

ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	6 February 2024
Subject:	Strategic Equality Plan 2024-2028
Purpose of Report:	To present the draft plan for comment before it is submitted to the Executive and full Council for approval.
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
Report Author: Tel: Email:	Ffreuer Owen, Policy and Welsh Language Manager 01248 752520 FfreuerOwen@ynysmon.gov.uk
Local Members:	Not applicable

1 - Recommendation/s

The Committee is invited to comment on the draft Strategic Equality Plan 2024-2028 before it is presented to the Executive and full Council for approval.

2 – Link to Council Plan / Other Corporate Priorities

The strategic equality plan is a key publication that aligns with our Council Plan and will contribute to the achievement of its strategic objectives and vision. Our draft equality objectives 1, 3 and 4 are particularly relevant as they align with three Council Plan strategic objectives for 2023 to 2028:

- Education: Ensuring an effective provision for today and for future generations
- Social Care and wellbeing: Providing the right support at the right time
- Housing: Ensuring that everyone has the right to call somewhere home

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 - The draft plan contains eight equality objectives. In view of the current economic climate, is this too ambitious?

2 - What will be the role of this Committee in the process of monitoring progress towards achieving our new equality objectives?

3 - How do you intend to address data gaps regarding both our communities and our staff?

4 - What do you intend to do to over the next four years to raise awareness and increase knowledge of equality and diversity within the Council?

5 – Background / Context

The statutory basis for developing this draft Strategic Equality Plan (SEP) is contained in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulation 2011. The 2010 Act places a general duty on public bodies to give due regard to the following in every aspect of their work:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between different groups

The Act 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

It also aims to reduce inequalities of outcome which result from socio-economic disadvantage.

The 2011 Regulations include specific duties to help public bodies in Wales meet the general duty. These duties include a requirement to publish equality objectives and strategic equality plans at least once every four years. The current SEP, covering 2020-2024, comes to an end on 31 March 2024, by which time a new Plan for 2024-2028 must be published.

This draft SEP for 2024-2028 builds upon our previous SEPs and contains the following long-term equality objectives for strengthening and advancing equality on Anglesey as well as within our organisation. They are broadly based on the Equality and Human Rights Commission's 'areas of life' for monitoring equality:

1. **Education:** Take action to address gaps in educational attainment and support the well-being of school pupils
2. **Work:** Take action to ensure we are an equal opportunities employer and reduce pay gaps
3. **Living Standards:** Take action to improve the living standards of protected groups
4. **Health, well-being and social care:** Take action to improve health, well-being and social care outcomes
5. **Personal security:** Take action to safeguard protected groups
6. **Participation:** Increase access to participation and encourage diversity in decision making
7. **Socio-economic disadvantage:** Take action to address disadvantage
8. **Working practices:** Improve our internal practices to ensure fairness for all

It also sets out:

- our main equality priorities for the next four years, influenced by the findings of the Equality and Human Rights Monitor 2023: Is Wales Fairer? which is the Commission's latest five-year state of the nation report, as well as local research and consultation
- our arrangements for monitoring progress towards achieving our equality objectives
- how this plan contributes towards the wider vision of our Council Plan of creating a healthy and prosperous Anglesey where people can thrive.

To ensure this SEP is realised, we will focus on annual action plans and will report on progress in our annual equality reports.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

The aim of the SEP is to strengthen and advance equality for the people of Anglesey and our staff.

In addition to the priorities contained in the SEP, we will progress the principles of equality and diversity for people of all backgrounds and circumstances in all aspects of our work.

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 Strategic Equality Plan 2024-2028

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

Equality in North Wales 2023: Data and Evidence report (April 2023) commissioned by the North Wales Public Sector Equality Network.

Ynys Môn

THE ISLE OF

Anglesey

Strategic Equality Plan 2024-2028



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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

www.anglesey.gov.wales

This is the Isle of Anglesey County Council's strategic equality plan for 2024 to 2028. It is available on our website, together with plain text and easy read versions:

www.anglesey.gov.wales

If you require this publication in another format and/or language, or have any questions about its contents, please contact us.

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

Introduction:

An overview of our plan



This is the Isle of Anglesey County Council's strategic equality plan for 2024 to 2028. In it you will find short sections explaining:

- How this plan contributes towards the vision of our Council Plan of creating a healthy and prosperous Anglesey where people can thrive.
- Our eight long-term equality objectives for creating a fairer Anglesey by advancing equality in our communities, as well as within our organisation.
- Our main equality priorities for the next four years influenced by the findings of Is Wales Fairer?, the Equality and Human Rights Commission's latest five-year report, as well as local research and consultation.
- Our arrangements for monitoring progress towards achieving our equality objectives.

Accompanying documents outline the legal basis which underpins this plan and how the plan was developed. You will also find key equality data for our population from the most recent census.

Foreword



Councillor Llinos Medi
Council Leader



Dylan Williams
Chief Executive

Welcome to our strategic equality plan for 2024 to 2028. This key publication builds upon our previous plans, aligns with our Council Plan and sets out our ambition to build a fairer society for the people of Anglesey. It also builds upon the aims of the Wellbeing of Future Generations Act of creating a more equal Wales.

Creating an Anglesey where people can thrive means recognising that there are many causes of inequality and doing all we can to address them. Addressing inequality is not an easy task, particularly in a time of increased pressure on public services. Local authorities face an uncertain future as demand for our services continues to rise just as the price of providing them is escalating dramatically. This risks hampering our efforts to support our communities.

However, this does not mean that we are any less committed to promoting equality and doing what we can to secure better outcomes for those facing disadvantage. As an employer and service provider, we will work to eliminate unfair and unlawful discrimination in all our policies, procedures and practices.

Equality is not a stand-alone issue. This is why we have made it a general principle of our new Council Plan. We will pay particular attention over the next four years to raising awareness and developing our knowledge to ensure that our council champions equality for all.

