

Isle of Anglesey County Council	
<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	13 March 2024
<b>Subject:</b>	Annual Equality Report 2022-23
<b>Purpose of Report:</b>	To present the report for comment before it is submitted for delegated approval for publication.
<b>Scrutiny Chair:</b>	Councillor Dylan Rees
<b>Portfolio Holder(s):</b>	Councillor Llinos Medi
<b>Head of Service:</b>	Lynn Ball, Director of Function – Council Business / Monitoring Officer
<b>Report Author:</b>	Ffreuer Owen, Policy and Welsh Language Manager
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<b>Local Members:</b>	Not applicable

#### 1 - Recommendation/s

The Committee is invited to provide comments on the Annual Equality Report 2022-23, 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. The Strategic Equality Plan includes links to our Council Plan.

#### 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 - To what extent did the Council fully deliver on its equality objectives and priorities for 2020-2024?

2 – How much of a risk to the Council is it that data gaps persist in the equality information we have about our staff?

3 - The annual report notes that robust governance and accountability arrangements will be established for 2024-2028. How will these arrangements affect the Council's future annual equality reports?

## **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 2022 and 31 March 2023. The remainder of the report provides a more recent picture.

We said in last year's report that our main priority during 2023 would be developing a new strategic equality plan and equality objectives for the next four years. This has now been done and it is expected that our new plan and equality objectives for 2024-2028 will be published by the end of March 2024 (subject to approval by our full Council at its next meeting). This year will therefore be the last time that we report on activities related to our 2020-2024 objectives.

This report outlines:

- the steps we have taken to identify and collect relevant information and how we have used this information in meeting the three aims of the general equality duty, namely:

- eliminating unlawful discrimination, harassment and victimisation
  - advancing equality of opportunity
  - fostering good relations between different groups
- employment information for the period between 1 April 2022 and 31 March 2023, including our gender pay gap report for 2023
  - progress towards fulfilling each of our equality objectives for 2020-2024 and how we developed our strategic objectives for 2024-2028

More detailed information can be found about the following in our accompanying documents:

- The legal basis for preparing this annual report (Appendix 1)
- Our employment, training and recruitment data (Appendix 2)
- Our gender pay gap report for 2023 (Appendix 3)
- Progress towards achieving our equality objectives for 2020-2024 (Appendix 4)

The 2020-2024 SEP includes 20 indicators of what we should expect to see when these actions are completed. We have used the information in Appendix 4 to assess our progress to date against these indicators and it is concluded that we are generally on the right track:

1	Completed.
18	Continuous process and/or is on track.
1*	Some issues / risks identified.
0	Significant issues / risks identified.
20	Total number of indicators

## What we intend to do next

\*Issues have been identified with regard to the following indicator (under objective 2: Work):

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

To be able to identify and address any inequalities, we need accurate information about our staff. However, gathering enough data continues to prove difficult, as we depend on colleagues to provide this information voluntarily. If we are to have a better understanding of our workforce, we will need to redouble our efforts to encourage more staff to provide personal information. This issue has therefore been prioritised in our 2024-2028 SEP.

As part of developing our new SEP, we took the opportunity to reconsider and strengthen 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.

Robust arrangements will be established for 2024-2028, focusing on annual action plans. A new equality, diversity and inclusion group will also be established. 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 to this Committee.

Our arrangements will ensure clarity, accountability, co-ordination and the structure to monitor progress effectively.

We will report on progress in future 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 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 2022-23

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




CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

# Annual Equality Report 2022-23

This report includes employment information for the period between 1 April 2022 and 31 March 2023

The remainder of the report provides a more up-to-date picture of progress in achieving our 2020-2024 objectives and developing our new Strategic Equality Plan for 2024-2028

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

**Publication date:** March 2024

This is the Isle of Anglesey County Council's Annual Equality Report for 2022-23. It is available on our website:

[www.anglesey.gov.wales](http://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 a delay in responding.

Related documents (also available on our [website](#))

Strategic Equality Plan (SEP) 2020 - 2024

Strategic Equality Plan (SEP) 2024 - 2028

# Introduction: An overview of our annual equality report

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This is the Isle of Anglesey County Council's annual equality report for 2022-23. In this report, we outline:

- the steps we have taken to identify and collect relevant information and how we have used this information in meeting the three aims of the general equality duty, namely:
  - eliminating unlawful discrimination, harassment and victimisation
  - advancing equality of opportunity
  - fostering good relations between different groups
- employment information for the period between 1 April 2022 and 31 March 2023, including our gender pay gap report for 2023
- progress towards fulfilling each of our equality objectives for 2020-2024 and how we chose our new objectives for 2024-2028

We said in last year's report that our main priority during 2023 would be developing a new strategic equality plan and equality objectives for the next four years. This has now been done and it is expected that our new plan and equality objectives for 2024-2028 will be published by the end of March 2024 (subject to approval by our full Council at its next meeting). This year will therefore be the last time that we report on activities related to our 2020-2024 objectives.

More detailed information can also be found about the following in our accompanying documents:

- The legal basis for preparing this annual report (Appendix 1)
- Our employment, training and recruitment data (Appendix 2)
- Our gender pay gap report for 2023 (Appendix 3)
- Progress towards achieving our equality objectives for 2020-2024 (Appendix 4)

# Identifying, collecting and using relevant information

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## 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 our corporate and service strategies and plans. We summarise below the specific information sources we considered when developing our new strategic equality plan (SEP) for 2024-2028:

- 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 the North Wales Public Sector Equality Network (NWPSSEN)
- Feedback from consultation on our North Wales regional objectives carried out by NWPSSEN (September 2023)
- Equality and Human Rights Monitor: Is Wales Fairer? (Equality and Human Rights Commission - November 2023)

We acknowledge that data gaps persist and that further work is required to identify and meaningfully engage with many of our protected groups. We need to do more with those sharing gender reassignment, race, religion and belief and sexual orientation protected characteristics, in particular. We explain our intentions in more detail in our new SEP under equality objective 6: Participation.

## Our staff

We are always striving to strengthen the diversity of our workforce and offer an inclusive culture that values difference, where all staff have the chance to succeed. As a result, we are committed to collecting accurate information relating to different protected characteristics.

