

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	Corporate Scrutiny Committee
<b>Date:</b>	18 March 2026
<b>Subject:</b>	Annual Equality Report 2025
<b>Scrutiny Chair:</b>	Councillor Jeff Evans

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

Portfolio Holder	Role
Councillor Alun Roberts	Portfolio holder with responsibility for equality
Service Officer (Supporting)	Role
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 assurance  
 For recommendation to the Executive  
 For information

Recommendation(s):

The Committee is invited to comment on the Annual Equality Report 2025 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. efforts to raise the awareness of Council staff and members of matters relating to equality.
2. collaboration with partners to take advantage of expertise and use resources wisely.
3. efforts to encourage staff to share their equality data with us.

## 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:

- an outline of our work during 2025 to promote equality and towards achieving our equality objectives for 2024 - 2028
- employment information during the period between 1 April 2024 and 31 March 2025.
- an overview of the steps we have taken during 2025 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

**The year's highlights:** The highlights of 2025 include hosting a range of equality, cultural and religious events in order to promote understanding and respect across diverse communities.

**Our equality objectives 2024-2028:** Progress against our current Strategic Equality Plan action plan is **generally positive**, with most objectives **achieved or on track**.

**Our communities:** We continue to take positive steps to identify and collect relevant equality information about our communities. It underpins our corporate and service strategies and plans. This year, a handbook and checklist have been produced to **support staff** who intend to consult and engage.

**Our staff:** Our mean **gender pay gap** as at 31 March 2025 was **8.6%**, which is **lower than the UK average figure**. With regard to [gathering information about our employees](#), although going in the right direction with more progress this year than previous years, we recognise that progress needs to be accelerated to get a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information should they not wish to do so.

**Assessing for impact:** Our **templates and guidelines were reviewed and updated** this year. They are available on our intranet and the Policy and Welsh language team are also on hand to offer advice.

In addition, the Policy and Welsh Language Team spent significant time engaging with senior leaders, service management teams and key officers to promote a clear understanding of the changes to the impact assessment process and the support available. This work will intensify further as we prepare for the introduction of the new statutory duty to assess the impact of strategic decisions on health from April 2027 onwards, ensuring that we have established robust and effective arrangements for the future.

**Looking ahead:** In developing the next annual action plan, we will build on the progress made this year. This will include strengthening the use of equality data, focusing on measurable outcomes and building on the expertise and collaborative relationships with regional Community Cohesion colleagues.

## 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 sharing information about our corporate arrangements for assessing the impact of our decisions on equality.

### 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. Potential impact on the Council's Net Zero Carbon target

Positive / Neutral / Negative and how

Not relevant.

**8. Financial implications**

Not relevant.

**9. Appendices**

Annual Equality Report 2025 (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

## 2025

How we went about promoting fairness for all



Publication date: March 2026

# Annual Equality Report 2025

## Overview

This is the Isle of Anglesey County Council's (the Council) Annual Equality Report for 2025. It includes:

- employment information for the period between 1 April 2024 and 31 March 2025, including our gender pay gap report
- an overview of the steps we have taken during 2025 to identify and collect relevant information and how we have used this information to meet the three aims of the general duty to:
  - eliminate unlawful discrimination, harassment and victimisation
  - advancing equality of opportunity
  - fostering good relations between different groups
- an outline of our work during 2025 to promote equality and towards achieving our equality objectives for 2024-2028

## More information

This report is available on our website: [www.anglesey.gov.wales](http://www.anglesey.gov.wales) If you need the report in another format and/or language, or have any questions about its contents, please contact us, using the details below.

Policy and Welsh language team  
Isle of Anglesey County Council  
Council Offices  
Llangefni  
LL77 7TW

Phone: 01248 75 00 57

E-mail: [equality@anglesey.gov.wales](mailto:equality@anglesey.gov.wales)

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

Mae'r ddogfen hon hefyd ar gael yn Gymraeg.  
This document is also available in Welsh.

**Related documents** (also available on our website):

[Strategic Equality Plan 2024 - 2028](#)

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## Respect

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

Respect is one of our Council Plan values which define who we are and our direction as an organisation

# Foreword

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Welcome to our annual equality report 2025. This is the second annual report since we published our Strategic Equality Plan for 2024 to 2028. It gives an overview of the work we did during 2025 towards creating an Anglesey where people can thrive, regardless of their differences.

To ensure that equality does not sit as a separate project from our work across the organisation, we have strong links between the objectives of the equality plan and the strategic objectives of the Council's other key plans. Our equality objectives 1, 3 and 4 are particularly relevant as they align with three of the strategic objectives of the Council Plan 2023 to 2028 – the main document that influences all our plans for service delivery.

## Council Plan 2023-2028

### 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'



## Equality objectives 2024-2028

### Education

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

### Health and social care

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

### Living standards

Take action to improve the living standards of protected groups

Equality and diversity is also a general principle in the Council Plan 2023-2028. This again will help us build a fairer society for all our citizens.

It is important to note, however, that our commitment to equality is not limited to the priorities included in our strategic plan. This annual report outlines how we take every opportunity to develop equality through our work at all levels within the Council.

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

- eliminate discrimination, harassment and unlawful persecution
- promote equal opportunities, 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



Councillor Alun Roberts  
Equality and Diversity Portfolio  
Member

## Executive summary

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[Appendix 1](#) outlines the law on which this annual report is based. Its main purpose is to show how we have fulfilled our equality duties over the past year.

**The year's highlights:** Highlights of 2025 include hosting a range of equality, cultural and religious events in order to **promote understanding and respect** across diverse communities.

**Promoting equality:** There are also some examples of how we promoted and developed equality and diversity during 2025. The examples are based on the work areas of our equality objectives.