Council Plan 2023-2028

The Council Plan's vision is to:

'Create an Anglesey that is
healthy and prosperous
where people can thrive'



[Council Plan 2023 to 2028 \(gov.wales\)](https://gov.wales/council-plan-2023-to-2028)

Our strategic equality plan is closely linked to our Council Plan and its vision. The Council Plan is the key document serving as a focal point for decision-making at all levels; providing a framework to plan and drive forward priorities; shape annual spending; monitor performance and progress.

At its core is our desire to work with Anglesey residents, communities and partners to ensure the best possible services, improve the quality of life for all and create opportunities for future generations.

Its six main objectives reflect the key areas we should be focusing our efforts on.



The Welsh
Language

Increasing opportunities to learn
and use the language.



Social Care and
Wellbeing

Providing the right support at the
right time.



Education

Ensuring an effective provision
for today and for future
generations.



Housing

Ensuring that everyone has the
right to call somewhere home.



Economy

Promoting opportunities to
develop the Island's economy.



Climate Change

Responding to the crisis, tackling
change and working towards
becoming a net zero organisation by
2030.

Our values and principles

The Council Plan is underpinned by four core values, which are used to develop and guide our vision, strategic plans and services.

It also adheres to the general principles of:

- Sustainable development
- Equality and diversity
- Prevention and safeguarding
- Commitment and accountability
- Communication
- Modernisation

Values



Respect

We are respectful and considerate towards others regardless of our differences.



Collaborate

We work as a team, with our communities and partners to deliver the best outcomes for the people of Anglesey.



Honesty

We are committed to high standards of conduct and integrity.



Champion the Council and the Island

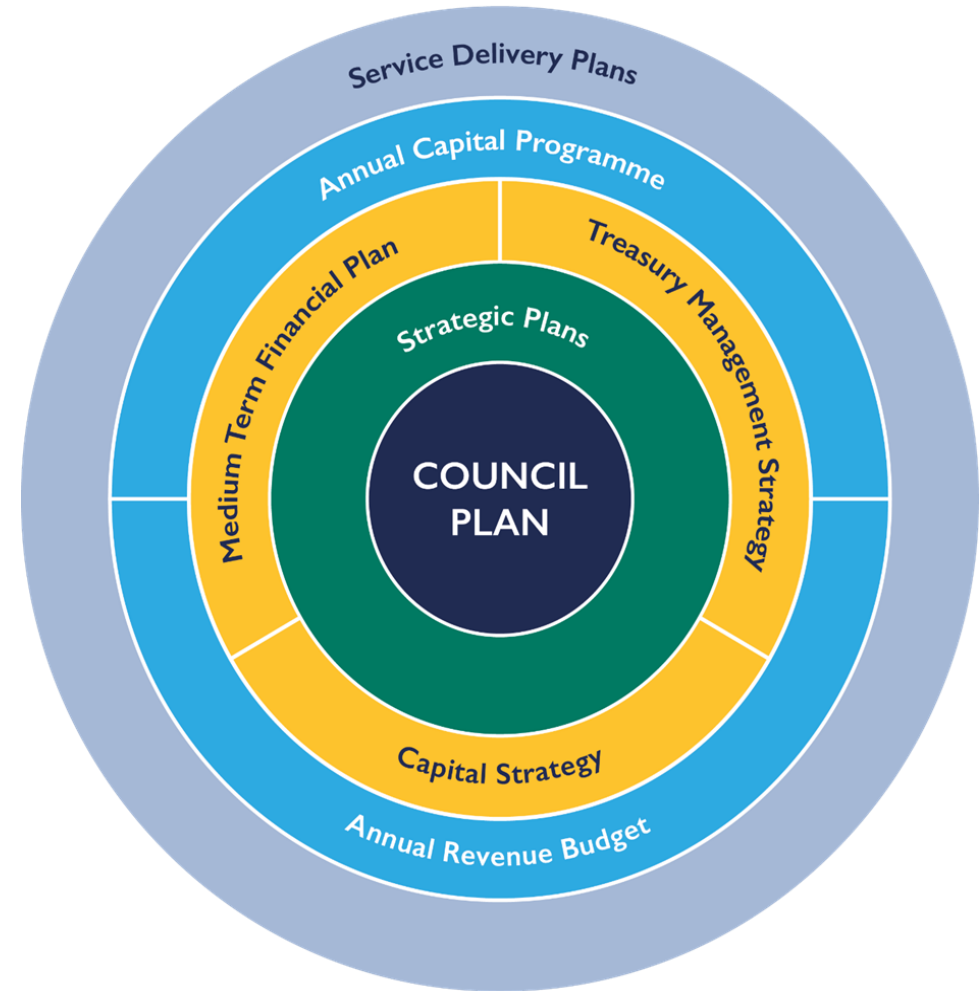
We create a sense of pride in working for the Council and present a positive image of the Council and the Island.

Strategic circle

The strategic circle identifies the plans in place to ensure we are able to achieve our priorities and objectives.

Our strategic equality plan is a key publication that aligns with the Council Plan and contributes to the achievement of the strategic objectives and vision.

Its purpose is to explain how we intend to strengthen and advance equality on Anglesey whilst working towards the vision of our Council Plan,



Our equality objectives for 2024-2028

1. **Education:** Take action to address gaps in educational attainment and support the well-being of school pupils
2. **Work:** Take action to ensure we are an equal opportunities employer and reduce pay gaps
3. **Living standards:** Take action to improve the living standards of protected groups
4. **Health well-being and social care:** Take action to improve health, wellbeing and social care outcomes
5. **Personal security:** Take action to safeguard protected groups
6. **Participation:** Increase access to participation and encourage diversity in decision making
7. **Socio-economic disadvantage:** Take action to address disadvantage
8. **Working practices:** Improve our internal practices to ensure fairness for all

Equality objective 1: Education

What are we going to do?

- Address gaps in educational achievement between different protected groups
- Maintain and support the mental health and well-being of school pupils
- Ensure that newcomers are welcomed and integrated into our schools



Why is this important?

We know from the Equality and Human Rights Commissioner's latest five-year report, *Is Wales Fairer?*, that there has been some improvement in school-leaver attainment gaps. However, according to the latest data for North Wales, there has been little change in the gap between pupils who receive free school meals and those who do not.