In this report, consideration has been given to the protected characteristics of sex, age, ethnicity, sexual orientation and disability of current staff, where that information is known and has been shared with us. There is also an analysis of those who have applied for vacant posts within the Council.

The employment information available to us as at 31 March 2023 can be found in our accompanying documents (Appendix 2).

An analysis of that data is given below:



## Recruitment and retention

Positive work has been undertaken with local organisations such as Môn Communities First, the Department for Work and Pensions, Coleg Llandrillo Menai and schools to provide recruitment and careers advice and opportunities to encourage and support individuals into the workforce. We have also been working in collaboration with We Care Wales and their engagement work within the care sector.

We collate equality data as a standard part of the recruitment process. To encourage applicants to share information, there is also an option to select 'prefer not to say'. This allows us to monitor and analyse recruitment trends and act upon the findings of this data.

Current employees can include or update their equality information through the Council's self-service system, My View. Work continues to update the data and to share with employees the reasoning around the collation of this data. There is a commitment to carry on ensuring the information held is as current as possible.

## 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. Compared to last year, there appears to be an increase in the number of both male and female employees and across all age ranges. The data appears fairly consistent across the remaining equality characteristics.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2023 was 10.8%, which is below the UK average figure. Further details can be found in our accompanying documents (Appendix 3).

We provide a system for individuals to declare any equality information they want to provide, but a gap in the data persists for current staff. It is recognised that a fuller picture is needed to help us identify any inequalities between people with different characteristics. However, we must also accept the rights of individuals not to disclose personal information.

Managers are reminded regularly of the equality duties via various communication methods and are asked to ensure staff are aware of where they can add or amend their equality information. For 2024-2028 we aim to address this through the actions we have identified in our new SEP, under equality objective 2: the workplace.

## Training

In accordance with our People Strategy, we are committed to the development of employees and elected members, ensuring equitable access to learning, training and development opportunities. This is undertaken through a variety of methods including qualifications, classroom-based and online short courses, e-learning, blended learning, self-directed learning, shadowing and on-the-job learning.

Equality and diversity training remains an integral element of the training and development programme. 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. Tutor-led and e-learning training are available for employees, managers and elected members. Equality is also a key topic within the corporate induction for new employees. Training sessions delivered this year have included:

Online training:

- Equality impact assessments
- Unconscious bias
- Equality, diversity and inclusion

e-learning modules:

- Equality and diversity for elected members
- Equality in the workplace
- Equality and diversity in social care

Corporate induction for new employees:

- 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.

## Our Equality Objectives for 2020-2024

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Our 2020-2024 SEP sets out our current equality objectives and how we chose them. It also identifies some actions to help us achieve them. Appendix 3 provides updates on the progress made with these actions up to December 2023.

The 2020-2024 SEP also includes some 20 indicators of what we should expect to see when these actions are completed. We have used the information in Appendix 4 to assess our progress to date against these indicators and have concluded that we are generally on the right track:

1	Completed.
18	Continuous process and/or is on track.
1	Some issues / risks identified.
0	Significant issues / risks identified.
20	Total number of indicators

However, issues have been identified with regard to one indicator in particular:

2: We will take action to ensure we are a fair employer and reduce pay gaps	
The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities.	

To be able to identify and address any inequalities, we need accurate information about our staff. However, gathering enough data continues to prove difficult, as we depend on colleagues to provide this information voluntarily. If we are to have a better understanding of our workforce, we will need to re-double our efforts to encourage more staff to provide personal information. This issue has therefore been prioritised in our 2024-2028 SEP.

## What we intend to do next

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From the end of March 2024, the 2020-2024 SEP will be replaced by a new SEP and objectives for 2024-2028.

For over a decade, NWPSSEN, the North Wales Public Sector Equality Network (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. These objectives are based on the 'domains' used by the Equality and Human Rights Commission to monitor progress in equality in the UK. The latest review carried out by NWPSSEN in the summer of 2023 brought us to the conclusion that the original top-level objectives remain relevant. The 2024-2028 regional objectives therefore cover broadly the same themes as those chosen for 2020-2024. More information about our latest regional consultation can be found in the accompanying documents to our new SEP for 2024-2028.

We have chosen once again to adopt the shared objectives for 2024-2028. This is because working towards shared objectives with our partners enables us to make effective use of resources and expertise. Also, the more partners work together towards the same end, the greater the impact we will achieve.

We have also retained our local objective – working practices – to help us ensure that our colleagues, regardless of their roles, have a greater understanding of their equality responsibilities.

Our new SEP is a key publication that aligns with our Council Plan for 2023 to 2028 which was approved by our full Council on 9 March 2023. Our draft equality objectives 1, 3 and 4 are particularly relevant as they align with three Council Plan strategic objectives:

- 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

Our equality objectives for 2024-2028 are:

**1: Education:** Take action to address gaps in educational attainment and support the well-being of school pupils

**2: The workplace:** 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

As part of developing our SEP, we took the opportunity to reconsider and strengthen 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.

Robust arrangements will be established for 2024-2028, focusing on annual action plans. A new equality, diversity and inclusion group will also be established. 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, co-ordination and the structure to monitor progress effectively. We will keep you informed of progress in our future annual equality reports.

It is important to note, however, that our commitment to equality is not limited to the priorities contained in our SEP. Many of the actions identified under our equality objectives for 2020-2024 will continue to be addressed and we will take every opportunity to progress equality through our work at all levels within the Council. This will help us build a fairer society for all our citizens. We are committed, within our capabilities and influence, to:

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

March 2024

Mae'r dogfennau hyn hefyd ar gael yn Gymraeg /  
This document is also available in Welsh.

## Appendix 1: Legal basis

### Why do we need an annual equality report?

The statutory basis for developing this report is contained in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The 2010 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 specific duties include a requirement to publish annual equality reports by 31 March each year. The main purpose of annual equality reports is to show how we have met our general and specific duties.

### 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.

## Appendix 2: Employment, training and recruitment data

The employment data we currently hold relates to some 3,203 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 those particular protected characteristics.

