

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	12 March 2025
<b>Subject:</b>	Annual Equality Report 2024
<b>Scrutiny Chair:</b>	Councillor Dylan Rees

## 1. Who will be the portfolio holder / lead officer presenting the report?

Name	Role
Councillor Alun Roberts	Portfolio holder for adult services, community safety and equality
Dyfan Sion	Head of Democratic Services
Ffreuer Owen	Policy and Welsh Language Manager

## 2. Why the Scrutiny Committee is being asked to consider the matter

The Committee is invited to provide a 'critical friend' challenge to give assurance that we are on the right track to achieve our equality objectives, making the best use of the Council's resources and are ensuring added value by working with partners where possible.

## 3. Role of the Scrutiny Committee and recommendations

- For information  
 To be noted  
 For assurance  
 For recommendation to the Executive

Recommendation(s):

The Committee is invited to comment on the 2024 Annual Equality Report before it is submitted for approval by the Portfolio Holder for publication.

## 4. How does the recommendation(s) contribute to the objectives of the Council's Plan?

The annual report includes an outline of our work during 2024 towards achieving the objectives of our Strategic Equality Plan 2024-2028 (SEP). There are strong links between this Plan (which was approved by the full Council on 7 March 2024) and the Council Plan 2023-2028.

## 5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. Addressing data gaps – culture change
2. Implementing the SEP
3. Training and awareness.

## 6. Key points / summary

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

There are specific requirements in terms of what must be reported annually. In accordance with these requirements, the report includes:

- employment information during the period between 1 April 2023 and 31 March 2024.
- an overview of the steps we have taken during 2024 to identify and collect relevant information and how we have used this information to achieve the three aims of the general equality duty:
  - Eliminate discrimination, harassment and unlawful persecution
  - Promote equal opportunities
  - Foster good relationships between different groups
- an outline of our work during 2024 to promote equality and towards achieving our equality objectives for 2024 - 2028

Related documents contain more detailed information about our employment, training, recruitment data and our 2024 gender pay gap report.

This is the first annual report since we published our Strategic Equality Plan for 2024 - 2028.

### **Collecting relevant information about our staff**

**Sex:** The data confirms once again that we employ many more women than men, which is consistent with the trend across many local authorities.

**Age:** Interestingly, there has been a marked increase in the number of applicants in the 65+ age category (13, compared to 2 during 2022/23).

**The remaining protected characteristics:** We are committed to collecting accurate information relating to different protected characteristics, but there is still a gap in the data for existing staff. It is recognised that a fuller picture is needed to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information.

## 7. Impact assessments

### 7.1. Potential impacts on groups protected under the Equality Act 2010

The purpose of this annual report is to look back at how the Council has fulfilled its equality duties. This includes an outline of the progress against work associated with our priority to establish an effective corporate process to ensure continuous assessment of impact across services.

### 7.2. Potential impacts on those experiencing socio-economic disadvantage (strategic decisions)

See above

### 7.3. Potential effects on opportunities to use Welsh and not treat the language less favourably than English

See above

### 7.4. Net zero organisation by 2030

Not applicable

## 8. Financial implications

Not applicable

## 9. Appendices

Annual Equality Report 2024 (draft)

## 10. Report author and background papers

Ffreuer Owen, Policy and Welsh Language Manager



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

# Annual Equality Report 2024



**Publication date: March 2025**

# Annual Equality Report 2024

This is the Isle of Anglesey County Council's Annual Equality Report for 2024. The report is available on our website, together with a plain text version.

[www.anglesey.gov.wales](http://www.anglesey.gov.wales)

If you require this report 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 document (also available on our website):

[Strategic Equality Plan 2024-2028](#)

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# Foreword

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Welcome to our annual equality report 2024. It provides an overview of the work we did over the year towards creating an Anglesey where people can thrive, regardless of their differences.

This is the first annual report since we published our Strategic Equality Plan for 2024 – 2028. It is important to note, however, that our commitment to equality is not limited to the priorities included in that strategic plan. We will take every opportunity to develop equality through our work at all levels within the Council.

The Council Plan is the main document that influences all our service delivery plans. By establishing equality and diversity as a general principle in the Council Plan for 2023-2028, our aim is to ensure that equality is not a stand-alone issue. This will help us build a fairer society for all our citizens.

We are committed, within our abilities and influence, to:

- eliminate discrimination, harassment and unlawful victimisation
- advance equality of opportunity, and
- foster good relations between different groups
- 

among our communities and our staff.

