination, advance equality of opportunity and foster good relations.



Councillor Llinos Medi
Leader and
Equality Portfolio Holder



Dylan J. Williams
Chief Executive

March 2023

Background

The purpose of the **Equality Act 2010** is to ensure fairness for all. It protects the following characteristics (which are 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 Act places a **general duty** on public bodies to give due regard to the following in every aspect of their work:

- 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.

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 main purpose of annual reports is to show how we have met our general and specific equality duties.

This report has been approved by our Leadership Team, which includes our Chief Executive, Deputy and our Directors. It was considered by our Partnership and Regeneration Scrutiny Committee and given final approval by the relevant portfolio holder.



Promoting equality

Here are some examples of how we have been promoting equality within our communities:

- ✓ [Supporting veterans](#) experiencing financial hardship
- ✓ [Cost of living support](#) for Anglesey residents
- ✓ [New council housing](#) for local residents
- ✓ Ensuring Anglesey's [looked after children](#) enjoy positive life experiences

More examples can be found on the '[Newsroom](#)' page on our website.

With regard to our workforce, this year's highlights include:

- ✓ Reviewing gender-inclusive language within our workplace policies
- ✓ Continuing to be a Disability Confident Committed Employer
- ✓ Our mean gender pay gap remains below the national average
- ✓ Continuing to promote flexible working policies to balance business needs and work-life balance

Identifying, collecting and using relevant information

Our communities

We are continuing to take positive steps to identify and collect relevant equality information. It helps inform our decisions and is the basis of corporate and service strategies, plans and committee reports that are published on our website.

One of our most recent examples is our report on a comprehensive engagement and consultation process undertaken in 2022. The aim was to understand the views of Anglesey residents and help us shape our priorities for the new 2023-2028 Council Plan. The results, which were reported to our Executive on 24 January 2023, can be found [here](#).

We are committed to continuously developing and improving our methods for collecting relevant information to gain a better understanding of the size, nature and complexity of all protected groups on Anglesey. We explain our intentions in more detail in [Appendix 3](#).

Our staff

Equality monitoring enables employers to understand the make-up of their workforce. It helps us identify, tackle and prevent discrimination against staff by indicating where there may be inequalities.

We constantly strive to collect accurate information on our staff and then analyse this data on the required protected groups through our electronic Human Resources system.

We are required by law to publish specific annual employment information. Details of the employment information available to us as at 31 March 2022 can be found in [Appendix 1](#). An analysis of that data is given below:

Recruitment and retention

There has been a rise in the number of staff in the under 25 and 55-64 age groups and a decrease in the 45-54 age range. The rise in young staff may be due to the increase in social media marketing and the re-starting the careers work with local schools and colleges following the pandemic. It is positive to see that we are able to attract both younger and experienced staff. However, the data suggests there may be a need to focus on retention in the middle age ranges.

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 staff wish to retire.

Equality Monitoring

The gender profile again confirms that we employ significantly more females than males, which is consistent with the trend across many local authorities.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2022 was 11.66%, which is below the UK average figure. Further details can be found in [Appendix 2](#).

It is not mandatory for employees or applicants to provide data regarding disability, race, religion or belief, or sexual orientation. We are continuing to encourage staff to do so and have created several channels to support staff to share information. This includes a dedicated page on our intranet – MonITor - to answer any questions our staff might have about why we collect the information.

During the recruitment process, data from the successful applicant's application can be transferred to their employee electronic personal files when they start work. To encourage applicants to share information, there is also an option to select '*prefer not to say*'. This means that details from those who choose to provide their equality monitoring information are reflected in the workforce data. There is also an opportunity to confidentially update personal information at any time, using our self-service system, My View.

Despite these efforts, the data we hold 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.

Training

In accordance with our People Strategy, we are committed to the development of employees and elected members. 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 given due regard in the work they undertake.

Equality and diversity training remains a key part of the training and development programme. As a legacy of the pandemic, many training sessions continue to be delivered online. Both tutor-led and e-learning training are arranged to ensure information and knowledge is shared with relevant staff and Elected Members. Marketing and promotion of equality training and learning continues.

We have introduced a new session on unconscious bias, to help staff to understand and identify methods for positively managing personal, team and organisational biases for improved and effective workplace decision-making.

Training sessions delivered this year included:

Online training	<ul style="list-style-type: none">• Equality impact assessments• Unconscious bias• Equality and diversity• Equality, diversity and inclusion
e-learning module	<ul style="list-style-type: none">• Equality in the workplace
Corporate induction for new employees	<ul style="list-style-type: none">• Equality and diversity

Overall, we believe that we continue 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 impact

We recognise the statutory requirement to carry out equality impact assessments and training is available for any staff members who feel they require further guidance. Templates and guidance are available on our intranet and the Policy and Welsh Language Team is also on hand to offer advice.

We need to ensure that councillors and officers with decision-making responsibilities understand the likely impact before any decisions are made. For this reason, the covering reports for our main committees – scrutiny committees and the Executive – asks whether the decision would have any potential impact on some groups within our communities.

The aim is for identifying and reducing negative impacts and promoting equality to become part of our daily work. This includes policy-making, employment practice, service delivery and other functions we carry out. Progress appears to be moving positively with more areas recognising the need to assess for impact and the guidance and templates available are being utilised.

Our Equality Objectives for 2020-2024

How we have done so far

Our Strategic Equality Plan (the Plan) for 2020-2024 sets out our current equality objectives, how we chose them and identifies some actions to help us achieve them. Appendix 3 provides updates on the progress made up to December 2022. The Plan also includes some indicators of what we should expect to see when these actions are completed.

Having used the information in [Appendix 3](#) to assess our progress to date against these indicators, we believe that we are generally on the right track, with no significant risks identified at this stage:

1	Action completed.
18	Action is a continuous process and/or is on track.
1	Some issues / risks identified.
0	Significant issues / risks identified.
20	Total number of indicators

1: Outcomes in educational 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.	
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.	

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

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

The number of accessible bus stops, suitable drop kerbs and tactile crossing facilities on the island increases.	
Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible.	
More homes of high quality which meet the needs of our residents.	