We also know from the commission's research and our work with teaching staff that the COVID-19 pandemic has had a negative impact on young people's mental health and well-being.

Our schools are welcoming more newcomers from abroad due to various refugee settlement schemes. It is vital that they are supported to integrate these pupils while being respectful of cultural and religious needs.

How are we going to do this?

- By continuing plans to further reduce the attainment gap between pupils who receive free school meals under means tested eligibility and those who do not
- By collaborating with schools to prevent bullying and develop their ability to record and report instances
- By taking action to reduce exclusion rates and increase attendance of pupils from protected groups

By 2028:

We will have taken action to address attainment gaps and support young peoples' mental health and well-being in schools.

Equality objective 2: Work

What are we going to do?

- Identify and address inequalities within recruitment, retention, training and promotion processes
- Identify pay gaps between people with different protected characteristics
- Improve our understanding of the needs of our colleagues



Why is this important?

As Anglesey's largest employer we are committed to the principle of equal opportunity and equal treatment for all our employees. We continuously strive to strengthen the diversity of our workforce and create an inclusive culture that values difference, where all members of staff have the chance to succeed.

Although we provide equal pay to women and men, the average pay gap persists (as it does in other local authorities). This is an issue that we, as well as the Welsh Government and the Equality and Human Rights Commission, are eager to address.

To do this we need accurate information about our staff to identify any inequalities. However, gathering enough data proves difficult as we depend on colleagues to provide this information to us voluntarily.

How are we going to do this?

- By continuing to report on the wage gap between men and women and developing our ability to report on gaps between other protected groups
- By encouraging and making it easier for employees to share their personal information with us
- By developing our understanding of protected groups' eligibility to work through workforce training and awareness

By 2028:

We will have a better understanding of our workforce through equality data and will have taken action to address wage gaps.

Equality objective 3: Living standards

What are we going to do?

- Provide quality, affordable and accessible homes to those in need
- Maintain local services and amenities where possible
- Ensure residents know where to turn to for support



Why is this important?

Ensuring that everyone on Anglesey has the right to call somewhere home is one of our main strategic objectives. It is particularly relevant to residents who share protected characteristics as they are more likely rely on us for help.

Looked after children, refugees and those requiring support to live independently, are just some of the groups reliant on us for housing support. As Anglesey's largest social landlord, we are committed to providing suitable homes to those in need.

We also know that local services and amenities such as transport have a direct impact on peoples' independence and standard of living. In times of increased cuts to public services we must innovate to ensure that protected groups are not disadvantaged.

How are we going to do this?

- By increasing the number of affordable and accessible properties
- By continuing to provide financial inclusion and welfare rights support to maximise household finances and financial resilience
- By working with third sector partners to maintain local services and signpost support

By 2028:

We will have provided more accessible and affordable homes to those in need and will have taken action to safeguard support services.

Equality objective 4: Health, well-being and social care

What are we going to do?

- Create the conditions for individuals to improve their health and well-being
- Ensure that those who belong to protected groups have access to programmes that focus on their specific needs
- Provide social care to our most vulnerable residents in their chosen language



Why is this important?

Our population is ageing. According to the latest census result, 26.5% of our residents are aged over 65, which is higher than the national average of 21.3%. Through our status as an age-friendly community we are committed to making Anglesey a good place to grow old.

We know that remaining active is a key contributor to good physical and mental health. Initiatives such as the national exercise referral scheme, Demetia Actif Môn, MônActif 60+ and Insport sessions for those with disabilities give access to high quality, supervised exercise programmes in our communities.

Despite not being a protected characteristic, we recognise the positive effects of providing first-language health and social care to our most vulnerable residents.

How are we going to do this?

- By maintaining our status as one of the World Health Organisation's global network of age-friendly communities
- By continuing to offer high quality, supervised exercise programmes focused on the needs of protected groups through our MônActif service
- By implementing the More than just Words framework for providing social care through the medium of Welsh and signposting to other language support services

By 2028:

Our residents will have opportunities to improve their health and well-being and those requiring our support will receive social care that addresses their needs.

Equality objective 5: Personal security

What are we going to do?

- Increase awareness of hate crime, harassment and of help to report instances
- Maintain good relations between residents, newcomers and visitors, including Welsh and non-Welsh speakers
- Ensure that our staff and elected members are aware of and act upon their safeguarding duties



Why is this important?

Increasing awareness of hate crime and harassment encouraging our residents to report instances have been priorities of ours for some time.

However, according to Is Wales Fairer? the number of recorded hate crimes continues to increase across all protected characteristics. Despite a rise in racially and religiously aggravated offences, the proportion of offences resulting in a charge has gone down. Colleagues have also highlighted a worrying local trend of increased tension between our resident population and those visiting or new to the area.

We must continue our efforts to make progress against this objective so that residents and visitors who share protected characteristics feel safe in our communities.

How are we going to do this?

- By continuing to work with our partner, North Wales Police, to maintain personal security on the ground
- By supporting regional community cohesion and victim support campaigns
- By maintaining our status as a trauma informed council and continuing to raise awareness through workforce training and resources

By 2028:

Our colleagues, regardless of their roles, will have a greater understanding of hate crime and harassment and their responsibility to act.

Equality objective 6: Participation

What are we going to do?

- Improve our methods of engaging with residents who share protected characteristics
- Ensure that all Anglesey residents can access information and have an equal opportunity to share their views
- Increase awareness of the importance of diversity in political representation and decision-making



Why is this important?

The needs of the people of Anglesey are at the heart of all that we do. To meet those needs effectively we must listen to our residents who share protected characteristics.

We know that there are gaps in our knowledge and that we must do more to ensure that the voices of people who belong to the protected groups inform our decisions. Meaningful engagement with individuals and their representatives is essential for people to feel confident to talk to us.

Some strong links already exist through networks such as our Older People's Council and Forum, Youth Forum, community alliances and school councils. However, we must do more to connect with other protected groups.

How are we going to do this?