### People employed by the Council as at 31 March 2023

Male: 951      Female: 2630      Total: 3581

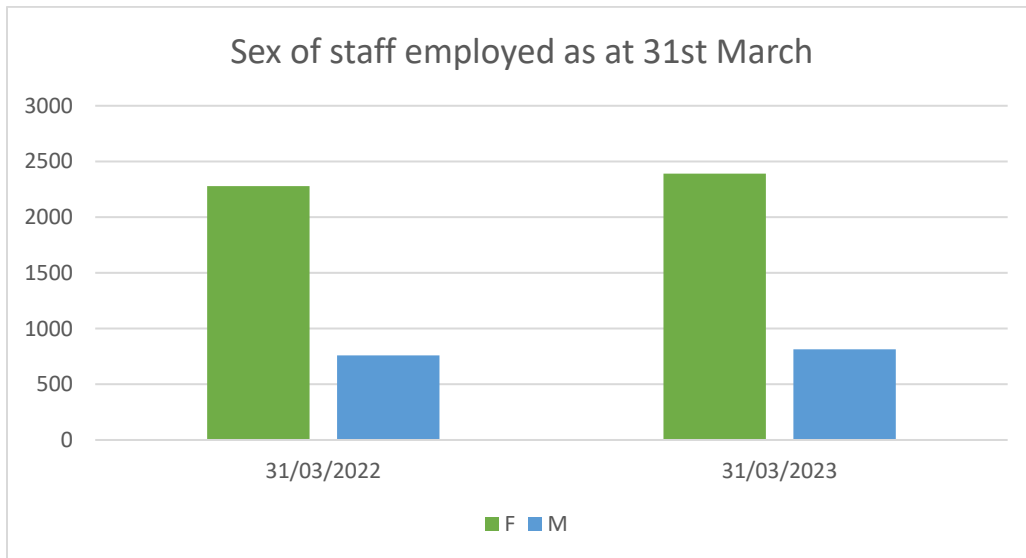
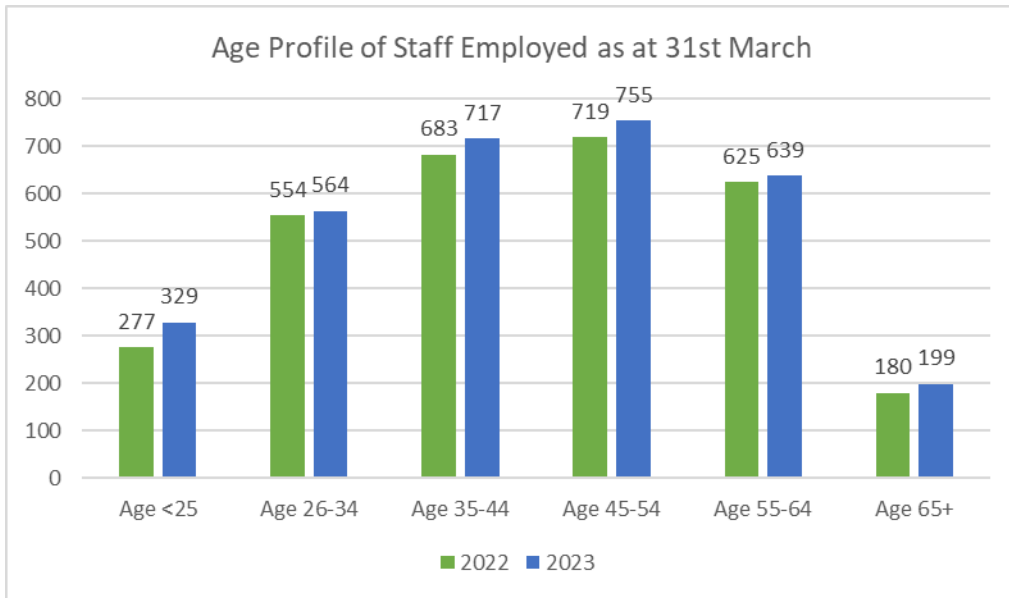
Age:

Below 25 : 370  
26 to 34 : 599  
35 to 44 : 762  
45 – 54 : 805  
55 to 64 : 715  
65 and over : 330

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

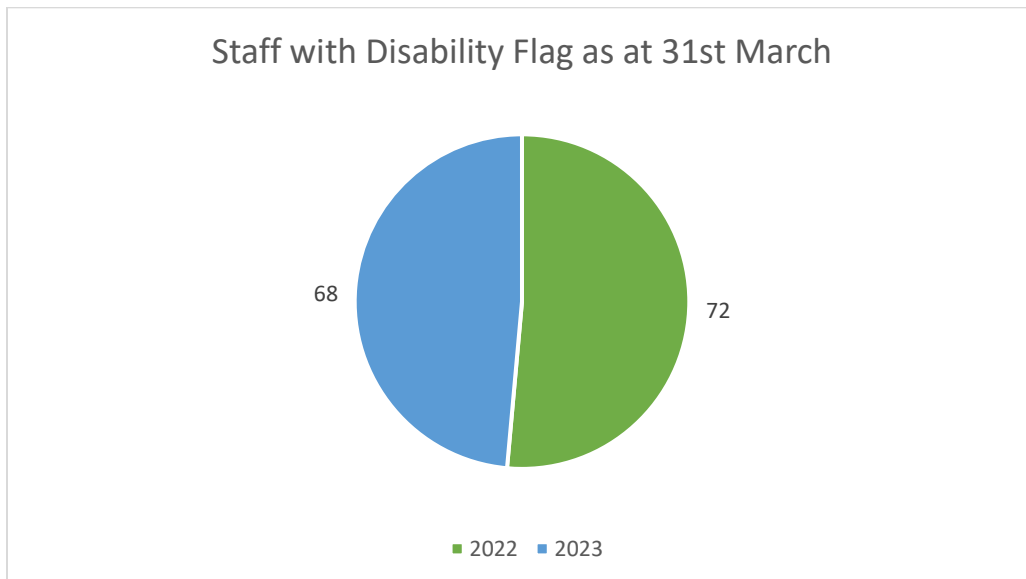
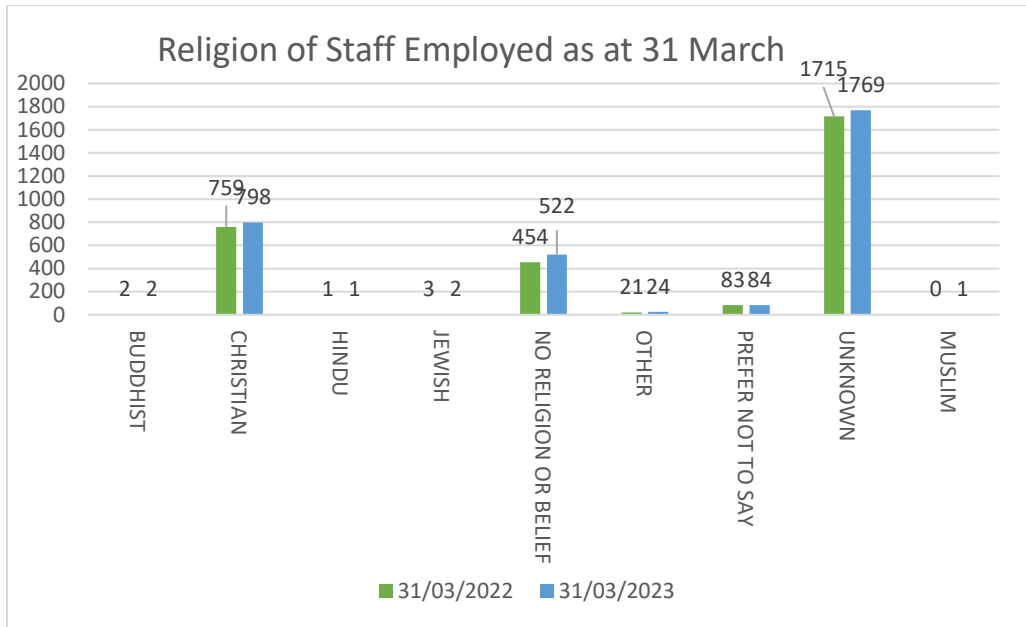
Disabled : 68  
Black and minority ethnic: 13  
Lesbian, gay, bisexual: 29