**Our equality objectives 2024-2028:** Progress against our current Strategic Equality Plan action plan is **generally positive**, with most objectives **achieved or on track**. Full details are available in [Appendix 2](#).

**Our communities:** We continue to take positive steps to identify and collect relevant equality information about our communities. It underpins our corporate and service strategies and plans. This year, a handbook and checklist have been produced to **support staff** who intend to consult and engage.

**Our staff:** Our mean **gender pay gap** as at 31 March 2025 was **8.6%**, which is **lower than the UK average figure**. When it comes to [gathering information about our employees](#), we acknowledge that we need a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information, should they not wish to do so.

Overall, we believe that we continue to take positive steps towards promoting and developing equality and diversity within the organisation and will continue to develop and evolve existing approaches to ensure progress continues.

**Assessing for impact:** We recognise the statutory requirement to assess the impact of our decisions on equality, and training is available to any member of staff who feel they need further guidance. Our **templates and guidance were reviewed and updated** this year. They are available on our intranet and the Policy and Welsh language team are also on hand to offer advice.

**Looking ahead:** In developing the next annual action plan, we will build on the progress made this year. This will include strengthening the use of equality data, focusing on measurable outcomes and building on the expertise and collaborative relationships with regional Community Cohesion colleagues.

# The year's highlights

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This annual report provides an opportunity to celebrate the outstanding work of our staff towards promoting equality. Here are some of the highlights:

## Community cohesion

During 2025, the Council marked a range of equality, cultural and religious events through social media messaging, staff engagement activities and joint events with regional partners. These activities were well received, with positive feedback from staff, local communities and partner organisations. Marking these events:

- promotes understanding and respect across diverse communities
- supports the Council's equality objectives and Welsh Government priorities
- contributes to community cohesion and helps challenge knowledge misinformation
- highlights the lived experiences of minority groups and fosters inclusion in the workplace

## Accessibility Hub

The IT service and HR training team have developed a bespoke Accessibility Hub to support officers in creating accessible digital content. The Hub offers:

- practical guidance on the application of accessibility standards
- an e-learning module introducing key accessibility principles
- links to training sessions on producing accessible digital materials

The resources are designed to help our services meet accessibility requirements, improve the quality of digital content, and ensure that everyone can easily access the Council's information.

## Protecting our workers

Under the Protection of Workers (Amendment to the Equality Act 2010) Act 2023, the Council has a legal duty to take reasonable steps to prevent sexual harassment and improve protections for workers in the workplace. Our Dignity at Work Policy was strengthened this year to reflect these new requirements. We succeeded to raise staff awareness of the new duty by asking them to read, understand and accept our revised Dignity at Work Policy. At the time of writing this report, 93% of staff had done so.

# Our equality objectives 2024 – 2028

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## 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 and social care

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



## 5: Personal safety

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 to all

Our [Strategic Equality Plan](#) (SEP) 2024-2028 sets out why we chose our current equality objectives and how we will achieve them.

## Achieving our equality objectives: monitoring progress

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We said last year that one of our top priorities in 2025 would be to establish a new group to lead on the implementation of our SEP for 2024 to 2028. The Welsh Language and Equality Steering Group is now operational, and its main purpose is to lead strategically on the promotion of the Welsh language and equality in all aspects of the Council's work. The group's membership includes the Chief Executive and elected members. The group discussed the [current SEP action plan](#) at its meeting on 29 January 2026.

Progress against the current action plan is **generally positive**, with most objectives **achieved or on track**. Progress includes:

-  providing staff equality training
-  holding regular equality awareness campaigns
-  completing a programme of face-to-face and regional events led by the Community Cohesion team
-  updating guidance and resources to support equality impact assessments

Also underway is a campaign to improve workforce equality data and strengthen awareness among staff and elected members. You can read more about this [here](#).

More information on the progress we have made towards achieving our equality objectives can be found in [Appendix 2](#).

# Promoting equality and diversity

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Here are some examples of how we promoted and developed equality and diversity during 2025 in line with our equality objectives:



## Education:

Ysgol Gyfun Llangejni was the first mainstream secondary school in the UK to receive the [Trauma and Mental Health Informed School Award](#).



## The workplace:

A new Health and Well-being Dashboard was launched on our internal e-learning site – Learning Pool. It includes a wide range of resources and relevant training, with the aim of supporting the well-being of our staff.



## Living standards:

Local families moved into a [new housing estate](#), with homes designed to be both affordable and environmentally friendly.



## Health and social care:

Môn Actif on track for a [healthier Anglesey](#).



## Personal safety:

Compensation secured for some [vulnerable victims](#) of a 'professional conman'



## Participation:

Council tenants [satisfaction survey](#) shows continued improvement.



## Socio-economic disadvantage:

Supporting the Welsh's Government's vision to create a 'Period Proud Wales' through our local initiative – [Fy Mislif / My Period](#).



## Working practices:

Continuing to share monthly 'Equality Matters' messages to raise awareness of equality, diversity and inclusion matters and to show respect for others, despite our differences.

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

# Identifying, collating and using relevant information

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## Our communities

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We continue to take positive steps to identify and collect relevant equality information about our communities. It ensures that our decisions are informed, are based on the views of our service users and the wider community and underpin our corporate and service strategies and plans.

During 2025, a consultation and engagement handbook and checklist for staff was produced. The purpose of the manual and checklist is to:



provide a practical guide for those who intend to consult or engage



improve the consultation and engagement process and ensure consistency across the Council



highlight the importance of consultation and engagement as part of equality impact assessments

We are committed to continuously developing and improving the knowledge we have about protected groups on Anglesey and will continue to work with our partners and commit people to achieve this.