- By meeting with and listening to residents from protected groups
- By continuing to work with our third sector partners to raise awareness of engagement and consultation opportunities in accordance with our Public Participation Strategy
- By continuing to collaborate with our regional partners through the North Wales Public Sector Equality Network to make the most of resources available to us

By 2028:

We will have a better understanding of residents who share protected characteristics through engagement with individuals, groups and their representatives.

Equality objective 7: Socio-economic disadvantage

What are we going to do?

- Ensure that our decisions are considerate of the needs of our most disadvantaged residents
- Work with our third sector partners to support our most vulnerable households
- Create the conditions to further develop the island's economy and create inclusive job opportunities



Why is this important?

Poverty rates remain high in Wales and some of the most socio-economically deprived communities are here on Anglesey. Almost a quarter of our children are living in poverty.

Our communities are changing with more young people and those of working age moving away for jobs and education. Those moving in tend to be older and more reliant on our support. These changes have the effect of lower levels of good health, lower paid work and poorer educational attainment within our resident population.

We have made good progress in improving our understanding of the challenges of poverty since the socio-economic duty was introduced in 2021. It is important that we continue to develop our methods of assessing the impact of our decisions on those who suffer disadvantage.

How are we going to do this?

- By implementing our anti-poverty strategy and continuing to work alongside local anti-poverty agencies to support households
- By improving the information we hold about socio-economic disadvantage in our communities which forms the basis of our impact assessments
- By continuing to facilitate the creation of new job opportunities through our economic development programmes

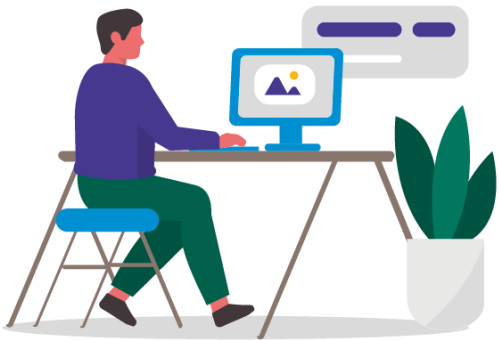
By 2028:

We will have a greater understanding of those who face socio-economic disadvantage in our communities to better inform our decision-making practices.

Equality objective 8: Working practices

What are we going to do?

- Increase our staff and elected members' understanding of equality issues through increased training
- Review our processes and procedures to promote equality and diversity
- Improve our governance and accountability arrangements



Why is this important?

To deliver services effectively, all staff and elected members need to be aware of the general and specific equality duties to ensure that they are given due regard.

From our engagement with colleagues, it seems that not everyone fully understands the need to prioritise equality considerations or are unsure how to do that properly.

As working practices change it is important that our colleagues receive appropriate training and support to create a healthy work culture that champions equality.

As well as understanding its relevance, we must also take ownership for promoting equality through our governance and accountability arrangements.

How are we going to do this?

- By developing a focused, relevant and high-quality equality training programme
- By ensuring that support resources on our intranet are kept relevant and up-to-date
- By advocating appropriate use of vocabulary, language and behaviour
- By establishing a new equality promotion group

By 2028:

Our colleagues, regardless of their roles, will have a greater understanding of equality issues and their responsibilities under the public sector equality duty.

Governance and accountability

Although this plan builds upon our previous strategic equality plans, we welcome the opportunity to reconsider our governance and accountability arrangements. Our intention is to ensure that equality is an integral part of our work across the organisation and does not sit apart as a separate project.

To ensure the plan is realised, we will establish robust arrangements focusing on annual action plans. We will also establish a new equality, diversity and inclusion group. The group's aim will be to provide strategic direction and leadership to uphold our public sector equality duty and deliver our equality objectives.

We will report to our Corporate Management Team and our Partnership and Regeneration Scrutiny Committee.

Our arrangements will ensure clarity, accountability, coordination and the structure to monitor progress effectively. Our annual equality reports will keep you informed on progress.



Appendix 1: Legal basis

1. Why do we need a strategic equality plan?

The statutory basis for developing this plan is contained in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The Act places a general duty on public bodies to give due regard to the following in all aspects of their work:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between different groups

The 2011 Regulations include specific duties to help public bodies in Wales meet the general duty. These duties include a requirement to publish equality objectives and strategic equality plans at least once every four years.

Local authorities are firmly expected to contribute to advancing equality in Wales. The specific duties build upon the provisions of the Wellbeing of Future Generations (Wales) Act 2015 to 'create a more equal Wales' through improving the social, economic, environmental and cultural well-being of the nation. We see our strategic equality plan as also contributing to the realisation of several Welsh Government schemes, including but not limited to:

- Anti-racist Wales Action Plan
- LGBTQ+ Action Plan

2. Who is protected under the Equality Act 2010?

The Equality Act 2010 is about ensuring 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 also aims to reduce inequalities of outcome which result from socio-economic disadvantage.

3. Who is this plan for?

This is a plan for the whole of Anglesey. Every member of our population belongs to at least one of the above protected characteristic groups. Therefore, working towards creating an Anglesey that is healthy and prosperous for all means recognising that there are many causes of inequality and exclusion and doing all we can to address them.

Some aspects of our work will deal more closely with some protected groups, such as education, housing and social services. People can be excluded because they have low income, are socially isolated, live in poor housing or due to poor health. Refugees and migrants, looked after children and those with caring responsibilities are also likely to face additional barriers in accessing services and reaching their full potential.

Our day-to-day work shows that fostering good relations between our resident population and those who are new to or visiting the area is of particular relevance to us. Despite not being a protected characteristic, we feel obligated to use our influence to mitigate tensions between Welsh and non-Welsh speakers in much the same way as we would seek to ease conflict between protected characteristic groups.

We also consider this plan as an opportunity to evaluate our practices as an employer. During 2024 to 2028 we will pay considerable attention to raising awareness, improving our knowledge and ensuring that our workplace culture champions equality and diversity for the benefit of our employees and elected members.

We will also establish a new equality, diversity and inclusion group made up of key officers whose work brings them into contact with protected groups on Anglesey. Their knowledge and insights will influence our strategic direction to uphold our public sector equality duty and deliver our equality objectives.