## Annual Equality Report 2022-23

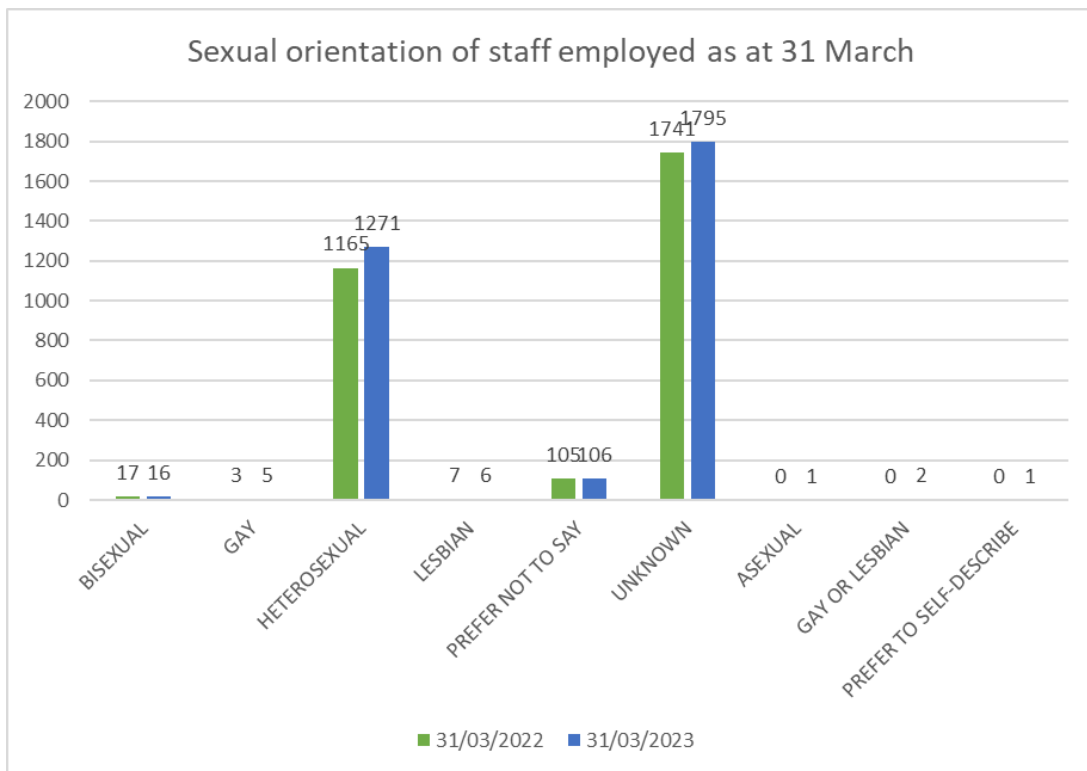
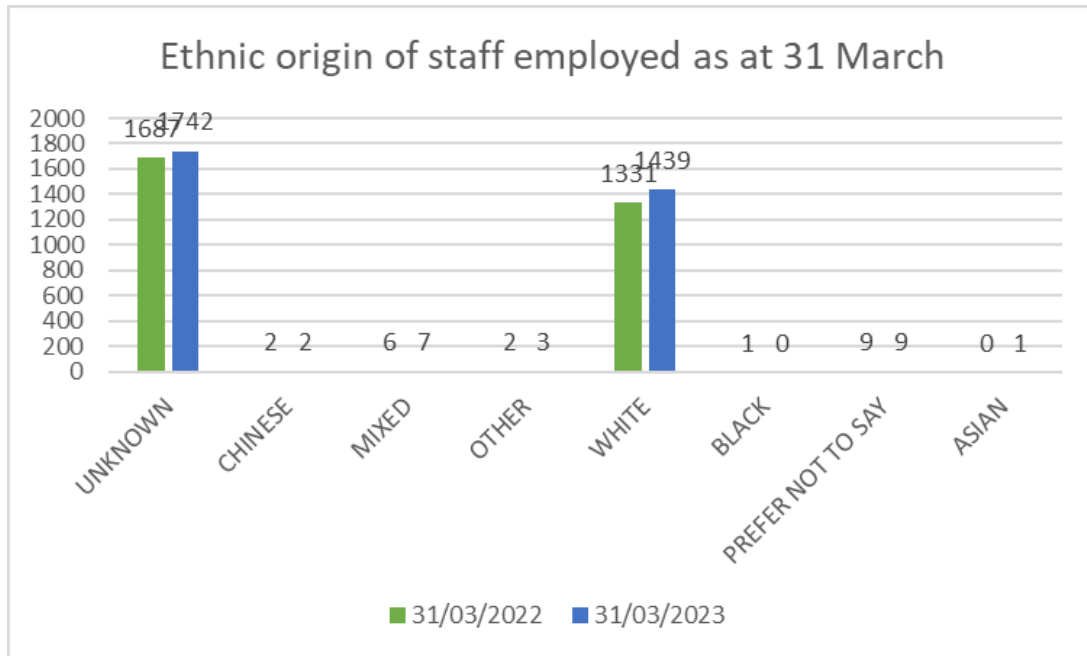