## Our staff

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As an employer of choice, equality and diversity form an integral part of the Council's values and general principles, which develop and guide our vision, strategic plans and services into the future. 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 2025 can be found in [Appendix 3](#). 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.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2025 was 8.6%, which is below the UK average figure. Further details can be found in [Appendix 4](#)

We are committed to collecting accurate information about different protected characteristics and continue to raise awareness regarding why we collect this data and how we use it to improve. Although going in the right direction with more progress this year than previous years, we recognise that progress needs to be accelerated to get a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information if they do not wish to do so.

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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Our recruitment system Linc Talent has now become embedded in our recruitment processes. The new online recruitment process is more user-friendly, and HR officers have been supporting 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 Grŵp 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. The Dignity at Work Policy has been reviewed to strengthen the reasonable steps to prevent sexual harassment in line with the legal preventative duty. Parental bereavement leave and pregnancy loss are also included in our Compassionate Leave Policy, regardless of length of service.

Work has also been undertaken to prepare for legislative changes, including those related to the Employment Rights Act 2025.



## Training and developing our staff

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In line 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. 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:

-  Equality, diversity and inclusion
-  Unconscious bias
-  Equality impact assessments
-  Deaf awareness
-  Epilepsy awareness
-  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 take 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 to any member of staff who feel they need further guidance.

We have continued to prioritise strengthening our arrangements for carrying out impact assessments. During the year, we reviewed and renewed our templates and guidelines to ensure they reflect the latest requirements and provide practical support for officers. The templates and guidelines are available on our intranet and the Policy and Welsh language team are also on hand to offer advice. The cost of living data dashboard introduced last year is also a useful resource for officers carrying out impact assessments.

In addition, the Policy and Welsh Language Team spent significant time engaging with senior leaders, service management teams and key officers to promote a clear understanding of the changes to the impact assessment process and the support available. This work will intensify further as we prepare for the introduction of the new statutory duty to assess the impact of strategic decisions on health from April 2027 onwards, ensuring that we have established robust and effective arrangements for the future.

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 report templates for our main committees – the scrutiny committees and the Executive – ask whether the decision would have any potential impact on certain groups within our communities.

We have also strengthened our forward-planning procedures to identify the need to assess impact early, in preparation for carrying our engagement and consultation work. There is more information available about this [here](#).

The aim is that identifying and mitigating negative impacts and promoting equality becomes part of our daily work. This includes policy-making, employment practices, service delivery and other functions that we perform. Progress appears to be moving positively with more areas recognising the need for impact assessment and the guidelines and templates available are being used.

## Looking ahead

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In developing the next annual action plan, there is an opportunity to build on the progress made this year by:

-  strengthening the use of equality data
-  increasing focus on measurable outcomes
-  building on the expertise and collaborative relationship with regional Community Cohesion colleagues
-  completing monitoring and reporting arrangements
-  preparing for the introduction of a statutory health impact assessment duty from April 2027

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

## Appendix 1: Purpose of the report

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

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The statutory basis for developing this report is contained in the Equality Act 2010 and the Equality Act (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 an annual Equality report by 31 March each year. The main purpose of annual equality reports is to show how we have meet our general and specific duties.

### Who is protected under the Equality Act 2010?

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The Equality Act 2010 is about ensuring fairness for everyone. 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: SEP Action Plan

Action plan: Strategic Equality Plan  
 Period: 2024/25 and 2025/26 (years one and two)  
 Date and version: January 2026 (v.4)

	Objective	Lead service	Partners	Target completion date	Progress	RAG Status
1.	Maintain calendar of key dates, events, and awareness days.	Housing (Community Cohesion)	Policy and Welsh language team North Wales Public Sector Equality Network (NWPSSEN)	Continuous	Calendar prepared by the Community Cohesion Co-ordinator in conjunction with the Policy and Welsh Language Manager.  A regional calendar is also being developed by NWPSSEN partners to assist network members.	Yellow - On track
2.	Hold three in-person events to raise staff awareness of equality and community cohesion causes.	Housing (Community Cohesion)	Policy and Welsh language team	March 2026	Events held at the main offices: <ol style="list-style-type: none"> <li>1. Holocaust Remembrance Day – January 2025</li> <li>2. Eid – March 2025</li> <li>3. Refugee Week – June 2025</li> <li>4. Holocaust Remembrance Day – January 2026</li> </ol> Regional iverse Together event held at Venue Cymru in April 2025.	Green - Complete

	Objective	Lead service	Partners	Target completion date	Progress	RAG Status
3.	Quarterly equality matters campaign to raise staff awareness of equality related matters.	Policy and Welsh language team	Housing (Community Cohesion)	Continuous	<p>Following messages shared:</p> <ul style="list-style-type: none"> <li>• Yom Kippur – 2 October</li> <li>• Pride Month – June 2025</li> <li>• Refugee Week – June 2025</li> <li>• Eid – April 2025</li> <li>• Neurodiversity Week – March 2025</li> <li>• Race equality week – February 2025</li> <li>• International Sign Languages Day – September 2024</li> </ul> <p>Joint webinar with Gwynedd and Conwy councils held on 4 November 2025 to mark Black History Month.</p>	Yellow - On track
4.	Improve / increase data held on staff equality characteristics.	HR	Policy and Welsh language team	March 2026	<p>Meeting held with business managers and QR code posters shared with service. Messages encouraging staff to update their details shared on:</p> <ul style="list-style-type: none"> <li>• 2 October 2025</li> <li>• 26 June 2025</li> <li>• 3 January 2025</li> </ul>	Yellow - On track