Appendix 2: Context

1. Our communities

We are committed to continuously developing and improving our methods of collecting relevant information to gain a better understanding of the size, nature and complexity of all protected groups on Anglesey. Although the accompanying census area profile may suggest that our communities are not as diverse as in other parts of the country, this does not mean that people on Anglesey do not face disadvantage.

Our population is aging, and the effects of socio-economic disadvantage are keenly felt in many areas. Community demographics are changing with younger people leaving in pursuit of further education and work opportunities and older people moving in seeking a better quality of life. We are also welcoming an increasing number of newcomers from abroad due to various refugee resettlement schemes.

We acknowledge that data gaps persist, and that further work is required to identify and meaningfully engage with many of our protected groups. (Particularly those sharing gender reassignment, race, religion and belief and sexual orientation protected characteristics.) We will do this through collaboration with existing networks, such as our Older People's Council and Youth Forum, as well as creating new connections through third sector partners like Medrwn Môn. We explain our intentions in more detail under equality objective 6: Participation.

2. Our Council

Anglesey's residents are represented by 35 elected members (also known as councillors). The Council's main decision-making body is an Executive of nine members, chaired by the Leader of the Council. The Leader also takes responsibility for representing equality issues on the Executive. A diversity champion is also appointed from among the members.

The Executive's decisions are held to account by two scrutiny committees. Further information about the Council's political arrangements, as well as details of our committees and dates of meetings, can be found on our website.

The Council's leadership team includes our chief executive, deputy chief executive and four directors with responsibility for:

Strategic Equality Plan 2024-2028

- Council business
- Education, skills and young people
- Resources
- Social services (including children's services)

The corporate management team includes the above as well as five heads of service with responsibility for:

- Adults' services
- Highways, waste and property services
- Housing services
- Human resources and corporate transformation
- Regulation and economic development

3. Our staff

We are committed to the principle of equal opportunities and equal treatment for all our employees. We have a clear policy of paying employees equally for the same or equivalent work and we evaluate job roles and pay grades as necessary to ensure a fair structure. We operate an 'employer of choice' approach to attract, retain and motivate suitably skilled employees so the Council can perform to the best of its abilities whilst delivering services.

The equality data that we hold about workforce is published in our annual reports. However, gathering enough data proves difficult as we depend on colleagues to provide this information to us voluntarily. We explain our intentions to improve this information in more detail under equality objective 2: Work.

4. Equality impact assessments

In accordance with our public sector equality duty, we must assess the likely impact of our policies and practices. This may be achieved by a thorough analysis of equality evidence and engagement with communities, individuals and experts. This helps us understand how our policies and practices might affect people with protected characteristics, and whether appropriate action is required to eliminate or minimise any negative impacts where possible.

Our aim is to ensure that identifying and reducing negative impacts and promoting equality become part of our daily work. Councillors and officers with decision-making

Strategic Equality Plan 2024-2028

responsibilities must understand the likely impact before any decisions are made. For this reason, the covering reports for our main committees – scrutiny committees and the Executive – address any potential impact on some groups within our communities.

Templates and guidance are available on our intranet and the Policy and Welsh Language Team is also on hand to offer advice. Regular training is also available for any staff members who feel they require further guidance.

We intend to review and improve the content of our equality and diversity intranet pages. This is to ensure that resources are readily available in one place to support officers carrying out equality impact assessments. We have included this action under equality objective 8: Internal working practices.

Appendix 3: Developing the plan

1. How did we develop our plan?

Our strategic equality plan for 2024 to 2028 builds upon our previous plan and links closely with our new Council Plan for 2023 to 2028. It is shaped by information about our communities from the latest census equality data as well as local and regional research carried out by us and the North Wales Public Sector Equality Network (NWPSSEN). It also draws on the findings of Is Wales Fairer?, the Equality and Human Rights Commission's five-year state of the nation report.

Collaboration with our service departments has been instrumental. The plan was developed in close consultation with our Corporate Management Team and informed by the knowledge of officers who work closely with protected characteristic groups.

We have also sought to hear from organisations and individuals representing these groups. This included direct engagement with our Youth Forum and Mencap Môn, Boston Centre Stage, Tyddyn Môn, and Blaen y Coed day service centre users.

Listening to people is key to helping us become a truly inclusive organisation. We recognise that meaningful engagement and consultation is an ongoing process and acknowledge that we need to do more to hear directly from our protected groups. Effort will be made during the period of this plan to strengthen our community networks as well as connections within our organisation.

The following is a summary of specific information sources we considered when developing the plan:

- The findings of a comprehensive engagement and consultation process undertaken in 2022 to develop strategic priorities for our 2023-2028 Council Plan
- Equality in North Wales: Data and evidence report (April 2023) commissioned by NWPSSEN
- Feedback from consultation on our North Wales regional objectives carried out by NWPSSEN (September 2023)
- Equality and Human Rights Monitor: Is Wales Fairer? (November 2023)

2. How did we develop our equality objectives?

As in previous years our equality objectives are based on the 'domains' used by the Equality and Human Rights Commission to monitor progress in equality in Britain. For over a decade NWPSSEN (which includes all North Wales' local authorities and other public sector organisations) has collaborated to develop and agree a set of shared objectives for the region, based on these key areas of life.

Recent research and consultation brought NWPSSEN to the conclusion that the original top-level objectives remain relevant. The latest review carried out in the summer of 2023 – which included a public consultation exercise – confirmed that there is broad support for our shared regional objectives.

Equality objectives 1, 3 and 4 are particularly relevant as they align with three strategic objectives of our Council Plan for 2023 to 2028:

- Education: Ensuring an effective provision for today and for future generations
- Social care and wellbeing: Providing the right support at the right time
- Housing: Ensuring that everyone has the right to call somewhere home

Equality objective 7 arises from the Wales-specific duty to address socio-economic disadvantage in the same way as the characteristics protected by the Equality Act 2010. Equality objective 8 was chosen as it gives us flexibility to develop our internal working practices to ensure fairness for all.