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

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

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

7: We will develop our knowledge and understanding of the socio-economic duty

Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures.	
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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.	
Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business.	

Looking forward

What we intend to do next

As the term of our current Strategic Equality Plan draws to a close in 2024, developing a new Plan and equality objectives for 2024-2028 will be our main priority over the next twelve months. In so doing, we will give due regard to relevant information from a range of different sources, including:

- our Council Plan 2023-2028
- the Gwynedd and Anglesey Well-being Plan 2023-2028.

Our [analysis](#) of workforce data suggests that further work needs to be done to encourage more staff to complete our equality questionnaire.

Our equality and diversity priorities for the next twelve months:



Develop our new
Strategic Equality Plan
2024-2028



Find new ways to get
more staff to share
equality information

Employment, training and recruitment data

The employment data we currently hold relates to some 3,038 Council employees (including teaching staff).

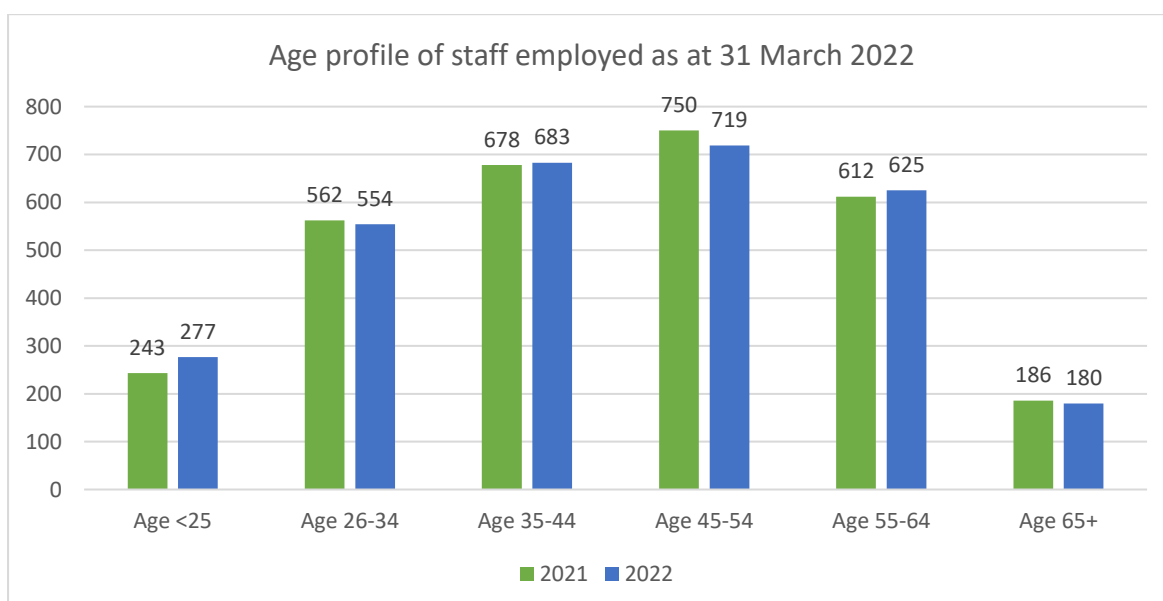
Note: It is not mandatory for employees or applicants to provide data regarding disability, race, religion or belief, or sexual orientation. The category 'unknown' in the following graphs indicates the number of individuals that have chosen not to provide any data regarding that particular protected characteristic.

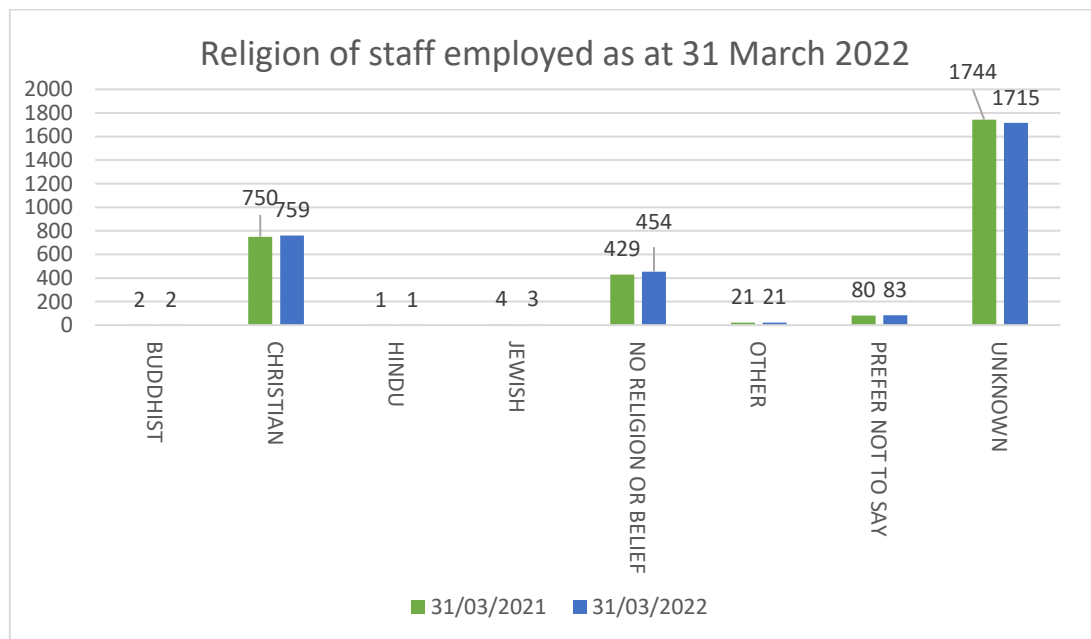
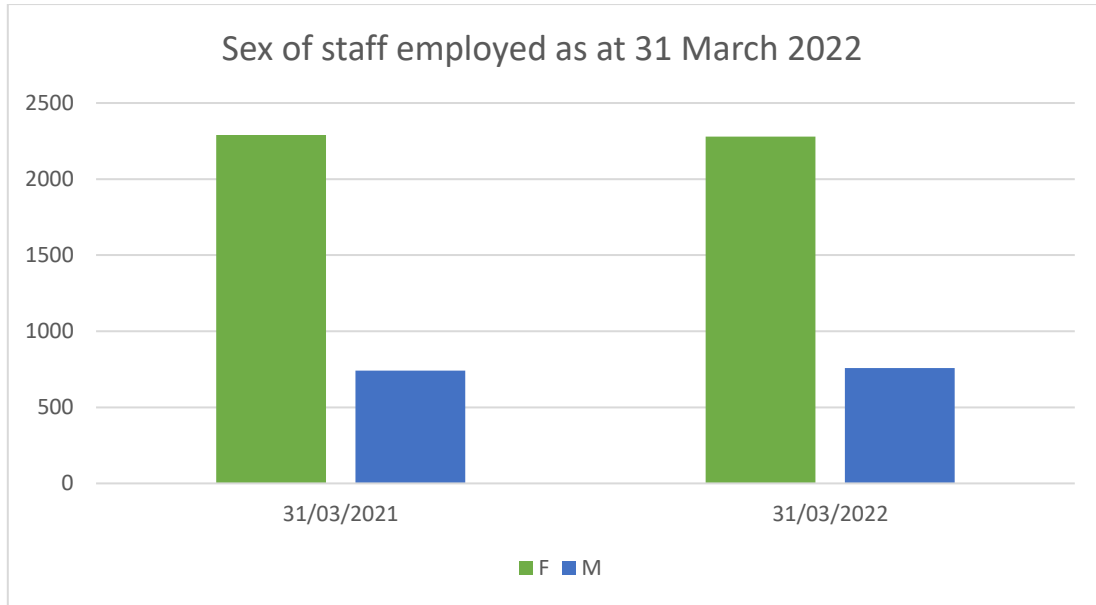
People employed by the Council as at 31 March 2022