## Annual Equality Report 2022-23



## Annual Equality Report 2022-23



## People who successfully changed roles in 2022-23

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

Male: 241 Female: 631 Total: 872

Age:

Below 25 : 223

26 to 34 : 202

35 to 44 : 185

45 – 54 : 145

55 to 64 : 96

65 and over : 21

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

Disabled : 11

Black and minority ethnic: 5

Lesbian, gay, bisexual: 13

## Training

Number of participants that have completed short course training in 2022-23:

Male: 424 (27%) Female: 1161 (73%) Total: 1585

## Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. The table below contains information in relation to employees who raised formal grievances between 1 April 2022 and 31 March 2023 and is presented for each of the protected characteristics. As one was a collective grievance, the data regarding that particular case has not been included below:

Number of formal grievance cases: 6

## Annual Equality Report 2022-23

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 2 35-44: 0 45-54: 1 55-64: 1 65+: 1	None recorded	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 1 out of 5:  White: 1	Information recorded for 1 out of 5:  Christian: 1	Male: 1 Female: 4	Information recorded for 1 out of 5:  Heterosexual: 1

## Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2022 and 31 March 2023 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 11

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 2 35-44: 1 45-54: 2 55-64: 5 65+: 1	None recorded	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 2 out of 11:  White: 2	Information recorded for 2 out of 11:  No religion or belief: 2	Male: 4 Female: 7	Information recorded for 2 out of 11:  Heterosexual: 2

## People who have applied for jobs in 2022-23

Male: 537 Female: 780 Total: 1338

Age:

Below 25 : 183

26 to 34 : 140

35 to 44 : 156

45 – 54 : 94

55 to 64 : 59

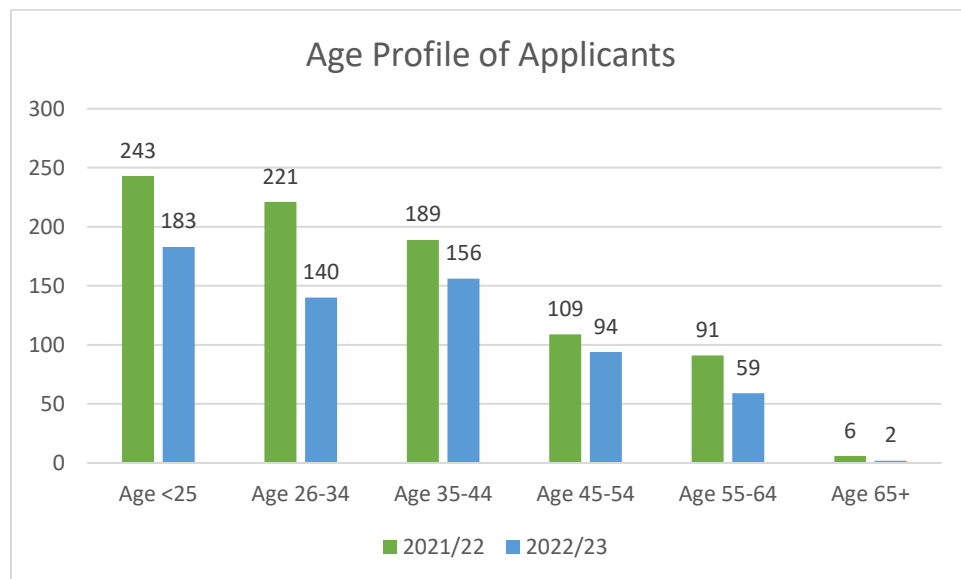
65 and over : 2

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

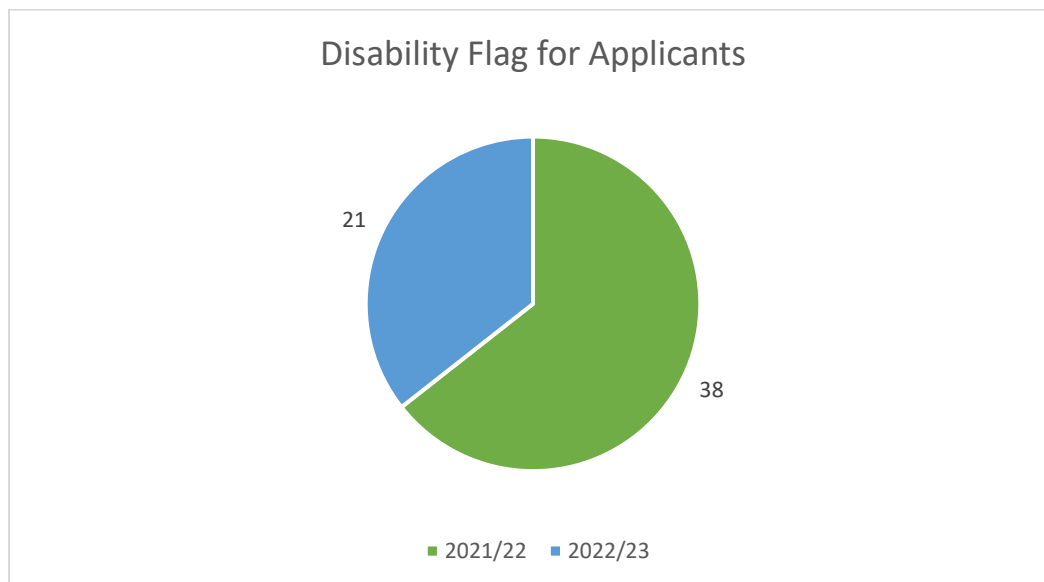
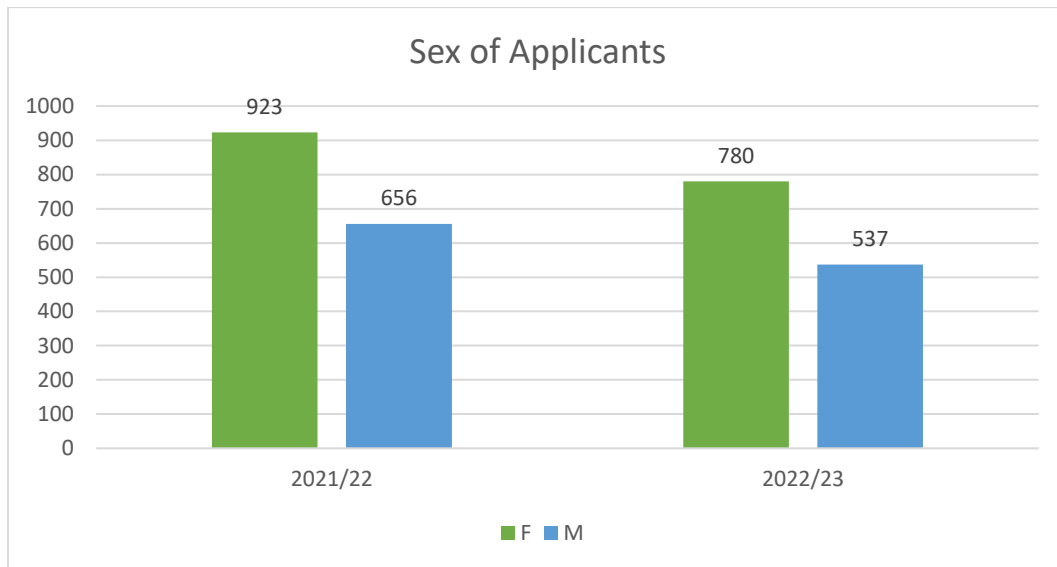
Disabled : 21