Several of the objectives are closely linked to other strategic plans including our:

- Anti-poverty strategic plan
- Housing strategy
- Housing support programme strategy
- Public participation strategy
- Tenant participation strategy

We acknowledge that some objectives have greater relevance to some protected groups. However, through our annual action plans we will ensure that due regard is given to all protected characteristic groups during the period of this plan.

We know that having eight equality objectives is ambitious, especially considering the financial situation facing local authorities. However, close collaboration with our regional partners is a constant strength to us. Working together towards shared equality objectives enables us to make effective use of resources and expertise and avoid duplication.

Isle of Anglesey: 2021 Census area profile

1. Summary

This report covers the characteristics of people and households on Anglesey. Figures are sourced from the 2021 Census. It has been prepared to support the Isle of Anglesey County Council’s strategic equality plan for 2024 to 2028.

It includes statistic across different topics linked to equality and socio-economic status released by the Office for National Statistics up until December 2023.

2. Contents

- Demography
- Ethnicity, identity, religion and language
- Work and travel
- Housing
- Sexual orientation and gender identity
- Education
- Health

3. Demography

Information: Sex

	count	%
All usual residents	68,878	100.0
Female	35,219	51.1
Male	33,659	48.9

Description: This is the sex recorded by the person completing the census. The options were ‘female’ and ‘male’.

Comparability with 2011: Highly comparable

Information: Age

	count	%
All usual residents	68,878	100.0
Aged 4 years and under	3,209	4.7
Aged 5 to 9 years	3,861	5.6
Aged 10 to 15 years	4,659	6.8
Aged 16 to 19 years	2,716	3.9
Aged 20 to 24 years	3,055	4.4
Aged 25 to 34 years	7,003	10.2
Aged 35 to 49 years	10,963	15.9
Aged 50 to 64 years	15,202	22.1
Aged 65 to 74 years	9,794	14.2
Aged 75 to 84 years	6,237	9.1
Aged 85 years and over	2,176	3.2

Description: A person's age on census day, 21 March 2021 in England and Wales.

Comparability with 2011: Highly comparable

Information: Legal partnership status

	count	%
All usual residents aged 16 and over	57,147	100.0
Never married and never registered a civil partnership	18,849	33.0
Married or in a registered civil partnership	26,596	46.5
Married	26,478	46.3
In a registered partnership	118	0.2
Separated, but still legally married or in a civil partnership	1,066	1.9
Divorced or civil partnership dissolved	5,957	10.4
Widowed or surviving civil partnership partner	4,679	8.2

Description: Classifies a person according to their legal marital or registered civil partnership status on census day 21 March 2021. It is the same as the 2011 census variable 'marital status' but has been updated for Census 2021 to reflect the revised Civil Partnership Act that came into force in 2019.

In Census 2021 results, 'single' refers only to someone who has never been married or in a registered civil partnership.

Quality information: Separate estimates by opposite and same-sex partnerships for the marital status categories 'separated', 'divorced/dissolved' and 'widowed/surviving partners' are not available. This is because quality assurance showed the figures for some of the categories were unreliable.

Compatibility with 2011: Broadly comparable. We have added the same-sex marriage and opposite-sex civil partnership status categories that have come in since 2011. Therefore, there are same-sex and opposite sex categories for those in a partnership. However, the same-sex and opposite-sex categories for legal partnership statuses outside of a partnership (people who are either separated, widowed, surviving partner, divorced or their partnership has legally been dissolved) have been collapsed together because of data quality issues.

Information: Residence type

	count	%
All usual residents	68,878	100.0
Lives in a household	68,184	99.0
Lives in a communal establishment	694	1.0

Description: Whether a person lives in a household or a communal establishment. People who completed the normal household questionnaire were recorded as living in a household. Those who completed an individual questionnaire were asked if they lived in a household or a communal establishment.

Compatibility with 2011: Highly comparable

Information: Household composition

	count	%
All usual residents	68,878	100.0
One-person household	10,189	33.1
Single family household	19,438	63.1
Other household types	1,196	3.9

Description: Households according to the relationships between members. One-family households are classified by:

- the number of dependent children
- family type (married, civil partnership or cohabiting couple family, or lone parent family)

Other households are classified by:

- the number of people

- the number of dependent children
- whether the household consists only of students or only of people aged 66 and over

Quality information: There are quality considerations around consistency of census data on household and family composition and legal partnership status, and changes in the definition of 'other household types' since 2011.

Comparability with 2011: Broadly comparable. This is derived from the legal partnership status derived variable. We have made changes to reflect that people can now marry someone of the same-sex and people of the opposite-sex can be in a civil partnership.

4. Ethnicity, identity, religion and language

Information: Ethnicity

	count	%
All usual residents	68,878	100.0
Asian, Asian British or Asian Welsh	430	0.6
Black, Black British, Black Welsh, Caribbean or African	104	0.2
Mixed or Multiple ethnic groups	598	0.9
White	67,587	98.1
Other ethnic group	160	0.2

Description: The ethnic group that the person completing the census feels they belong to. This could be based on their culture, family background, identity or physical appearance. Respondents could choose one out of 19 tick-box response categories, including write-in response options.

Comparability with 2011: Broadly comparable. The question about the ethnic group people feel they belong to is self-identified and is subjectively meaningful to the person answering the question. This means that how a person chooses to identify can change over time.

A Roma category was included next to the Gypsy or Irish Traveller tick-box within the White category. Also added was a write-in option for those selecting African within the Black, Caribbean or Black British Category. This means that a more specific ethnic background could be recorded.

Information: National identity

	count	%
All usual residents	68,878	100.0
British only identity	12,594	18.3
English only identity	8,794	12.8
English and British only identity	1,541	2.2
Welsh only identity	38,301	55.6
Welsh and British only identity	3,847	5.6
Any other combination of only UK identities	1,916	2.8
Non-UK identity only	1,225	1.8
UK identity and non-UK identity	660	1.0

Description: Someone's national identity is a self-determined assessment of their own identity. It could be the country or countries where they feel they belong or think of as home. It is not dependent on ethnic group or citizenship.

Respondents could select more than one national identity.