[Council Plan 2023-2028](#)  
[Strategic Equality Plan 2024-2028](#)



**Dylan J. Williams**  
Chief Executive



**Cynghorydd Alun Roberts**  
Equality and Diversity  
Portfolio Holder

March 2025

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## Introduction: An overview of our annual report

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This annual report includes:

- employment information for the period between 1 April 2023 and 31 March 2024
- an overview of the steps we have taken during 2024 to identify and collect relevant information and how we have used this information to meet the three aims of the general Equality duty:
  - eliminating unlawful discrimination, harassment and victimisation
  - advancing equality of opportunity
  - fostering good relations between different groups
- an outline of our work during 2024 to promote equality and towards achieving our Equality objectives for 2024 - 2028

Accompanying documents contain more detailed information about our employment, training, recruitment and our report on the gender pay gap for 2024.





# Purpose of the report

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## 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.

# Our Equality objectives for 2024 – 2028

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## Objective 1: Education

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



## Objective 2: The workplace

Take action to ensure we are an equal opportunities employer and reduce pay gaps



## Objective 3: Living standards

Take action to improve the living standards of protected groups



## Objective 4: Health and social care

Take action to improve health, well-being and social care outcomes



## Objective 5: Personal safety

Take action to safeguard protected groups



## Objective 6: Participation

Increase access to participation and encourage diversity in decision making



## Objective 7: Socio-economic disadvantage

Take action to address disadvantage



## Objective 8: Working practices

Improve our internal practices to ensure fairness to all

## Meeting our objectives: monitoring progress

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Our Strategic Equality Plan (SEP) for 2024-2028 sets out why we chose our current equality objectives and how we will achieve them. To ensure that equality does not sit as a separate project from our work across the organisation, we have strong links between our equality objectives and the strategic objectives of the Council's other key plans.

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

Mae amcanion 1, 3 a 4 yn arbennig o berthnasol gan eu bod yn cyd-fynd â thri o amcanion strategol Cynllun y Cyngor 2023 i 2028:



### Education:

Ensuring an effective provision for today and for future generations



### Social care and well-being:

Providing the right support at the right time



### Housing:

Ensuring that everyone has the right to call somewhere home

This also means that progress towards achieving our equality objectives are already partially monitored as part of our [quarterly performance monitoring reports](#) to the Executive.

If we want to ensure that all the objectives and actions of the SEP are realised by 2028, robust monitoring arrangements must also be established which focus on annual action plans.

We have taken the opportunity during the first few months since the SEP was published to consider what practical arrangements would work best and develop terms of reference for a new equality and inclusion group. One of the group's responsibilities will be to develop performance indicators to help us monitor progress.

The group will meet for the first time in April 2025.

## Promoting equality and diversity

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Here are some examples of how we promoted and developed Equality and diversity during 2024 in line with our equality objectives:

**Education:** Canolfan Addysg y Bont has been awarded 'Exemplar' status by the EQUALS charity – the first special school in Wales and one of only seven across Britain

**The workplace:** A Staff Health and Well-being group was established and its purpose is to foster an inclusive and supportive work culture, promoting good health and well-being for all staff

**Living standards:** £250,000 of funding secured to help tackle the [costs of living crisis](#)

**Health and social care:** The Council has been recognised as the first [Dementia Friendly Council](#) in North Wales

**Personal safety:** 'Professional conman' who targeted [vulnerable residents](#) prosecuted

**Participation:** [Tenants satisfaction survey](#) published – a survey is carried out every two years to give tenants a chance to have their say

**Socio-economic disadvantage:** Costs of living data dashboard available on our intranet to help officers and councillors to make more informed decisions

**Working practices:** Monthly 'Equality Matters' messages shared to raise awareness of equality, diversity and inclusion matters and to show respect for others, despite our differences

**Celebrating diversity:** Welcoming [North Wales Pride](#) to Anglesey for the first time

Many more examples can be found on the ['Newsroom'](#) page on our website, as well as various other corporate and service publications.



# Identifying, collecting and using relevant information

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## Our communities

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We are continuing to take positive steps to identify and collect relevant equality information about our communities. It helps inform our decisions and is the basis of our corporate and service strategies and plans.

One of the year's main developments was the introduction of a costs of living data dashboard. The dashboard is available to staff and councillors to help them make more informed decisions.