	Objective	Lead service	Partners	Target completion date	Progress	RAG Status
5.	Hold a specific training session for elected members on equality duties including the strategic equality plan.	Democratic Services	HR training team	March 2026	Provider identified by the training and policy and Welsh language teams. Awaiting confirmation of suitable dates.	Yellow - On track
6.	Hold two training sessions for staff on equality, diversity and inclusion and unconscious bias.	HR	HR training team	December 2025	Sessions held on: 1. Unconscious bias – 20 June 2025 2. Equality, diversity and inclusion – 2 July 2025	Green - Complete
7.	Review intranet content relating to equality and publish additional support materials.	Policy and Welsh language team		March 2026	Impact assessment templates and guidelines reviewed and updated.	Green - Complete
8.	Assess staff understanding of the equality and diversity policy through the policy portal process.	Policy and Welsh language team		March 2026		Amber - Not started
9.	Monitor and report on the gender pay gap as it relates to council employees.	HR		March 2026		Green - Complete

	Objective	Lead service	Partners	Target completion date	Progress	RAG Status
10.	Monitor educational achievement gaps in schools.	Learning		Continuous		Yellow - On track

## Appendix 3: Employment, training and recruitment data

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The employment data we currently hold relates to some 3,164 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 protected characteristics.

### People employed by the Council as at 31 March 2025

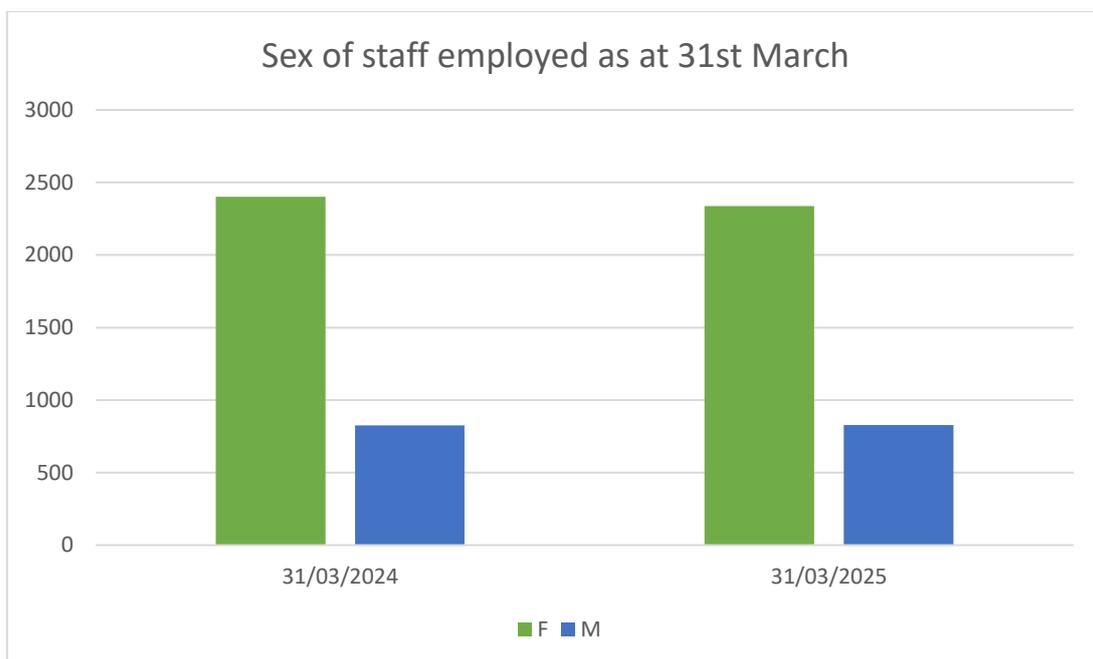
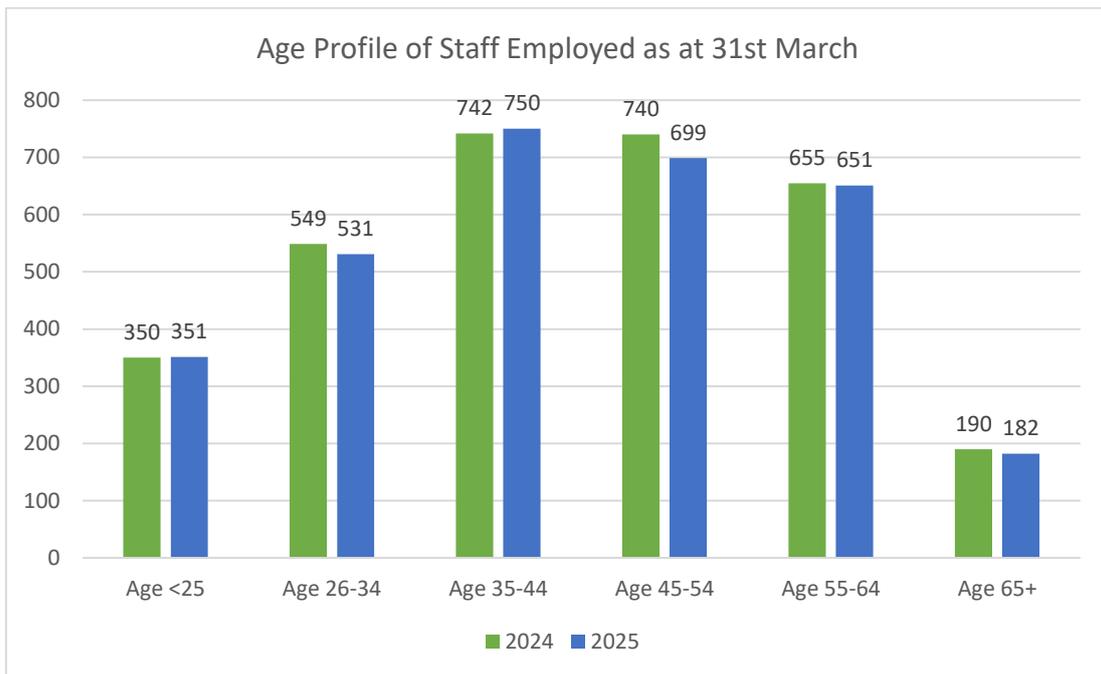
Male: 827  
 Female: 2337  
 Total: 3164