Black and minority ethnic: 50

Lesbian, gay, bisexual: 33



## Annual Equality Report 2022-23



## Appendix 3: Gender pay gap report 2023

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 2023. It includes statistics for all our employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 10.8%.
- The median gender pay gap for Isle of Anglesey County Council is 13.6%.

As we do not pay any bonuses to our 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 recognise 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 and are pleased to report that our mean gender pay gap, at 10.8% is below the national average of 13.2% (ONS ASHE Provisional figures 2023).

Our 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, 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. These roles 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. The pattern from the UK economy 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.

### How does this Council's gender pay gap compare with that of other organisations?

Many organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2023 figures) was 13.2%. At 10.8%, our mean gender pay gap is below the UK average figure.

## Annual Equality Report 2022-23

The median gender pay gap for the whole economy (ONS provisional 2023 figures) was 14.3%. At 13.6%, our median gender pay gap is lower than this average. There has only been a marginal change in our gender pay gap year on year. The table below shows the data for the period 2019 – 2023:

Year	Mean gender pay gap	Median gender pay gap
March 2023	10.82%	13.63%
March 2022	11.66%	14.65%
March 2021	11.24%	14.65%
March 2020	11.33%	14.65%
March 2019	11.40%	14.24%

### What are we doing to address our 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 our scope to act is limited, as pay scales are agreed nationally and we therefore have no direct control over salaries. We do 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. We operate a job evaluation scheme, adhering to equality principles and maintaining the integrity and fairness of our pay and grading structure on an ongoing basis.

We provide a wide range of flexible working opportunities to support, develop and retain employees at work. We have been working to provide opportunities for young people, by establishing traineeships, ensuring young people are developing skills in areas of growth and demand, which enhances employability. We have ensured wider marketing of these traineeships and all our vacancies, improving and expanding our social media presence. We have several schemes ongoing in a bid to try and attract more people, particularly women, into senior roles including the Arweinyddion Môn, Academi Môn and the Twf a Datblygu programmes. As part of these programmes, it is hoped to encourage more people, particularly women to apply for and attain leadership roles.

We are committed to work life balance and provide a wide range of flexible working opportunities to support, develop and retain employees at work. The hybrid working policy, introduced during the Covid-19 pandemic, has now been formally adopted. It is hoped that this will increase flexibility and remove barriers to progression for women and the whole workforce.



## Annual Equality Report 2022-23

We have taken steps to promote gender diversity in all areas of our workforce and continue our gender monitoring to understand:

- 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.

We continue to be committed to:

- reviewing our flexible working and other family friendly policies.
- reviewing our recruitment and retention strategies and establishing different methods to attract talent. The new recruitment system - which is currently at the development stage and due for implementation during the spring of 2024 - will enable improved quality of recruitment information to be reported.
- monitoring equal pay information and undertaking equal pay audits.
- monitoring adherence to job evaluation processes.
- reviewing terms and conditions regularly with the recognised trade unions.
- reviewing our exit interview information to better understand the reasons for leaving and if one gender is leaving for specific reasons compared to the other.

The hybrid working policy has proved successful in supporting the work life balance of staff, whilst continuing to provide the same standard of service to clients and customers.

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:

- being a fair and equitable employer
- being an employer that ensures its employees are not subjected to unfair discrimination.
- continuing 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.

We are committed to the principles of equality, diversity, fairness and inclusion. We continue to engage in discussions and research options that may support our drive to improve the gender pay gap. We will continue to encourage more staff to complete the optional equality data questionnaire via the self-service portal, in order to increase the data we have. This will assist in identifying any gaps in the workforce.

## Appendix 4: 2020–2024 Equality objectives – progress as at December 2023

### Objective 1: Education

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

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

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 the ALN capital grant to promote an inclusive learning environment. Anglesey and Gwynedd have a dedicated website, available to support schools, pupils and their parents – we continue to upload new resources on the website on a regular basis.

Since 2021 a hub grant has been used to fund 4,800 Chromebooks and 400 digital screens across the island's schools. From September 2023 to December 2023 the two secondary schools impacted with RAAC have received an additional 60 Chromebooks and additional Google licences to record sessions for children who have had to learn from home.

In addition, other grants were allocated to try to ensure that schools were able to reduce learning and teaching gaps, including a National Music Grant. This year £93K of the grant has been used to develop music experiences across all catchment areas to ensure all primary children receive first experiences on a variety of instruments and mass lessons on a variety of instruments. This means that all children have the same experiences throughout the island.