Quality information: The increase since the 2011 Census in people identifying as 'British' and fall in people identifying as 'English' may partly reflect true changes in self-perception. It is also likely to reflect that 'British' replaced 'English' as the first response option listed on the questionnaire in England.

Comparability with 2011: Broadly comparable. This derived variable can be generally compared with the same variable used in the 2011 Census, but there are some quality issues in the data.

Information: Religion

	count	%
All usual residents	68,878	100.0
No religion	28,066	40.7
Christian	35,485	51.5
Buddhist	154	0.2
Hindu	62	0.1
Jewish	30	0.0
Muslim	328	0.5
Sikh	30	0.0
Other religion	278	0.4
Not answered	4,446	6.5

Definition: The religion people connect or identify with (their religious affiliation), whether or not they practise or have belief in it. This question was voluntary and includes people who identified with one of eight tick-box response options, including 'no religion', alongside those who choose not to answer this question.

Comparability with 2011: Broadly comparable. This derived variable can be generally compared with the same variable used in the 2011 Census, but there are some quality issues in the data.

Information: Country of birth

	count	%
All usual residents	68,878	100.0
Europe	67,864	98.5
Europe: UK	66,584	96.7
Europe: Other Europe: EU countries	338	0.5
Europe: Other Europe (excluding Ireland)	942	1.4
Africa	257	0.4
Middle East and Asia	480	0.37
The Americas and the Caribbean	190	0.3
Antarctica and Oceania	88	0.1
Other	0	0.0

Description: The country in which a person was born. For people not born in one of the four parts of the UK, there was an option to select 'elsewhere'. People who selected 'elsewhere' were asked to write in the current name for their country of birth.

Comparability with 2011: Broadly comparable. Some categories have been changed to make them more consistent with country classifications used in other national statistics.

Information: Length of residence in the UK

	count	%
All usual residents	68,878	100.0
Born in the UK	66,583	96.7
10 years or more	1,727	2.5
5 years or more, but less than 10 years	246	0.4
2 years or more, but less than 5 years	190	0.3
Less than 2 years	131	0.2

Description: The length of residence in the UK is derived from the date that a person most recently arrived to live in the UK. It does not include returning from a holiday or short stay outside the UK.

Length of residence is only applicable to usual residents who were not born in the UK. It does not include usual residents born in the UK who have emigrated and since returned – these are recorded in the category ‘born in the UK’.

Comparability with 2011: Highly comparable

Information: Household language

	count	%
All households	30,822	100.0
All adults have English or Welsh as a main language	30,459	98.8
At least one but not all adults have English or Welsh as a main language	186	0.6
No adults but at least one person aged 3 to 15 years has English or Welsh as a main language	29	0.1
No people in household have English or Welsh as a main language	148	0.5

Description: Classifies households by the combination of adults and children (aged 3 to 15 years) within a household that have Welsh or English as their main language.

Comparability with 2011: Highly comparable

5. Work and travel

Information: Economic activity

	count	%
All usual residents aged 16 years and over	57,148	100.0
Economically active (excluding full-time students)	30,023	52.5
In employment	28,540	49.9
Unemployed	1,483	2.6
Economically active and a full-time student	842	1.5
In employment	663	1.2
Unemployed	179	0.3
Economically inactive	26,283	46.0
Retired	17,457	30.5
Student	2,279	4.0
Looking after home or family	2,344	4.1

Long-term sick or disabled	2,714	4.7
Other	1,489	2.6

Description: People aged 16 years and over are economically active if, between 15 March and 21 March, they were:

- In employment (an employee or self-employed)
- Unemployed, but looking for work and could start within two weeks
- Unemployed, but waiting to start a job that had been offered and accepted

It is a measure of whether or not a person was an active participant in the labour market during this period. Economically inactive are those aged 16 years and over who did not have a job between 15 March to 21 March and had not looked for work between 22 February to 21 March 2021 or could not start within two weeks.

The census definition differs from the International Labour Organization definition used on the labour force survey, so estimates are not directly comparable.

This classification splits out full-time students from those who are not full-time students when they are employed or unemployed. It is recommended to sum these together to look at all of those in employment or unemployed, or to use the four-category labour market classification, if you want to look at those with a particular labour market status.

Quality information: As Census 2021 was during a unique period of rapid change, take care when using labour market data for planning purposes.

Comparability with 2011: Broadly comparable. Some of the wording on the Census 2021 questionnaire was changes and of the options that people could choose from were removed.

Information: Hours worked

	count	%
All usual residents aged 16 years and over in employment the week before the census	29,202	100.0
Part-time	9,257	31.7
15 hours or less worked	2,716	9.3
16 to 30 hours worked	6,541	22.4
Full-time	19,945	68.3
31 to 48 hours worked	16,493	56.5
49 or more hours worked	3,452	11.8

Description: The number of hours worked per week before the census includes paid and unpaid overtime. This covers the main job of anyone aged 16 years and over.

Quality information: As Census 2021 was during a unique period of rapid change, take care when using this data for planning purposes.

Comparability with 2011: Highly comparable

Information: occupation

	count	%
All usual residents aged 16 years and over in employment the week before the census	29,202	100.0
Managers, directors and senior officials	3,167	10.8
Professional occupations	4,716	16.1
Associate professional and technical occupations	3,179	10.9
Administrative and secretarial occupations	2,482	8.5
Skilled trades occupations	4,547	15.6
Caring, leisure and other service occupations	3,638	12.5
Sales and customer service occupations	2,522	8.6
Process, plant and machine operatives	2,065	7.1
Elementary occupations	2,886	9.9

Description: Classifies what people aged 16 years and over do as their main job. Their job title or details of activities they do in their job and any supervisory or management responsibilities form this classification. This information is used to code responses to an occupation using the Standard Occupational Classification (SOC) 2020.

Quality information: As Census 2021 was during a unique period of rapid change, take care when using this data for planning purposes.

Comparability with 2011: Not comparable. We changed the classification for Census 2021 and combined the categories previously available in the 2011 Census data.