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

## Our staff

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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. The employment information available to us as at 31 March 2024 can be found in our accompanying documents (Appendix 1). An analysis of that data is given below:

The data again confirms that we employ significantly more females than males, which is consistent with the trend across many local authorities. The data appears fairly consistent across the remaining equality characteristics. Interestingly, there has been a marked increase in the number of applicants in the 65+ age category.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2024 was 9.7%, which is below the UK average figure. Further details can be found in our accompanying documents (Appendix 2).

We are committed to collecting accurate information about different protected characteristics, 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. 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.

## Recruiting and retaining our staff

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One of the main developments in terms of recruitment this year has been the implementation of our new recruitment system Linc Talent. The new online recruitment process is more user-friendly and officers are also available to support both applicants and managers through the process.

We continue to attend recruitment and careers fairs with local schools and employment events to promote our vacancies and to encourage a diverse range of candidates to enter the future workforce.

Our collaboration with Coleg Llandrillo Menai has continued to grow with more placements being made available and a number of success stories where this has developed into employment opportunities.

Our involvement in the We Care Wales agenda has also continued successfully this year, supporting engagement work within the care sector.

Many policies that support equality have been reviewed and updated this year, including the Flexible Working Policy which has been updated in line with legislative changes.

Work has also been undertaken to prepare for legislative changes regarding pregnancy loss leave and the prevention of sexual harassment at work.

## Training and developing our staff

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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:

### Classroom training:

- Menopause awareness
- Menopause awareness for managers
- Epilepsy awareness
- Equality, diversity and inclusion
- Trans(gender) and gender diversity awareness
- Deaf awareness
- Equality impact assessment
- Unconscious bias
- Anti-racism for elected members

### e-learning modules:

- Equality and diversity
- Equality and diversity for members
- Equality in the workplace
- Module 1 – Understanding autism
- Module 2 - Understanding effective communication and autism
- Module 3 – Understanding assessment and autism

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 arrangements for assessing impact

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We recognise the statutory requirement to carry out equality impact assessments and training is available for any staff members who feel they require further guidance. Templates and guidance are available on our intranet and the Policy and Welsh Language team is also on hand to offer advice. The costs of living data dashboard introduced this year is also a useful resource for officers carrying out impact assessments.

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

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





# Looking forward

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Our main priorities over the next year will be to:

- establish a Welsh Language and Equality Promotion Group to lead the implementation of the Strategic Equality Plan 2024-2028
- collaborate with the Community Cohesion team on proactive events
- confirm our arrangements for ensuring that Council staff read, understand and accept our Equality and Diversity Policy
- Calendar of national and international equality and diversity campaigns – raise awareness within the Council and the island's communities of key dates in the calendar
- look at support materials to assist officers who assess impact

We will update you on progress in our next annual report.



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Mae'r dogfennau hyn hefyd ar gael yn Gymraeg /  
These documents are also available in Welsh.

## Appendix 1: Employment, training and recruitment data

The employment data we currently hold relates to some 3,226 Council employees (including teaching staff).

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.

In terms of keeping our equality data current, 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.

The Council's self-service system, My View, enables employees to add or update their equality information at any time. 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.

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 2024

Male: 825    Female: 2401    Total: 3226

Age:

Below 25 : 350  
26 to 34 : 549  
35 to 44 : 742  
45 – 54 : 740  
55 to 64 : 655  
65 and over : 190