In secondary schools, Music Pathways similarly provides experiences for all children over the period 2022-2025, with 20K allocated to secondary school schemes. We also pay for music lessons for any pupil taking GCSE and A-Level music courses on Anglesey.

Reduce 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:

We are unable to provide a full evaluation of pupils' educational outcomes. In line with the Minister for Education's statement of 21st June 2021, the Authority does not use qualification award data to report attainment outcomes at school, authority or regional consortium level. This is due to the impact of the Covid-19 pandemic, which caused inspections of schools and most other education providers to be suspended since March 2020.

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 (PDG) finance at individual school level:

Schools are carefully planning to use the pupil Development grant to ensure that pupils entitled to free meals are not adversely affected by poverty. Each school implements an expenditure plan that shows the extra support this cohort of pupils is given to reduce the impact of poverty on achievement.

The Welsh Government has decided to offer free meals to all primary school children and this has now been fully implemented. This scheme has made it harder to identify the children eligible for free meals under the old regime. Schools are being encouraged to continue sharing the free meals form with parents and encouraging its completion. We are also in discussions with benefits and finance departments to discuss improving processes that recognise the children who were eligible for free meals under the old regime.

In line with [School improvement Guidance: framework for evaluation, improvement and accountability](#) by the Welsh Government (2022) schools must consider the 'national priorities' set out in the school development planning regulations when setting improvement priorities themselves. One is to reduce the impact of poverty on learners' progress and attainment.

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

During 2023, the Learning service has remained very active in promoting workshops to support relationships and sexuality education. Procedures such as this develop resilience in schools to address the challenges of preventing identity-based bullying in education.

The Council has robust processes to support schools to provide various interventions to prevent incidents of bullying at school. In addition, the processes ensure that children's rights and processes that address equality feature prominently in action plans.

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

Use of the My Concern system by the schools is a good way to track any concerns that arise within the schools and the data can be transferred from primary to secondary schools. Annual safeguarding reports are monitored annually and reported incidents of bullying remain consistently low.

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

In 2022, a new agreed syllabus for Anglesey, aligned with Curriculum for Wales requirements was introduced to schools. The syllabus provides robust guidance to schools within the humanities and health and well-being themes on raising awareness of hate crime.

Circulating information to schools during all Wales hate crime awareness week continues to be a great opportunity to bring these important topics to the attention of schools. Sharing resources such as Show Racism the Red Card, Schoolbeat.Cymru and resources from NSPCC enables schools to highlight this area. We also include any suitable updates within weekly bulletins for schools.

We continue to encourage schools to ensure that these important themes are addressed continuously within our schools. Schools are notified and encouraged to use a range of relevant resources on HWB.

## Objective 2: Work

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

We have a number of policies which facilitate flexible working and support employees. These include hybrid working, flexible working, career break, disability leave, carer and special leave and flexible retirement. The policies and guidance are regularly reviewed and updated to ensure best practice. The hybrid working policy has now become embedded and allows staff the flexibility to work from home or from the office, in line with business needs. The scope of the carers' leave policy has also been extended to include both planned and unforeseen caring needs. There are also numerous examples of flexible retirement agreements which have successfully met the needs of the individual and at the same time allowed the service to retain the skills and experience of the employee.

We have also strengthened partnership work with Môn Communities First and held recruitment days to share information regarding vacancies and provide support to complete applications. The Steps to Care project with Coleg Llandrillo-Menai has also been successful in providing work placements to students and provides a talent pipeline for the future.

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:

We continue to encourage staff to provide personal information and have created several channels to support staff to share this information. Further details can be found in our annual equality report for 2022-23, as well as our new SEP for 2024-2028.

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, 2023 – see our accompanying documents (Appendix 2).

## Objective 3: Living standards

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

The Real Time Information Programme to provide electronic information on the strategic routes 4 and 62 have been completed, as well as improvements to the bus interchange sites at Amlwch, Holyhead, Llangefni and Menai Bridge. This included a combination of modernising shelters (or new shelters), improvements such as new street furniture (benches / planters) and electronic information.

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

This is a continuous programme and, through the Active Travel Fund, there is a programme of minor works in place to overcome critical fail status of the routes and the Active Travel designated localities. In addition, the Council has provided numerous other improved dropped kerb crossing points across the island in response to local concern.

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 undertaken and parking enforcement action taken in response to calls received from the public about vehicles obstructing pedestrian crossing points. Consideration also given to applications received for double yellow lines in areas where parking is causing a problem. Ongoing work in preparing for the introduction of a national ban on pavement parking to be introduced by the Welsh Government. Also working in partnership with Welsh Government on the 20mph traffic zones in built-up areas.

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:

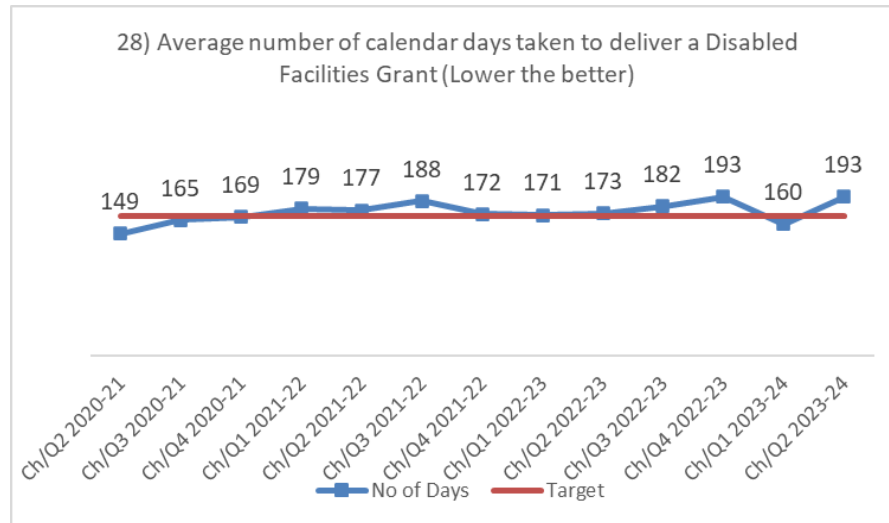
The above performance indicator is included in our corporate performance monitoring reports. These quarterly reports are considered by our Corporate Scrutiny Committee and Executive. The position at the end of Q2, 2023-24, as reported in November 2023, is noted below:

Performance is a decline on the 160 days recorded in Q1 and also the 173 days recorded for Q2 2022-23.