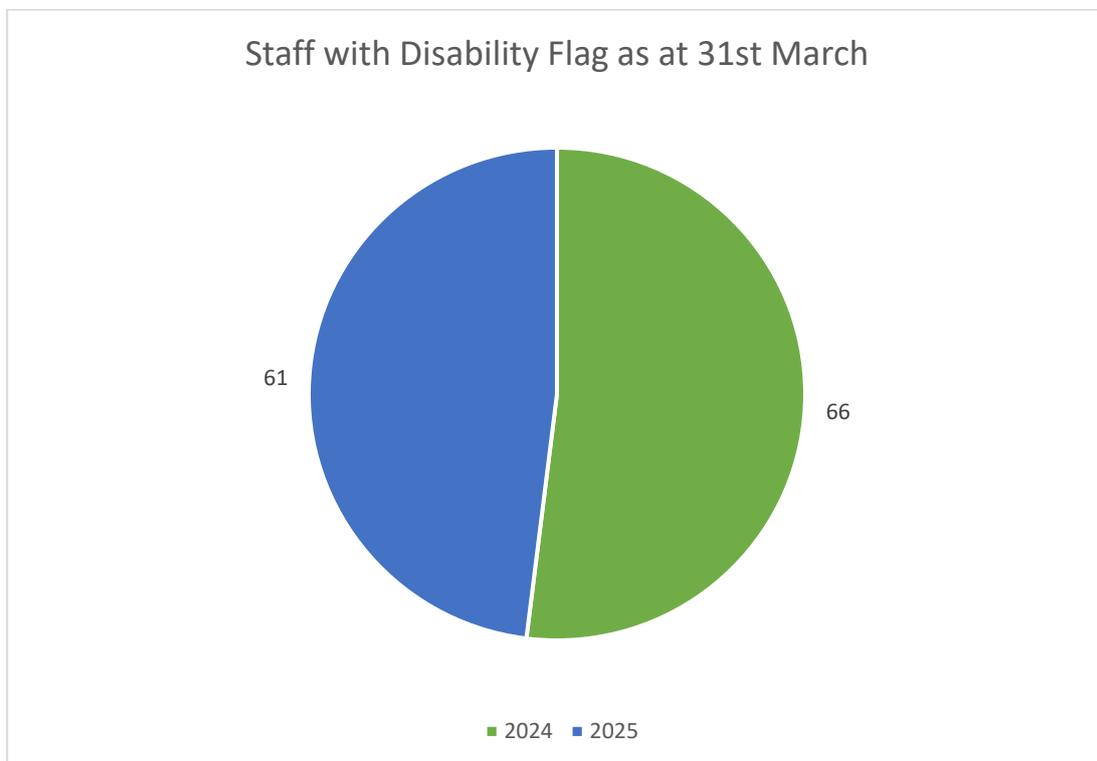
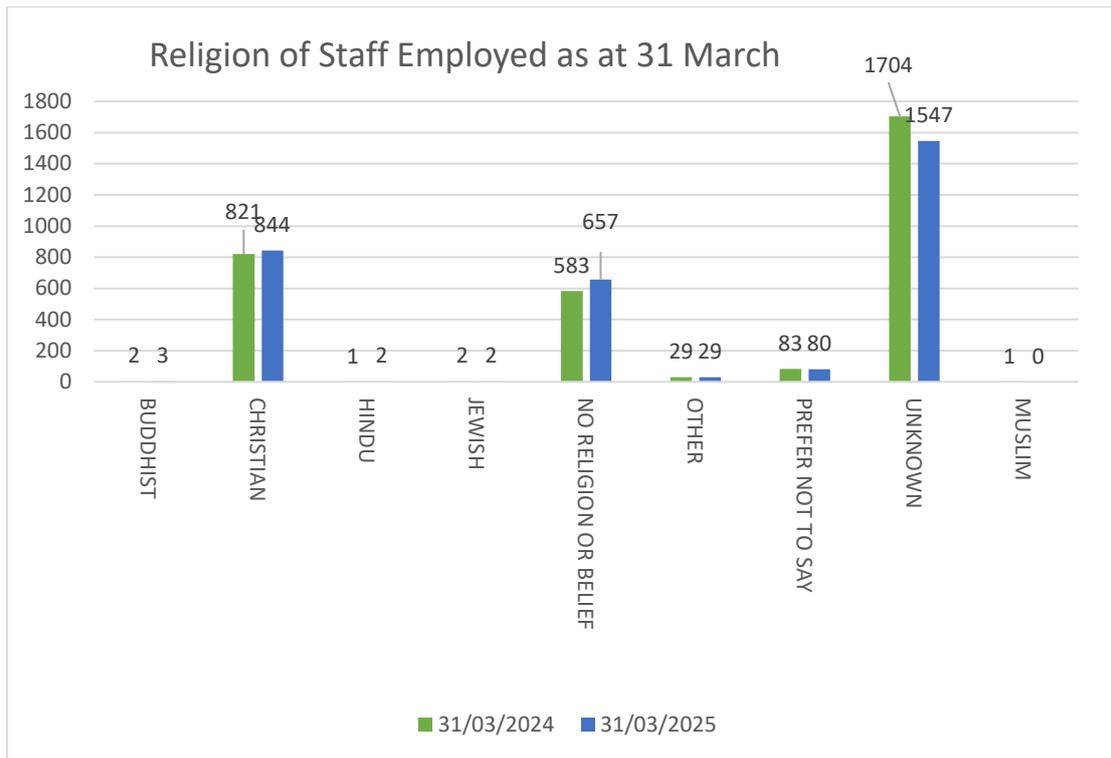
Age:

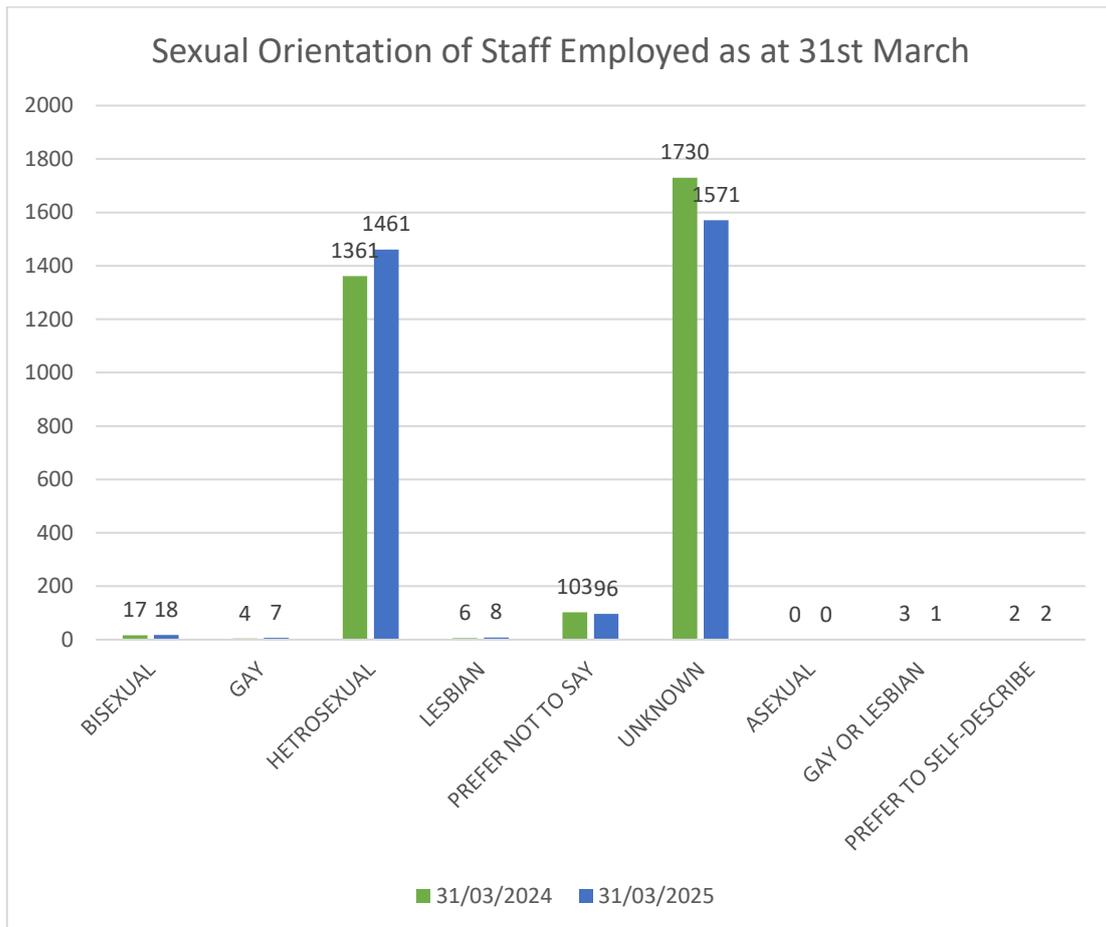
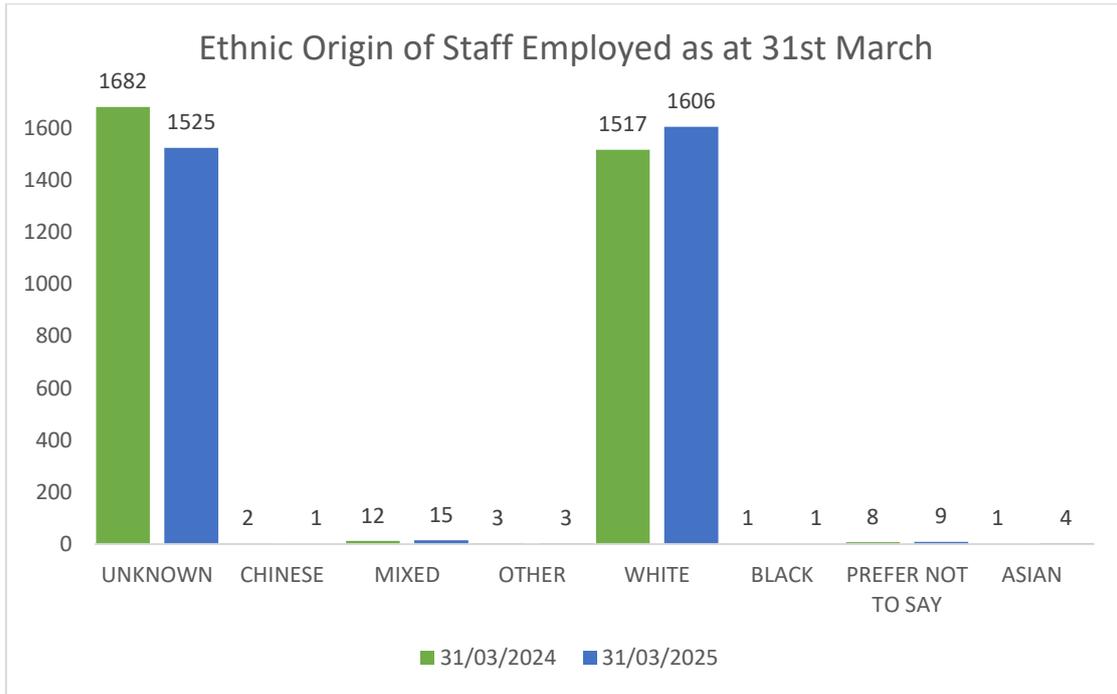
Below 25:	351
26 to 34:	531
35 to 4 :	750
45 – 54:	699
55 to 6 :	651
65 and over:	182