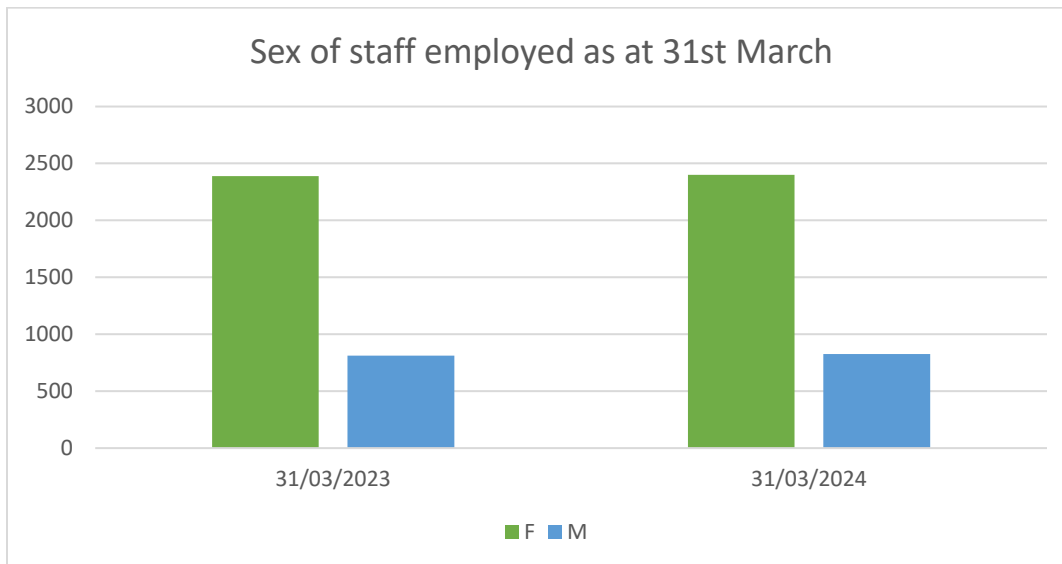
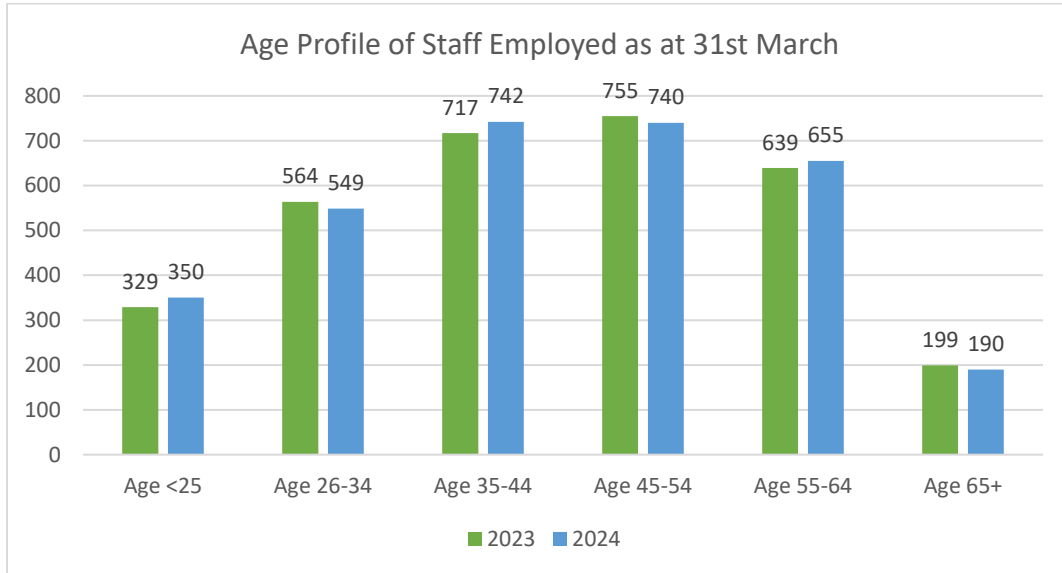
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It is not mandatory for employees or applicants to provide data for the following. Of those who have declared, this is the breakdown:

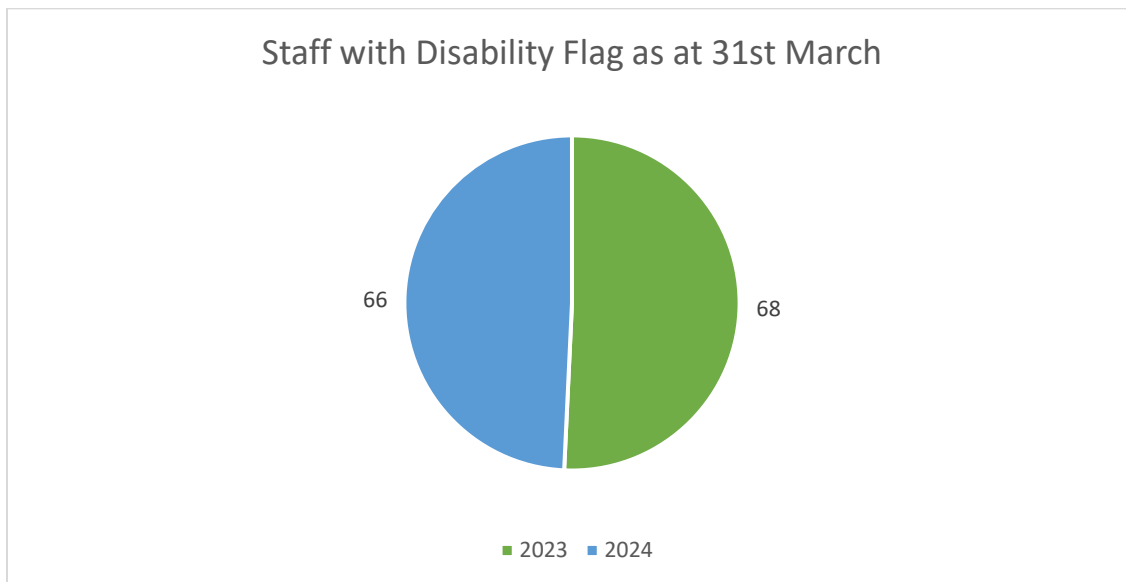
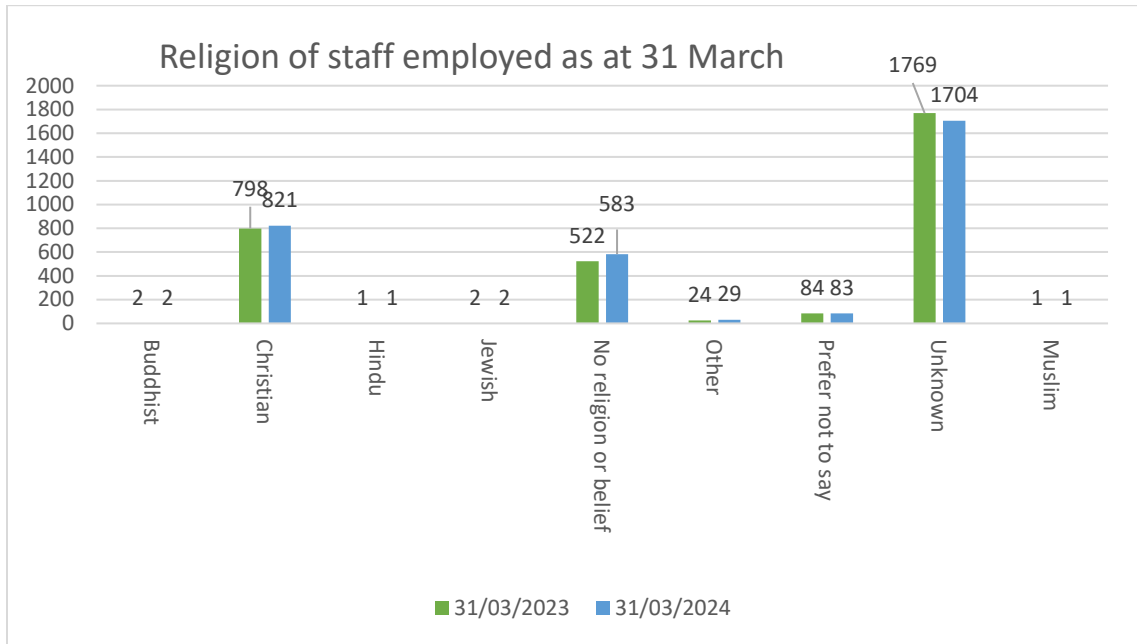
Disabled : 66