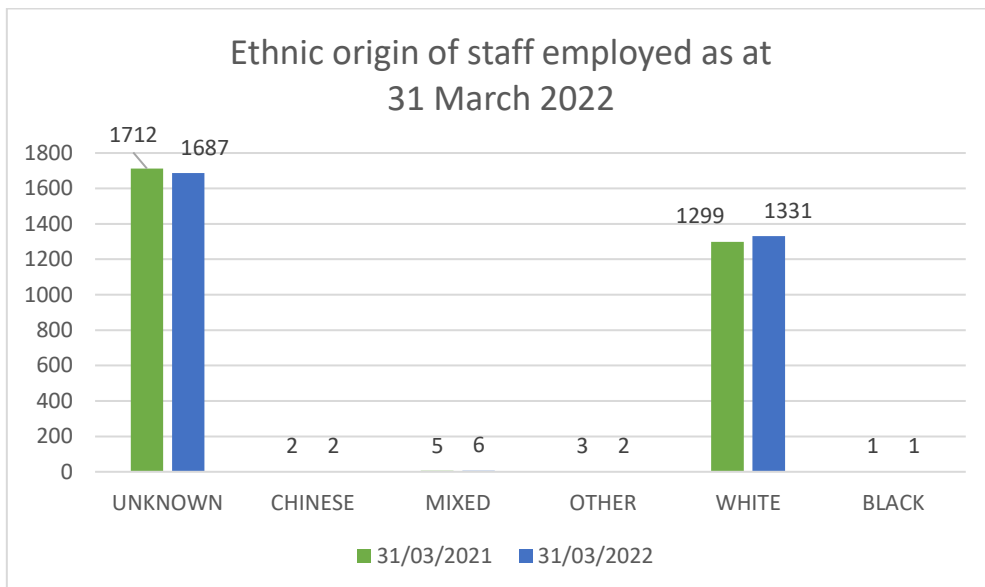
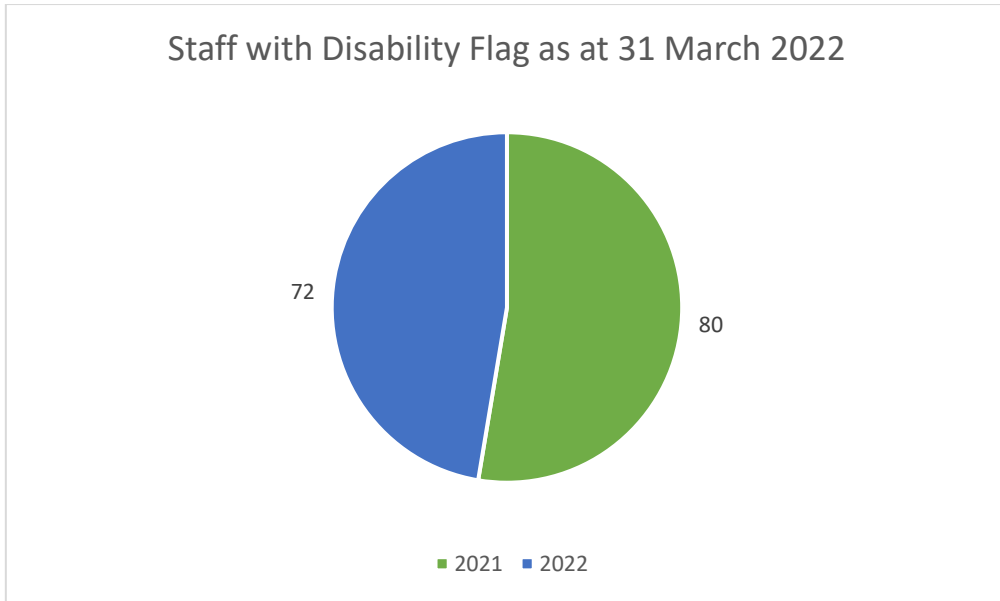
Total: 3038			Male: 759			Female: 2279		
Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Disabled	*BME**	*LGB***
277	554	683	719	625	180	72	9	27