6. Housing

Information: Tenure

	count	%
All households	30,824	100.0
Owned: Owns outright	13,756	44.6
Owns with a mortgage or shared ownership	7,351	23.8
Social rented	4,820	15.6

Private rented or lives rent free	4,897	15.9
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Description: Whether a household owns or rents the accommodation that it occupies.

Owner-occupied accommodation can be:

- Owned outright, which is where the household owns all of the accommodation
- With a mortgage or loan
- Part-owned on a shared ownership scheme

Rented accommodation can be:

- Private rented, for example, rented through a private landlord or letting agent
- Social rented through a local council or housing association

This information is not available for household spaces with no usual residents.

Quality information: There is evidence of people incorrectly identifying their type of landlord as 'Council or local authority' or 'housing association'. You should add these two categories together when analysing data that uses this variable.

Comparability with 2011: Highly comparable

7. Sexual orientation and gender identity

Information: Sexual orientation

	count	%
All usual residents aged 16 and over	57,149	100.0
Straight or heterosexual	51,430	90.0
Gay or lesbian	620	1.1
Bisexual	470	1.8
Pansexual	25	0.0
Asexual	23	0.0
Queer	4	0.0
All other sexual orientations	24	0.0
Not answered	4,552	8.0

Description: Classifies people according to the responses to the sexual orientation question. This question was voluntary and was only asked of people aged 16 years and over.

Comparability with 2011: Not comparable. This variable is new for Census 2021 and there is no comparability with the 2011 Census.

Information: Gender identity

	count	%
All usual residents aged 16 and over	57,149	100.0
Gender identity same as sex registered at birth	53,217	93.1
Gender identity different as sex registered at birth but no specific identity given	66	0.1
Trans woman	34	0.1
Trans man	31	0.1
Non-binary	16	0.0
All other gendered identities	16	0.0
Not answered	3,767	6.6

Description: Classifies people according to the responses to the gender identity question. This question was voluntary and was only asked of people aged 16 years and over.

Comparability 2011: Not comparable. This variable is new for Census 2021 and there is no comparability with the 2011 Census.

8. Education

Information: Highest level of qualification

	count	%
All usual residents aged 16 and over	57,149	100.0
No qualifications	10,270	18.0
Level 1 and entry level qualifications	4,828	8.4
Level 2 qualifications	8,455	14.8
Apprenticeship	3,752	6.6
Level 3 qualifications	9,930	17.4
Level 4 qualifications or above	18,445	32.3
Other qualifications	1,467	2.6

Description: The highest level of qualification is derived from the question asking people to indicate all qualifications held, or their nearest equivalent. This may include foreign qualifications where they were matched to the closest UK equivalent.

The types of qualification included in each level are:

- Level 1 and entry level qualifications: 1 to 4 GCSEs grade A* to C, Any GCSEs at other grades, O levels or CSEs (any grades), 1 AS level, NVQ level 1, Foundation GNVQ, Basic or Essential Skills
- Level 2 qualifications: 5 or more GCSEs (A* to C or 9 to 4), O levels (passes), CSEs (grade 1), School Certification, 1 A Level, 2 to 3 AS levels, VCEs, Intermediate or Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City & Guilds Craft, BTEC First or General Diploma, RSA Diploma
- Level 3 qualifications: 2 or more A levels or VCEs, 4 or more AS levels, Higher School Certificate, Progression or Advanced Diploma, Welsh Baccalaureate Advance Diploma, NVQ level 3; Advanced GNVQ, City & Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma
- Level 4 qualifications or above: degree (BA, BSc), higher degree (MA, PhD, PGCE), NVQ level 4 to 5, HNC, HND, RSA Higher Diploma, BTEC Higher level, professional qualifications (for example teaching, nursing, accountancy)
- Other qualifications: vocational or work-related qualifications, other qualifications achieved in England or Wales, qualifications achieved outside England or Wales (equivalent not stated or unknown.)

Quality information: There are quality considerations about higher education qualifications, including those at Level 4+, responses from older people and international migrants, and comparability with 2011 Census data.

Comparability with 2011: Broadly comparable. The categories for this variable are the same as the ones in the 2011 Census. However, in Census 2021 the question was revised and split up to group together different qualifications. This means that the way people answered the question in Census 2021 cannot be fully compared with the answers from the 2011 Census. For example, some people who hold an older or non-UK qualification when answering the question in Census 2021 may have chosen a higher qualification level than they did in 2011 Census, although they hold the same qualifications.

Information: Schoolchildren and full-time students

	count	%
All usual residents aged 5 years and over	65,667	100.0
Student	11,540	17.6
Not a student	54,127	82.4

9. Health

Information: General health

	count	%
All usual residents	68,878	100.0
Very good health	32,788	47.6
Good health	21,937	31.8
Fair health	10,216	14.8
Bad health	3,059	4.4
Ver bad health	878	1.3

Description: A person's assessment of the general state of their Health from very good to very bad. This assessment is not based on a person's Health over any specific period of time.

Comparability with 2011: Highly comparable.

Information: Long term health problem or disability

	count	%
All usual residents	68,878	100.0
Disabled under the Equality Act: Day-today activities limited a lot	6,502	9.4
Disabled under the Equality Act: Day-today activities limited a little	7,743	11.2
Not disabled under the Equality Act: Has long term physical or mental health condition but day-today activities are not limited	4,399	6.4
Not disabled under the Equality Act: No long term physical or mental health conditions	50,232	72.9

Description: People who assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010).

Comparability with 2011: Broadly comparable. The question related to this variable was split into two parts for Census 2021. In Census 2021 we asked people completing the questionnaire if they have any physical or mental health conditions or illnesses. In the 2011 Census, people were asked if they have a health problem or disability. We also removed the option to include information about problems related to old age.

Information: Provision of unpaid care

	count	%
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All usual residents aged 5 years and over	65,667	100.0
Provides no unpaid care	58,921	89.7
Provides 19 hours or less unpaid care a week	3,025	4.6
Provides 20 to 49 hours unpaid care a week	1,373	2.1
Provides 50 or more hours unpaid care a week	2,348	3.6