The reasons for the decline in performance for this indicator include:

- Difficulties in gaining access to some properties due to clients' concerns and anxieties following the coronavirus pandemic
- Difficulties finding contractors to undertake the work. Currently there are only 6 contractors on the Island that install the adaptations
- Adaptions that require longer periods to complete
- Changes to the eligibility criteria resulting in an increased demand for a disabled facilities grant.

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## Objective 4: Health, well-being and social care

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### 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 provide physical activity as well as wider opportunities for disabled people.

Capacity and workload issues have continued to be a barrier in taking this work forward in 2023. 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. However there is still a lot more to be done.

Key successes include Insport Swim activities, with 152 hours offered across three centres, totalling 1511 attendances. Insport Football weekly sessions were also offered, with 734 attendances at Plas Arthur Leisure Centre.

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 2023, we received 1128 referrals from various health professionals. 720 of these went on to attend their first sessions, with 74% completing 16 weeks on the exercise scheme.

## Annual Equality Report 2022-23

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

Of the people who completed the scheme, 86% reported an improvement in health, with 12% staying the same.

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. We held open days aimed at those aged over 50 at all four Môn Actif leisure centres, as well as Canolfan Biwmares.

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:

Health check champions: The champions (supported by Conwy Connect), who are people with learning disabilities, continue to deliver awareness sessions on the importance of attending a health check to their peers across North Wales. In the past year, they have been successful in reaching an audience of 12,768 people. Feedback from attendees from workshops showed that 96% had learnt something new about health checks and 100% stated they would 'now book their health check as soon as possible'.

GP training: 2023 was the first full year that the Improvement Cymru training 'Delivering healthcare to people with learning disability' was delivered. The aim is that, with increased knowledge and understanding, the GP surgeries will be able to provide a more welcoming experience. This will help to encourage more people with learning disabilities to attend for their annual health check. The total number of attendees for 2023 was 585 across North Wales.

The total number of health checks completed for North Wales for year end 2022-23 was 1460, which was an increase of 8.1% on the previous year. This is 48.7% of the known learning disability population for the same area. The primary liaison team now have a full complement of staff and links between the primary liaison team and shared partnership services are currently being strengthened with regards to improving the quality of the health checks.

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

We saw consistent and encouraging evidence that people were receiving a proactive offer to speak Welsh and that people's wishes were taken into account with regard to language choice.

Staff are supported to develop their Welsh language skills through a variety of options, from courses to lunch-time chat sessions. During 2023, 195 members of staff across both our Adult Services and Children and Families Services received training in relation to Mwy na Geiriau.

The percentage of Social Services staff who speak Welsh at levels 3 to 5 (defined as intermediate to proficient):

Adult Services staff – 80%

Children & Families Services staff – 88%

## Objective 5: Personal security

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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):

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. Our 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.

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

Use the Policy Portal<sup>1</sup> to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy:

As at October 2023, 95% of those expected to accept the corporate safeguarding policy had done so. Safeguarding is also included as part of our corporate induction process.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

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<sup>1</sup> 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.

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

This is included as a topic within the new corporate induction, which is mandatory for all new employees. All employees are required to complete a mandatory safeguarding e-learning module and, dependent on role, further safeguarding training covering both children and adults is undertaken. This is in accordance with our corporate safeguarding training policy. Specialist training is also provided in line with the identified workforce needs.

Overall, there are good levels of compliance with regard to mandatory e-learning safeguarding training.

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:

Between 1 April and 31 December 2023:

- 38 complaints / enquiries were received specifically concerning scams.
- 4 letters and information packs were sent to consumers recognised as “victims” via the National Scams Hub
- 34 ‘No Cold Calling’ stickers were issued to vulnerable individuals living either inside or outside a No Cold Calling Zone
- 1 scam warning was issued on social media
- 1 safeguarding referral was made to Social Services
- 396 complaints, enquiries and requests for advice from our partners at the Citizens Advice Consumer Service and direct to service - 59 of these led to further investigations and interventions for consumers in disputes.
- 5 educational talks were delivered within the community to vulnerable groups
- 5 call blockers were installed

## Objective 6: Participation

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

Completed – an outline of work undertaken to support our commitment to be a diverse Council was provided in last year's annual equality report.

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. Four of our committees include co-opted members, with a total of 15 seats. As at December 2023, there were two vacant seats. Of the 13 co-opted members in post, 5 (38%) seats were held by women.

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.

In October 2023, we continued to strengthen our consultation and engagement arrangements with representatives of all protected characteristics, by adopting our new public participation strategy.

Continue to work on engagement with our regional partners (as members of NWPSSEN<sup>2</sup>) by making the most of resources available to us

For over a decade, NWPSSEN (which includes all North Wales' local authorities and other public sector organisations) has been working together to share good practice and make the best use of resources. During this time, we have also collaborated to develop shared objectives for our region and a number of regional engagement and consultation activities have taken place to inform this work. The latest regional consultation took place over the summer of 2023 as part of our review of NWPSSEN's shared equality objectives, in preparation for our new SEPs. This is covered in more detail in the accompanying documents to our new strategic equality plan for 2024-2028.

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<sup>2</sup> North Wales Public Sector Equality Network

## Objective 7: The socio-economic duty

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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:

Since 2021, we have been using our Policy Portal to ensure that managers and relevant staff were aware of the requirements of the duty. Guidance is also available on our intranet site (MonITor) and support is available from our Policy and Welsh Language Team.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

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

Completed. 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.

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

See above.



## Objective 8: Our internal procedures

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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

As at October 2023, 95% of those expected to accept the equality and diversity policy had done so. Equality and diversity awareness is also included as part of our corporate induction process.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

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 topic within the corporate training programme for staff, managers and Elected Members. We continue to review and evaluate the annual training programme to ensure it meets the needs of the business as well as maintaining the Authority's standards and values.

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 general equality and diversity training sessions, there is an opportunity for relevant staff 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.

Templates and guidance for carrying out equality impact assessments are available on our intranet and the Policy and Welsh Language Team is also on hand to offer advice.

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 in our SEP under equality objective 8: Internal working practices.

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.

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.

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.