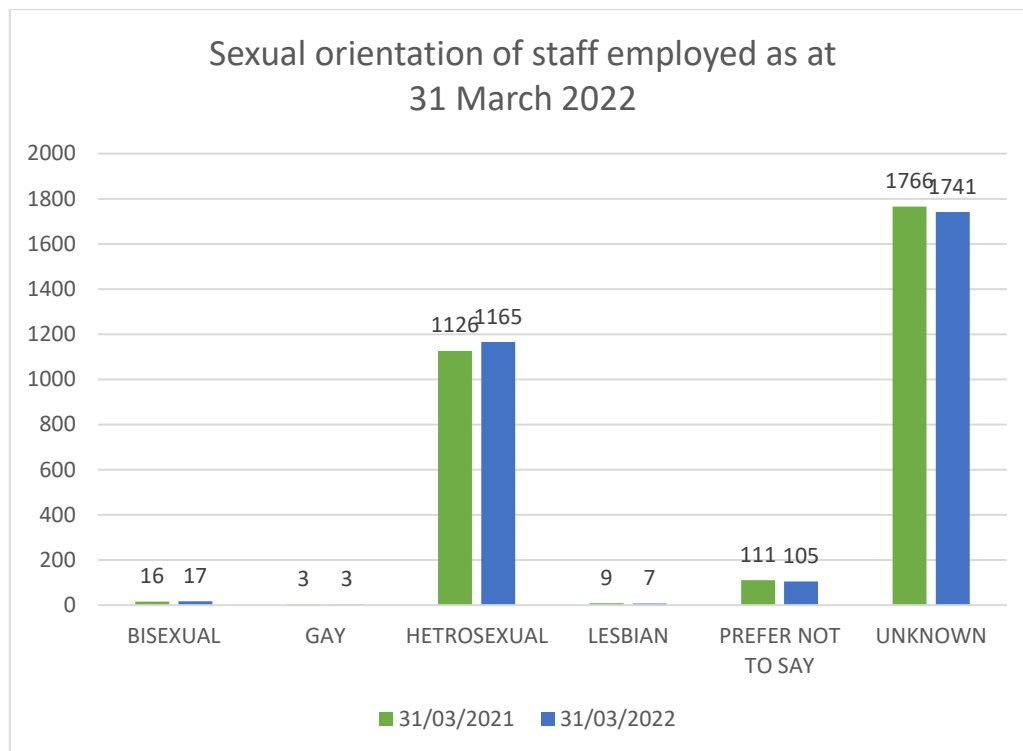
*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.

**BME – Black, Minority Ethnic
***LGB – Lesbian, Gay, Bisexual









People who successfully changed position in 2021/22

The figures in the following table include those who have been promoted, changed roles at the same level or taken on second jobs within the Authority

Total: 739			Male: 189			Female: 550		
Age	Age	Age	Age	Age	Age	*Disabled	*BME**	*LGB***
<25	26-34	35-44	45-54	55-64	65+			
167	163	168	126	93	22	9	3	6

*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

Training

Number of training sessions completed in 2021/22: 3190	
Male: 820 (26%)	Female: 2370 (74%)

Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. Our records show that no employees were involved in formal grievance procedures - either as a complainant or as a person against whom a complaint was made - between 1 April 2021 and 31 March 2022.

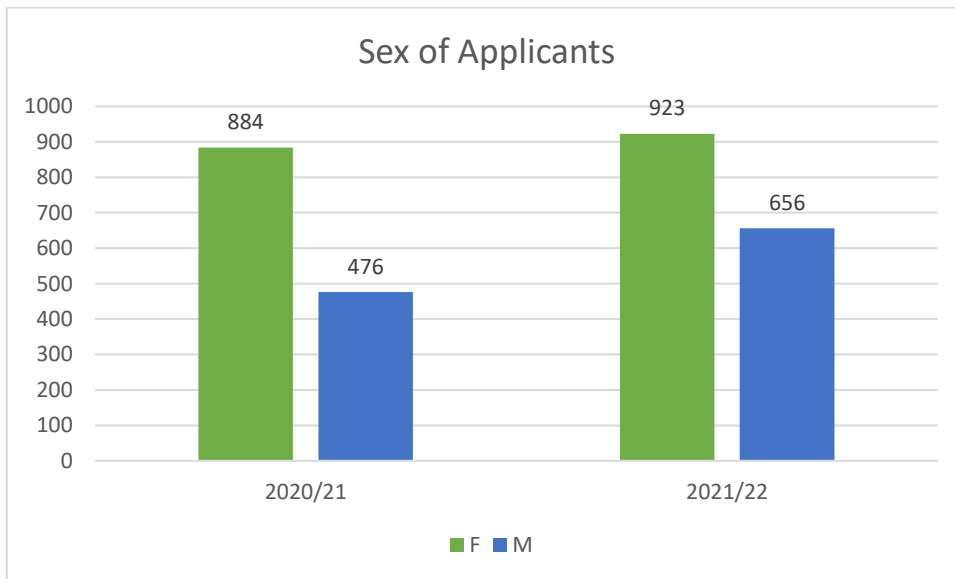
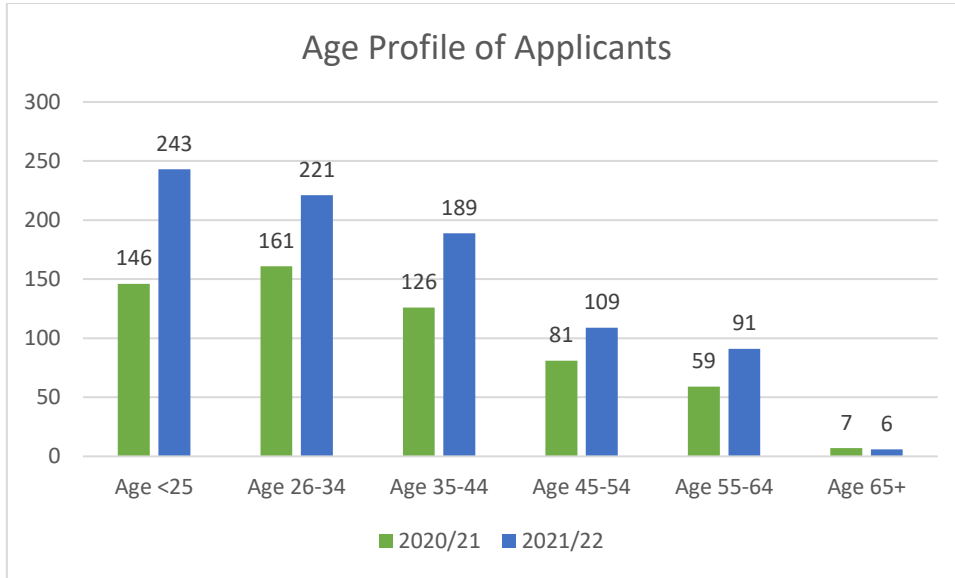
Disciplinary