Black and minority ethnic: 16

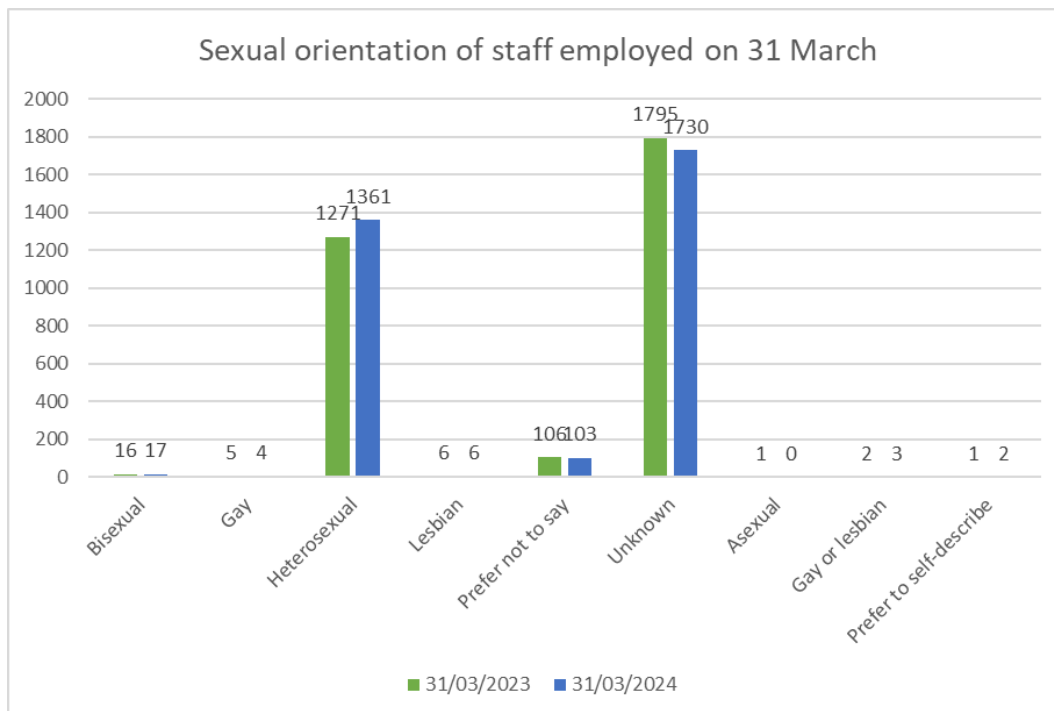
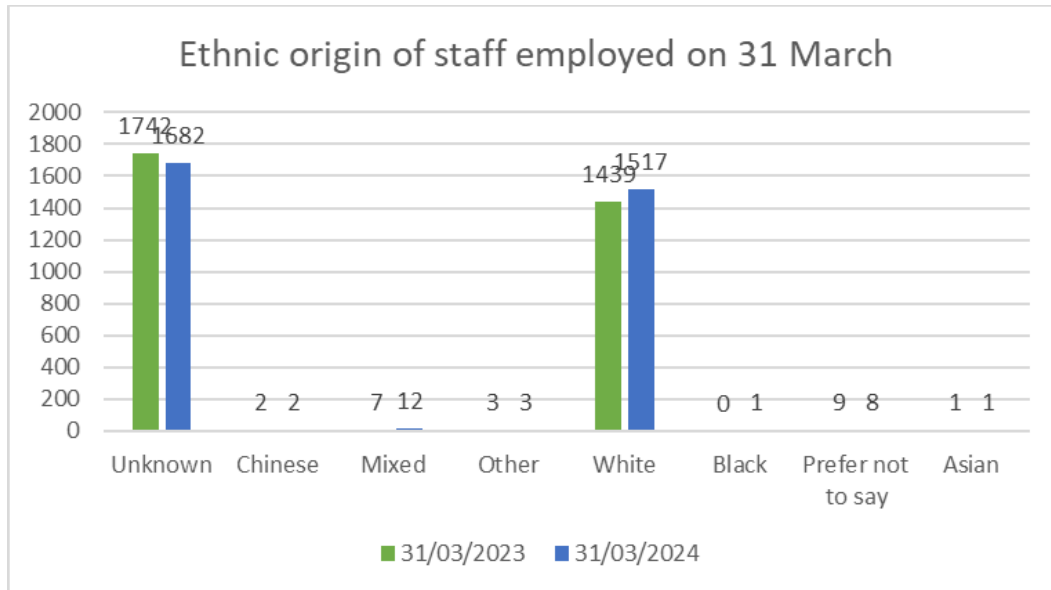
Lesbian, gay, bisexual: 30



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## People who successfully changed roles in 2023-24

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: 2102 Female: 338 Total: 440

Age:

Below 25 : 72  
26 to 34 : 100  
35 to 44 : 135  
45 – 54 : 86  
55 to 64 : 41  
65 and over : 6

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

Disabled : 5  
Black and minority ethnic: 0  
Lesbian, gay, bisexual: 8

## Training

Number of participants that have completed short course training in 2023-24:

Male: 673 (28%) Female: 1701 (72%) Total: 2374

## 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 2023 and 31 March 2024 and is presented for each of the protected characteristics:

Number of formal grievance cases: 8

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Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 3 35-44: 1 45-54: 0 55-64: 3 65+: 1	Information recorded for 1 out of 8:  Prefer not to say: 1	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 2 out of 8:  White: 2	Information recorded for 1 out of 8:  No religion or belief: 1	Male: 1 Female: 7	Information recorded for 2 out of 8:  Lesbian: 1 Heterosexual: 1

## Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2023 and 31 March 2024 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 13

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 3 35-44: 5 45-54: 1 55-64: 3 65+: 1	Information recorded for 4 out of 13:  No: 4	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 9 out of 13:  White: 9	Information recorded for 9 out of 13:  No religion or belief: 4 Christian: 5	Male: 9 Female: 4	Information recorded for 9 out of 13:  Heterosexual: 8 Prefer not to say: 1

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## People who have applied for jobs in 2023-24