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

Disabled : 61  
 Black and minority ethnic: 21  
 Lesbian, gay, bisexual: 34







## People who successfully changed roles in 2024-25

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: 132  
 Female: 344  
 Total: 476

Age:

Below 25: 103  
 26 to 34: 96  
 35 to 44: 120  
 45 – 54: 83  
 55 to 64: 55  
 65 and over: 19

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

Disabled : 10  
 Black and minority ethnic: 0  
 Lesbian, gay, bisexual: 5

## Training

Number of participants that have completed short course training in 2024-25:

Male: 705 (27%)  
 Female: 1698 (66%)  
 Unspecified\*: 180 (7%)  
 Total: 2583

\* 'Unspecified' records relate to Council leavers of which data related to sex is no longer available.

## Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. There have been no formal grievance cases raised between 1 April 2024 and 31 March 2025.

## Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2024 and 31 March 2025 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 19

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 2 25-34: 4 35-44: 8 45-54: 2 55-64: 3 65+: 0	Information recorded for 5 out of 19:  No disability: 5	Information recorded for 5 out of 19:  Gender not reassigned: 5	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 8 out of 19:  White: 8	Information recorded for 8 out of 19:  No religion or belief: 1 Christian: 7	Male: 10 Female: 9	Information recorded for 7 out of 19:  Heterosexual: 6 Gay: 1

## People who have applied for jobs in 2024-25

Male: 689  
Female: 463  
Prefer not to say: 14  
Total: 1166

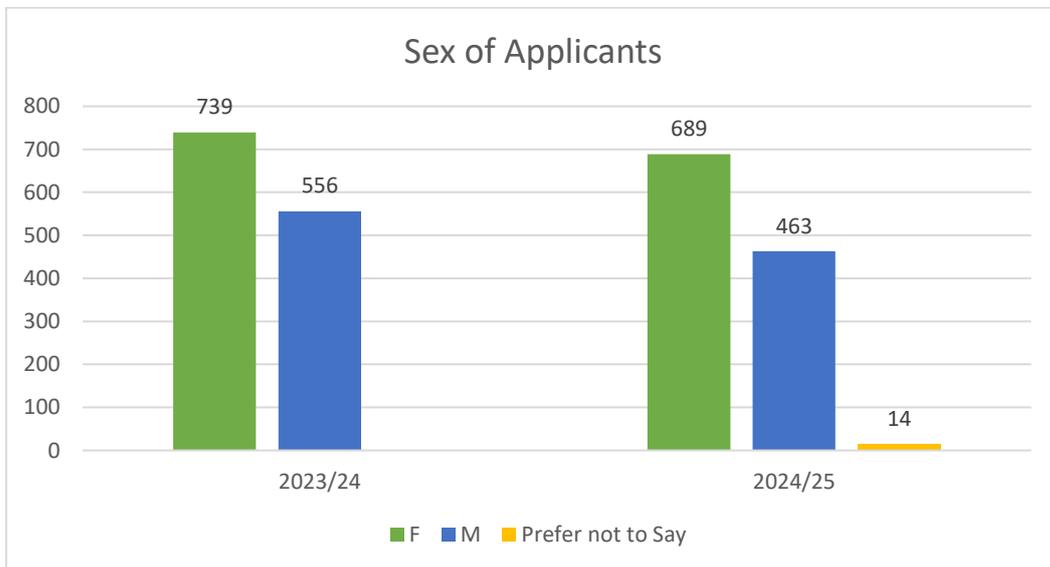
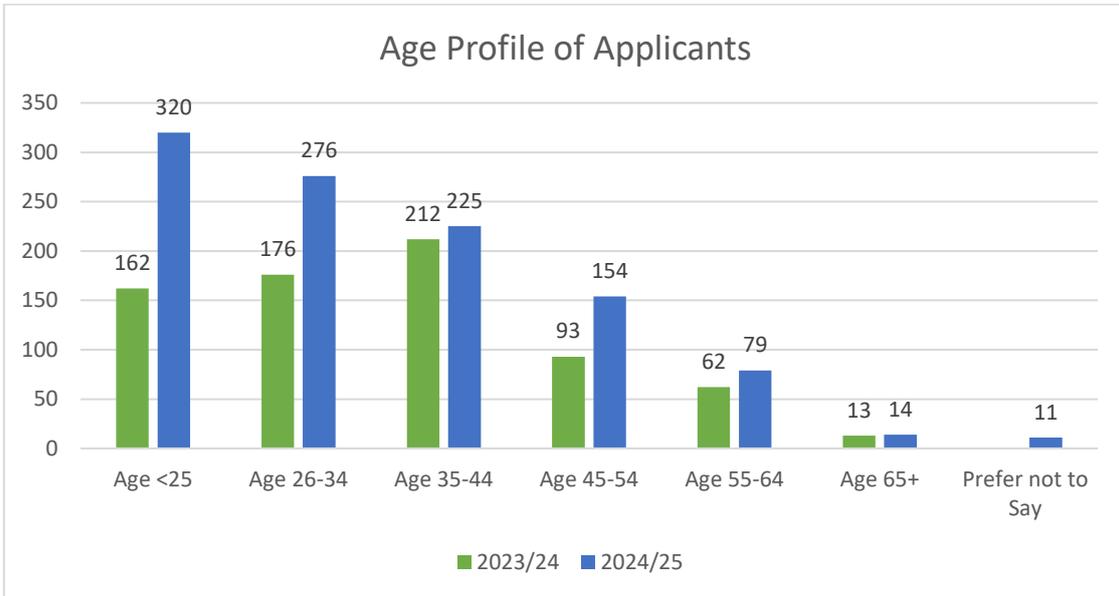
Age:

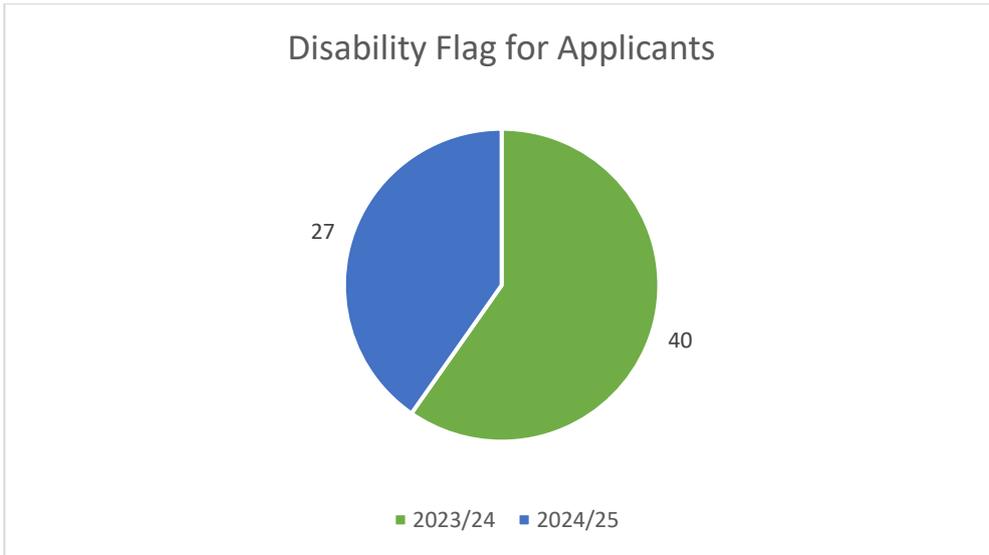
Below 25: 320  
26 to 34: 276  
35 to 44: 225  
45 – 54: 154  
55 to 64: 79  
65 and over: 14  
Prefer not to say: 11

The change in applicant figures is due to the new recruitment system in June 2024, which also includes internal staff.

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 : 61  
 Black and minority ethnic: 41  
 Lesbian, gay, bisexual: 64





## Appendix 4: Gender pay gap report 2025

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Since 2017, the Council is required by law to publish an annual gender pay gap report. This is our summary report for the snapshot date of 31 March 2025. It includes statistics for all our employees, apart from those employed in schools. The results are as follows:

- The mean gender pay gap for the Isle of Anglesey County Council is **8.6%**
- The median gender pay gap for the Isle of Anglesey County Council is **7.8%**

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. The Council is committed to the principle of equal opportunities and equal treatment for all employees. 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 8.65%, is below the national average of 13.4% (ONS ASHE Provisional figures 2025).

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. 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 2025 figures) was 13.4%. At 8.6%, our mean gender pay gap is below the UK average figure. The median gender pay gap for the whole economy (ONS provisional 2025 figures) was 12.8%. At 7.8%, 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 and graph below show our data for the period 2021 - 2025:

Year	Mean gender pay gap	Median gender pay gap
March 2025	8.65%	7.86%
March 2024	9.71%	12.75%
March 2023	10.82%	13.63%
March 2022	11.66%	14.65%
March 2021	11.24%	14.65%

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

Although our gender pay gap remains below the UK average and a small 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 implemented a new recruitment system in 2024. The new system has streamlined processes and provides an improved customer experience. It is hoped that this system will assist with attracting more people into the workforce at all levels.

We will continue to develop our recruitment and marketing strategy and will continue to improve marketing and promoting opportunities and the use of social media platforms. Our recruitment system has built-in integration with other platforms, further expanding our recruitment campaigns. 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 levels in a bid to try and attract more people, particularly women, into senior roles. This includes 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 have established a Memorandum of Understanding (MOU) with a local college, Grwp Llandrillo Menai (GLIM), seeking to integrate work experience into their established courses as a means of attracting staff. Joint working is ongoing and will be progressed further in 2025/26.

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 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
- the proportions of men and women leaving the organisation and their reasons for leaving
- reviewing information provided via the new starter questionnaire issued to all staff 3 months post commencement
- reviewing exit interview information to better understand the 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
- ensuring that there are no perceived barriers to development and progression
- continuing to improve our equality monitoring systems
- ensuring that a Gender Pay Gap Report is completed annually, comparing data year on year

We have established a “new starter questionnaire” which is circulated to new employees, three months post their commencement date. This aims to establish whether our onboarding and induction processes are working effectively and if employees feel supported in their new role. Our Well-being policy formalises and confirms our position in relation to supporting the health and well-being of our staff.

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 and
- continuing to report on an annual basis on what we are doing to reduce the gender pay gap and any further progress that it is 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, to increase the data we have as this will assist in identifying any gaps in the workforce.

We will continue to address the following areas:

- Continue to develop our equality data and encourage employees to update their information at point of employment into new roles or via the self-service portal (MyView)
- Continue to monitor family-friendly policies and actively encourage employees to utilise the schemes on offer
- Review of our terms and conditions on an annual basis. in conjunction with the recognised trade unions

The Council is committed to delivering equal treatment of our employees, regardless of their gender or other protected characteristics. Although our gender pay gap is below the UK average, we remain committed to continuing to reduce this where we can.