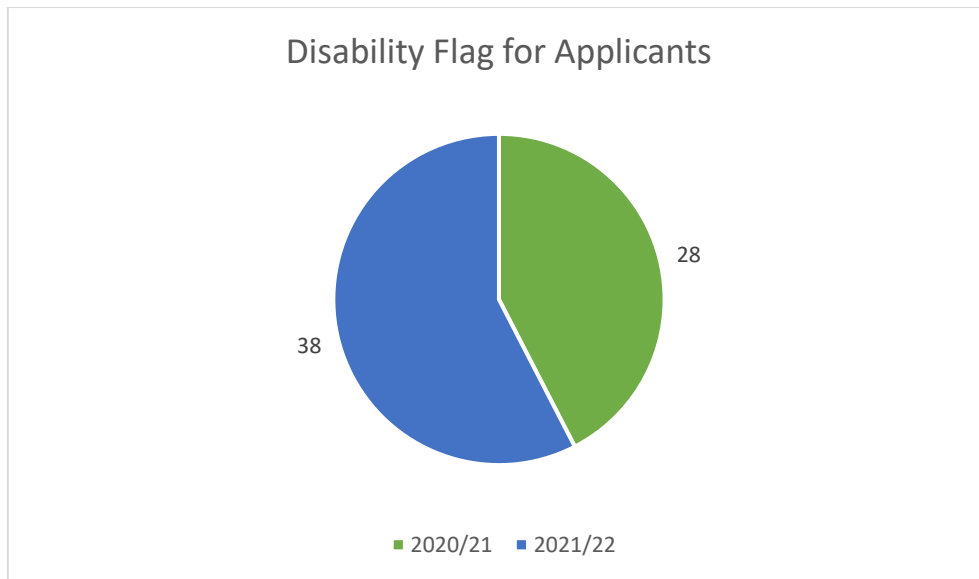
The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2021 and 31 March 2022 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures - 10			
Age	Disability	Gender Reassignment	Pregnancy and Maternity
16-24 – 2 25-34 – 1 35-44 – 0 45-54 – 2 55-64 – 4 65+ – 1	Information recorded for 2 out of 10: Disability flag – 0 No disability – 2	None recorded.	None recorded.
Race	Religion or Belief	Sex	Sexual Orientation
Information recorded for 4 out of 10: White – 4	Information recorded for 4 out of 10: Christian – 4	Male – 6 Female – 4	Information recorded for 4 out of 10: Heterosexual – 4

People who have applied for jobs in 2021/22

Total: 1579			Male: 656			Female: 923		
Age	Age	Age	Age	Age	Age	*Disabled	*BME**	*LGB***
<25	26-34	35-44	45-54	55-64	65+			
243	221	189	109	91	6	38	37	36
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.</p> <p>**BME – Black, Minority Ethnic</p> <p>***LGB – Lesbian, Gay, Bisexual</p>								





Gender Pay Gap Report 2022

The Council is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 31 March 2022. It includes statistics for all Council employees, apart from those employed in schools. The results are as follows:

Mean gender pay gap for the Isle of Anglesey County Council:	11.66%
Median gender pay gap for the Isle of Anglesey County Council:	14.65%

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

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

We support the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex. All job roles are evaluated as necessary to ensure a fair structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

The Council'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 - such as caring and cleaning, roles which do not score high within job evaluation schemes thus are afforded lower grades of pay. A higher percentage of part-time workers are women and women continue to be more likely to have unpaid caring responsibilities than men.

This pattern from the UK economy as a whole is reflected in the make-up of our workforce, where the majority of our 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 this Council's gender pay gap compare with that of other organisations?

The vast majority of organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2022 figures) was 13.9%. At 11.66%, our mean gender pay gap is below the UK average figure.

What are we doing to address the gender pay gap?

Although our gender pay gap remains below the UK average, we remain committed to continuing to reduce our gender pay gap where we can. We recognise that the Council's scope to act is limited as pay scales are agreed nationally and therefore we have no direct control over salaries. The Council does not operate any performance related pay or bonus schemes. We recognise that the pay and grading of all jobs must be fair, transparent and non-discriminatory. The Council operates a Job Evaluation scheme adhering to equality principles and maintaining integrity and fairness of our pay and grading structure on an ongoing basis.

We provide a wide range of flexible working opportunities as a means to support, develop and retain employees at work. We will continue to promote these initiatives going forward to attract and retain staff. We have taken steps to promote gender diversity in all areas of our workforce and continue our gender monitoring to understand any barriers to gender equality, for example:

- the numbers of male and female applicants for specific roles
- the numbers of men and women in each role and pay band
- take-up of flexible working arrangements by gender and level within the organisation
- the proportions of men and women leaving the organisation and their reasons for leaving - reviewing the exit interview information to better understand the reasons for leaving
- reviewing recruitment and retention strategies and establishing different methods to attract talent
- monitoring Equal Pay information
- monitoring adherence to Job Evaluation processes
- reviewing terms and conditions regularly with the recognised trade unions.

The COVID-19 pandemic resulted in new ways of working. Our Hybrid Working Policy, which continues to be in pilot, promotes flexible ways of working and has proved successful in supporting the work-life balance of staff whilst continuing to provide the same standard of service to clients and customers. We are in the process of procuring a new and improved recruitment system. It is hoped that this will assist with attracting groups into the workforce at all levels. We will continue to improve marketing and promoting opportunities and the use of social media platforms.

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

2020-2024 equality objectives - progress as at December 2022

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

The agreement not to publish attainment performance data since 2020 continues. Schools continue to monitor data internally and use this data to report on pupils' progress during the year. The data is used by schools to plan specific intervention, for reducing any gap in attainment, and the key role of the Governors remains important in challenging this. Visits and meetings with school improvement support consultants have continued, supporting schools to scrutinise data, and support any further action.