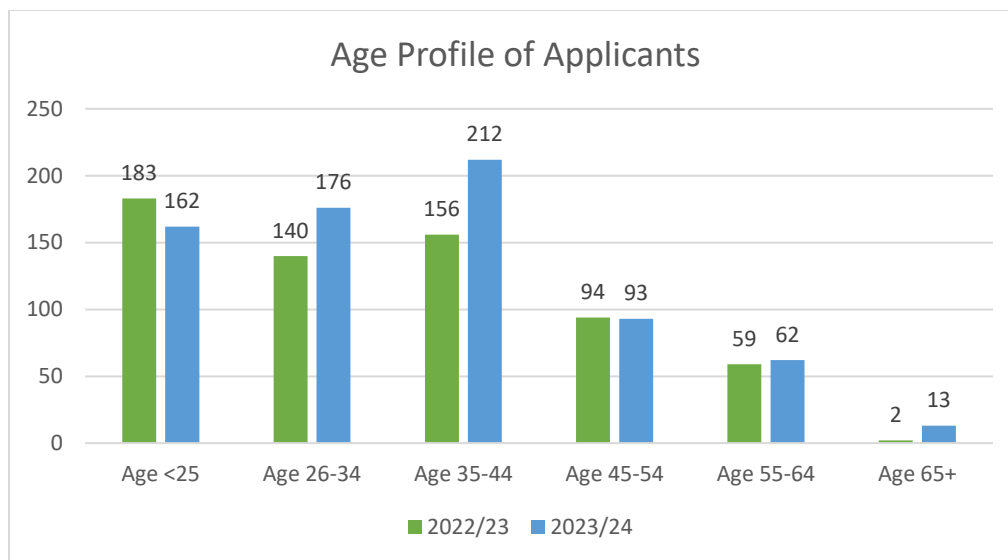
Male: 556 Female: 739 Total: 1318

Age:

Below 25 : 162  
 26 to 34 : 176  
 35 to 44 : 212  
 45 – 54 : 93  
 55 to 64 : 62  
 65 and over : 13

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

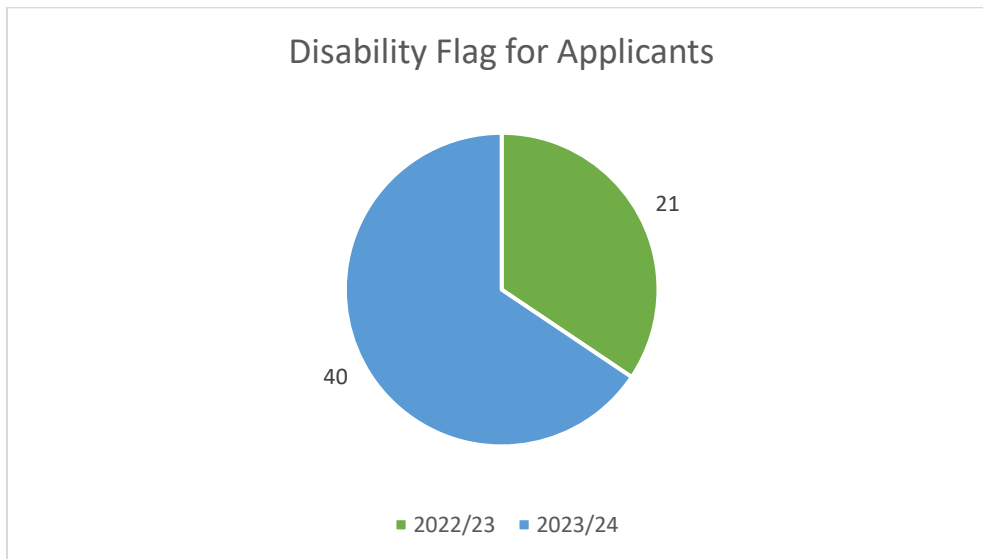
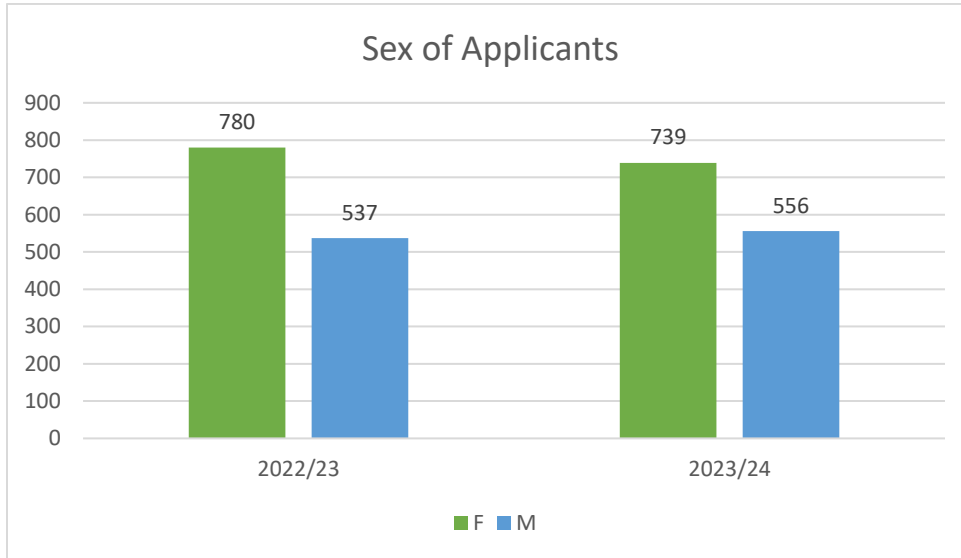
Disabled : 40  
 Black and minority ethnic: 56  
 Lesbian, gay, bisexual: 49