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

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

Additional Learning Needs – categories of support	A*	A	B	C	D	E	F	G	U	Overall total
School Action	17	51	68	113	103	92	87	45	34	610
School Action Plus	11	9	13	33	36	40	32	16	32	222
Statement	1	8	5	9	6	20	17	15	10	91
Total	29	68	86	155	145	152	136	76	76	923

The results for 2022 show that there is little difference between the percentage of pupils subject to school action, school action plus and pupils on a statement who succeed in getting A* or A. These percentages are 11% for pupils subject to school action, 9% school action plus and 10% for pupils who are subject to a statement. A greater difference is seen between pupils who succeeded in getting grades between A* and C. 40% of school action pupils managed to get grades between A* and C, 30% of school action plus pupils and 25% of pupils subject to a statement.

The Additional Learning Needs (ALN) and Inclusion service continues to promote full inclusion and equality for vulnerable learners. This includes specific training and collaboration on the use of ALN capital grant for promoting an inclusive learning environment. Anglesey and Gwynedd have a dedicated support website which is available to schools, pupils and their parents - we continue to upload new resources on the website regularly.

In 2021, a grant was used to fund 2,700 Chromebooks. In 2022, we have built on this by ensuring that all educational institutions receive screens so that digital provision across the island is consistent. This included 192 screens this year, with the process continuing next year and to be completed by July 2024.

In addition, other grants were allocated to try to ensure that schools are able to reduce learning and teaching gaps including a National Music Grant. This grant develops music experiences across all catchment areas to ensure that all primary school children receive first experiences on a variety of instruments. In secondary schools, Music Paths similarly provide experiences for all children over the next three years.

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:

Bearing in mind that there were no external "exams" once again, careful attention was given to the procedures and processes of institutions' assessments (schools supporting each other and support available through WJEC). A range of grade assessment methods were introduced, including tests, along with continuous assessments, to help ensure that everyone receives the same fairness.

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:

	A*	A	B	C	D	E	F	G	U	Overall total
FSM	19	49	92	170	99	77	86	57	54	703
Non FSM	606	839	1288	1135	542	338	199	130	136	5213
Total	625	888	1380	1305	641	415	285	187	190	5916

The results for 2022 show that 28% of pupils who do not receive free school meals have obtained A* or A to compare with only 10% of children who are entitled to free meals. 74% of pupils who do not receive free school meals have succeeded to get grades between A* and C compared to 47% of children who are entitled to free meals. These results show that there is still a difference in the performance of pupils who receive free school meals and those who do not, but there are plans in place to try to reduce the gap.

Schools plan carefully to use the Pupil Development Grant to ensure that pupils who are entitled to a free meals are not adversely affected due to poverty. Each school implements a spending plan that shows the additional support given to this cohort of pupils to reduce the impact of poverty on achievement.

Year	Numbers receiving free school meals	% receiving free school meals in Anglesey schools	% receiving free school meals in Wales
2019/20	1547	17%	17%
2020/21	1879	20%	19%
2021/22	2065	22%	23%

The figures above show that the number of children who are claiming free school meals increases annually. The Welsh Government has decided to offer free meals to all primary school children and this is being implemented in stages across all authorities. Reception years, year 1 and year 2 in Anglesey currently receive free meals and it is hoped that all primary school children will receive free meals by September 2023. This will make it more difficult to identify the children who qualify for free meals under the old system.

With more FSM pupils registered, cross-departmental collaboration has been effective in ensuring that this group of children continues to have provision over school holidays. As a result, all eligible FSM families receive payments directly to a bank account. These payments have continued but are likely to end after the February 2023 half-term holidays.

Priority 1.2: We will reduce identity based bullying in education

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

During 2022, Anglesey was the first Authority to facilitate training from the Welsh Government on online sexual harassment. The Learning service was pro-active in promoting workshops to support relationship and sexuality learning. Procedures such as this will develop schools' resilience to tackle the challenges of preventing identity-based bullying in education.

The Council has robust processes to support schools to provide various interventions to prevent cases of bullying at school. These processes will also ensure that children's rights and processes that give due regard to equality have a prominent place in action plans.

By collaborating with Healthy Schools, the Learning service regularly shares up-to-date resources through newsletters and, as a result, schools are very confident in their procedures to prevent bullying based on identity.

The Authority has now invested in an electronic system which will be operational from Spring 2023. Annual Safeguarding Reports are monitored annually and recorded incidents of bullying remain consistently low.

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

In 2022 a new Anglesey Agreed Syllabus was presented to schools which is consistent with the requirements of the Curriculum for Wales. The Syllabus offers robust guidance to schools on themes within the humanities and health and wellbeing and raises awareness of hate crimes.

Circulating information to schools during All Wales Hate Crime Awareness week remains a great opportunity to bring this important subject to the attention of schools. Sharing resources such as Showing Racism the Red Card, Schoolbeat.cymru and resources from NSPCC enables schools to highlight this issue.

However, we draw schools' attention to the fact that the awareness week is not an event which is then forgotten for the rest of the year. We encourage schools to ensure that these important themes receive continuous consideration within our schools. Schools are informed and encouraged to use a variety of relevant resources on HWB.

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

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

The pilot Hybrid Working Policy has been implemented and allows staff the flexibility work from home or from the office, in line with business needs. A staff survey found that this flexibility has supported their work-life balance for some staff although other staff preferred the structure of an office environment. This policy and its impacts will be reviewed over the next 12 months.

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

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 Authority continues to encourage staff to provide personal information and has created several channels to support staff to share this information. Further details can be found [here](#).

Analyse the workforce data year-on-year and produce annual reports of the information analysed:

The annual workforce data has been collated and analysed, reporting data as at 31 March, 2022. An analysis is given in the [main report](#) and more information can be found in:

[Appendix 1](#) - Employment information

[Appendix 2](#) - Gender Pay Gap Report 2022

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

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

Almost £500k has been received from the Bus Infrastructure Fund grant in 2022/23. This money will be utilised for ongoing work in improving bus stop facilities, including modernising shelters, seating, lighting, electronic information and cycle storage across the island.