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## Appendix 2: Gender pay gap report 2024

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 2024. 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 9.7%.
- The median gender pay gap for Isle of Anglesey County Council is 12.7%.

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 (or any other characteristic). All job roles are evaluated and pay grades aligned 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 9.7% is below the national average of 13.8% (ONS ASHE Provisional figures 2024).

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 as a whole, men are more likely than women to be in senior roles while women are more likely than men to be in front-line roles at the lower end of the organisation. These roles do not score high within job evaluation schemes thus are afforded lower grades of pay. This is reflected in the make-up of our workforce, where the majority of our employees are female and a large proportion of these work part-time hours in jobs which are afforded a lower level of pay, such as front-line social care, cleaning, etc.

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

The vast majority of organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2024 figures) was 13.8%. As noted, at 9.7%, our mean gender pay gap is below the UK average figure.

The median gender pay gap for the whole economy (ONS provisional 2024 figures) was 13.1%. At 12.75%, Our median gender pay gap is lower than this average. Since publishing the first gender pay gap figures in 2017, we have continued to achieve a small reduction in the overall mean gender pay gap year on year. The table below shows our data for the period 2020 – 2024:

Year	Mean gender pay gap	Median gender pay gap
March 2024	9.71%	12.75%
March 2023	10.82%	13.63%
March 2022	11.66%	14.65%
March 2021	11.24%	14.65%
March 2020	11.33%	14.65%

## What are we doing to address our gender pay gap?

Although our gender pay gap remains below the UK average and a minimal reduction has been achieved year on year, 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. We do not operate any performance related pay or bonus schemes and 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 integrity and fairness of our pay and grading structure on an ongoing basis.

We recently implemented a new recruitment system. The new system has streamlined processes and provides an improved customer experience. It is hoped that this new system will assist with attracting more people into the workforce at all levels. We have been working to provide opportunities for young people, with traineeships being established within the Council ensuring young people are developing skills in areas of growth and demand which enhances employability. We continue to run various talent and development programmes that are open to staff at various grades in a bid to try and attract more people, particularly women, into senior roles. This includes the

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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 have recently established a Memorandum of Understanding (MOU) with a local college (Grwp Llandrillo Menai (GLLM) seeking to integrate work experience into their established courses as a means of attracting staff.

We offer flexible working arrangements to support people's work life balance. This is a key part of our recruitment and retention strategy. We are committed to work-life balance and provide a wide range of flexible working opportunities as a means to support, develop and retain employees at work. The Hybrid Working policy has increased flexibility and removed barriers to progression for women and the whole workforce.

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.
- 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.
- continuing to improve our equality monitoring systems.
- monitoring exit interview data and identifying trends to better understand the common reasons for leaving.

Our approach to the gender pay gap goes beyond focusing solely on pay, ensuring that our working conditions and approach to female specific issues are considered and addressed. For example, we have developed our menopause in the workplace guidelines which is an important step and ensures that we are focused on recognising the specific issues women face in work, as part of our approach to retain and support employees. We are in the process of establishing a well-being policy to formalise and confirm our position in relation to supporting the health and well-being of our staff.

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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,
- continue to report on an annual basis on what we are doing to reduce the gender pay gap and any further progress that we are making.

We are committed to the principles of equality, diversity, fairness, and inclusion. 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 as this will assist in identifying any gaps in the workforce.