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

Improvements have been made to numerous pedestrian crossing points since the last review, funded from the capital road safety grant and COVID recovery fund. Three new dropped kerb / tactile crossings have been provided across the island.

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:

Patrols have been carried out and parking enforcement action taken in response to calls received from the public of vehicles obstructing pedestrian crossing points. Consideration has been given to applications received for double yellow lines in areas where parking is causing a problem. Work is being done to prepare for the introduction of a national ban on pavement parking which is to be introduced by the Welsh Government. We are also working in partnership with the Welsh Government on introducing 20mph traffic zones in built-up areas.

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

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

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 officers work closely with both Children and Adults Services to forward plan potential need, including the demand for adaptations, ensuring we intervene as early as possible for the benefit and wellbeing of our residents with health and wellbeing needs.

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

National performance indicator results 2022/23					
Ref	Indicator	Q1	Q2	Target 2022-23	Performance
PAM/015	The average number of calendar days taken to deliver a Disabled Facilities Grant	171	173	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

Progress actions to achieve the Insport Gold Award by April 2021:

The aim of the Insport programme, which is led by Disability Sport Wales, is to deliver a cultural change in attitudes and the provision of physical activity as well as wider opportunities for disabled people.

Due to capacity and workload issues, it is clear that there will be a need for additional resources and funding to be able to achieve the Gold Award. Collaborating with new and existing partners will therefore be essential to ensure the Gold Award is achieved for Anglesey.

Over the last year, priority was given to maintaining key aspects of current inclusive projects on Anglesey, as well as honour the key outcomes of the Silver Insport Award. There have been some significant achievements around developing clubs and people, creating inclusive opportunities, establishing new relationships and bringing people together to form an Insport / disability forum on Anglesey.

Key successes include:

- Investment in modernising facilities at Holyhead Leisure Centre and Plas Arthur Leisure Centre for disabled people, including upgrading changing rooms, hand rails and new hoists.
- Gwyl Cymru Football Festival (World Cup event) included a Disability event on Anglesey that inspired the new logo and creation of the Anglesey Lions football Club.

In addition, a School Sport Survey was completed by Ysgol Addysg y Bont and many other disabled pupils from primary and secondary schools across Anglesey. The percentage of disabled people engaged in sports clubs after school is a key area that has been highlighted and a significant factor in the new approach of ensuring all events and activities are inclusive. The [School Sport Survey report](#) was considered by our Corporate Scrutiny Committee on 22 November 2022.

Continue to offer the Anglesey Referral Scheme, working towards the following national National Exercise Referral Scheme (NERS) targets:

- Percentage of NERS clients who complete the exercise programme (50% and above)
-

The National Exercise Referral Scheme (NERS) targets clients aged 16 and over who have, or are at risk of, developing a chronic disease.

From January to December 2022, we received 1284 referrals from various health professionals. 604 of these went on to attend their 1st sessions, with 423 (70%) completing 16 weeks on the exercise scheme. People were referred from GPs, physiotherapy, occupational therapists, mental health workers and many more health professionals.

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

Of the 423 people who completed the scheme, 80% reported an improvement in health, with 18% staying the same. Sadly, this meant that 2% reported a decline in their health. However, considering the age and nature of some of the referrals, it is expected that some health conditions may get worse, especially when newly diagnosed. One other factor that might contribute to this is that we are receiving some referrals at a much earlier stage of their recovery process.

We have also progressed our Dementia Actif scheme, with 6 classes per week now being held across the island and weekly Dementia swim sessions being advertised.

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

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 long-term effects of the COVID-19 pandemic continues to impact on the delivery of health services. The footfall into GP surgeries for health checks has been considerably less than previous years. However, Health Liaison continues to keep the GP surgery learning disability registers up to date and provide advice and support when needed. This year's achievements include:

- a new full time dedicated Primary Liaison Nurse for Gwynedd and Ynys Môn, assisted by a Healthcare Support Worker
- a new Learning Disability Awareness training programme was introduced by Improvement Cymru, with Health Liaison rolling this out and offering to deliver it to all GP surgeries
- devising a new innovative way of working with people with learning disabilities in North Wales who are unable to attend in person at GP practices - the new 'Lab in a Bag' project involves joint working between Health Liaison and the Community Learning Disability Nurses, who together will visit identified 'at risk' citizens in their own home.

The Health Check Champions (supported by Conwy Connect), adults with learning disabilities, continue to deliver teaching session on the importance of attending a health check to their peers across North Wales.

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

Positive feedback was given by Care Inspectorate Wales (CIW) with regard to our commitment to provide a Welsh language service. In its recent [Performance Evaluation Review Report](#), which was considered by our Corporate Scrutiny Committee on 19 January 2023, the Inspectorate noted:

“IACC's commitment to provide a Welsh language service is positive. IACC demonstrates its commitment through its Strategic Equality Plan for 2020-2024. We saw consistent and encouraging evidence that people were receiving the ‘Active Offer’ to speak Welsh, and people’s wishes were taken into account with regard to language choice.”

Our Social Services are committed to providing an Active Offer of a service through the medium of Welsh to all customers.

Social Services, with the support of Human Resources and the Policy and Welsh Language Team, have created an internal action plan based on the More Than Just Words Five Year Plan 2022-27. Next steps include developments in relation to training and further support for staff to develop their Welsh language skills.

Adults Services have received some positive feedback from families during the year, with regards appreciation of the way the use of the Welsh language and musical culture in home care and residential care has had a positive impact on service users.

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

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 (HCAW):

During the 2022 HCAW in North Wales, Victim Support Wales, North Wales Police, the Police and Crime Commissioner and both the North-East and North-West Community Cohesion Teams worked together to host an online session to explore the barriers to reporting hate crime.

Partnership working continues – both during the annual HCAW and throughout the year – to raise awareness and promote reporting to North Wales Police or Victim Support. Under Objective 1, there is also an outline of what is happening in the island's schools to raise awareness and tackle hate crime.

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):

Addressing hate crime has been mainstreamed into our normal day to day operations. Through training and development, our Housing officers are fully up to date with hate crime and can recognise the signs and symptoms. The Housing service works closely with North Wales Police and Victim Support in order to support the victims of hate crime and bringing perpetrators to account for their crime.

Housing officers also work closely with education settings in order to raise awareness of anti-social behaviour, which includes hate crime.

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

Use the Policy Portal¹ to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy:

The revised Corporate Safeguarding Policy was launched via the Policy Portal in May 2022, with an expectation that staff read and accept the policy. Compliance levels are measured and reported to the individual Directors and Heads of Service and to the Leadership Team. A report to the Leadership Team in November 2022 noted that 94% of those expected to accept the policy had done so.

Safeguarding is also included as part of the Authority's induction process.

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

All employees are required to undertake mandatory safeguarding children and adults training, in accordance with our Corporate Safeguarding training framework. Specialist training is also provided in line with the identified workforce needs.

Overall, there are good levels of compliance with mandatory e- learning safeguarding training. Further details are available in the [Corporate Safeguarding Annual Report](#) (November 2022) which was considered by the Council's Partnership and Regeneration Scrutiny Committee on 17 January 2023.

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

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:

Our Trading Standards team recorded and dealt with 57 complaints / enquiries concerning scams specifically. 5 letters and information packs were sent to consumers recognised as "victims" via the National Scams Hub. Several 'No Cold Calling' stickers were sent out to vulnerable individuals living either inside or outside a No Cold Calling Zone. Warnings and messages were posted on social media concerning cold callers and rogue traders. We worked with North Wales Police to identify the needs of potential victims of scams.

¹ The purpose of our Policy Portal (an electronic policy management system) is to ensure that our staff understand and are reminded of certain requirements placed upon them.

Trading Standards received approximately 700 complaints, enquiries and requests for advice from our partners at the Citizens Advice Consumer Service, 233 of which led to further investigations and interventions for consumers in disputes. 3 educational talks were delivered within the community to vulnerable groups.

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

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

To support our commitment to be a Diverse Council², we:

- raised awareness about the role of councillors through the Council's website and social media
- Held virtual 'Be a Councillor' sessions for potential candidates (in February) and candidates (in April), with separate sessions for the county and community council elections

An officer was employed on a temporary basis to encourage young people over the age of 16 and foreign citizens to register to vote in the local elections. As a result:

- 16/17 year olds on the register increased from 445 in December 2021 to 1,058 in May 2022
- Eligible foreign nationals on the register increased from 0 to 76

As from May 2022, the number of available seats on the County Council increased from 30 to 35. An election was held for each seat, with a total of 101 candidates and 17 new Members elected. The number of female Councillors increased from 10% (3) in 2017 to 23% (8).

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

Co-opted members are recruited for fixed terms to represent a specific area of interest or issue of consideration.

The Local Government and Elections (Wales) Act 2021 requires that a third of Governance and Audit Committee membership must be lay members. For Anglesey, this means that the number of lay members required on the Committee increased from two to four.

In last year's report, we explained how we went about recruiting new lay members by working with the Welsh Local Government Association (WLGA) and participating in its national promotion programme. The vacancies were widely advertised, including media outlets that younger people were likely to access, in accordance with the Council's duty to attract under-represented groups.

² The Council adopted a '[Diverse Council](#)' declaration in September 2021

The recruitment process resulted in the Council receiving 13 applications. Following a robust shortlisting and interview process, the vacancies were successfully filled at our Council meeting on [25 April 2022](#).

Four of our committees include co-opted members, with a total of 15 seats. As at December 2022, there were two vacant seats. Of the 13 co-opted members in post, the gender profile was fairly balanced, with 6 (46%) seats held by women.

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

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

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

The joint engagement and consultation board was re-established under the direction and leadership of the Deputy Chief Executive in December 2021. The Board has since revised its terms of reference and continued to provide guidance and direction to services in the way and manner consultations are undertaken. The checklist continues to be used and circulated amongst Council services, in order to gain assurances that consultations are undertaken in a consistent manner, dependent on topic.

Engagement and consultation activity has evolved during 2022 and can be testified through the engagement and consultation work associated with [developing our strategic objectives](#). In doing so, we used various means of engagement and consultation:

- Workshops
- Face to face forums
- Digital questionnaires
- School council discussions
- Older people forums
- 'Easy to read' questionnaires.

We also assisted those housebound by circulating the questionnaire via our mobile library. Specific software has also been used to analyse the findings and demonstrate that different groups of people have responded.

During 2023, we intend to continue to strengthen our consultation and engagement arrangements with representatives of all protected characteristics, as we adopt a new Public Participation strategy as required under new legislation.

Continue to work on engagement with our regional partners (as members of NWPSSEN³) by making the most of resources available to us

NWPSSEN has been working together since 2010, when the Equality Act came into force. Since then, a number of regional engagement activities have taken place to inform our work.

NWPSSEN members continue to meet regularly to share information and good practice.

³ North Wales Public Sector Equality Network

Objective 7: We will develop our knowledge and understanding of the socio-economic duty to identify the key areas of impact to be addressed under each objective

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:

We are continuing to use our Policy Portal to ensure that managers and relevant staff were aware of the requirements of the duty. The annual compliance report to our Leadership Team in November 2022 noted that all those expected to accept the policy had done so.

Information can also be found on our intranet site (MonITor) and support is available from our Policy and Welsh Language Team.

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

Our templates for committee reports and impact assessments were revised back in April 2021 to include specific sections to record any implications related to the duty. More information is available [here](#).

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

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

Our Equality and Diversity Policy is one of the key policies in the Council's electronic performance management system (Policy Portal). Compliance levels are measured and reported to the individual Directors and Heads of Service and to our Leadership Team. A report to the Leadership Team in November 2022 noted that 96% of those expected to accept the policy had done so.

Equality and diversity is also included as part of the Authority's induction process.

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. Further details can be found in the [main report](#).

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

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 assessment training. The session provides further information regarding the Public Sector Equality Duty and how it relates to the need to assess for impact on equality.

Our Member Development Strategy states that we will provide elected members with flexible and responsive training and development that is based on individual and organisational need. Both equality and diversity and assessing for impact on equality remain a key part of the training provision provided to our councillors.

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.

See Objective 7.

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 was reviewed during 2020 as part of a review of our local scrutiny development programme.