

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	17 March 2014
Subject:	Annual Equality Report 2012/13
Portfolio Holder(s):	Cllr Kenneth P Hughes
Head of Service:	Lynn Ball, Head of Function – Council Business / Monitoring Officer
Report Author: Tel: E-mail:	Carol Wyn Owen, Policy and Strategy Manager 01248 752561 CarolWynOwen@anglesey.gov.uk
Local Members:	Not applicable

A –Recommendation/s and reason/s
<p>The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 must publish an annual equality report by 31 March in the year following each reporting period. The role of the Annual Equality Report is to support the authority in meeting its general equality duty to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010 • Advance equality of opportunity between people who share a relevant protected characteristic and those who do not • Foster good relations between people who share a protected characteristic and those who do not <p>We are required to publish a report covering 2012/13 by 31 March 2014 but an outline of progress up to December 2013 has also been included so as to provide a more up-to-date picture.</p> <p>The Executive is requested to approve the Council’s Annual Equality Report 2012/13 for publication by 31 March 2014.</p>

B – What other options did you consider and why did you reject them and/or opt for this option?

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C – Why is this a decision for the Executive?

To obtain high-level strategic ownership of our equalities agenda.

D – Is this decision consistent with policy approved by the full Council?

Yes. The Council's Strategic Equality Plan 2012 – 2016 was approved by full Council on 6 March 2012.

DD – Is this decision within the budget approved by the Council?

Not applicable.

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The draft annual report and its appendices were circulated internally to services and other relevant officers for comment.
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
5	Human Resources (HR)	
6	Property	
7	Information Communication Technology (ICT)	
8	Scrutiny	
9	Local Members	
10	Any external bodies / other/s	

F – Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

FF - Appendices:
The Isle of Anglesey County Council's Annual Equality Report 2012/13

G - Background papers (please contact the author of the Report for any further information):
<p>Appendices to the Annual Equality Report 2012/13:</p> <ul style="list-style-type: none"> • Appendix 1 – 'Making a Difference' consultation – equality monitoring • Appendix 2 – Strategic Equality Plan 2012-2016: Equality Objectives – progress <p>The Council's Strategic Equality Plan 2012 – 2016 and related documents: www.anglesey.gov.uk/equalityplan</p>

1.0 Introduction and Background

1.1 Annual Equality Report

This is our second annual equality report since the introduction of the new general duty under the Equality Act 2010 and specific duties under the Statutory Duties (Wales) Regulations 2011. This report covers the period from 1 April 2012 to 31 March 2013. We have also included an outline of progress as at December 2013 so as to provide a more up-to-date picture.

1.2 Council Priorities

The Council adopted a new Corporate Plan on 5 December 2013. Our aim is, by 2017, to be a professional and well-run Council, innovative and outward looking in our approach, committed to developing people and partnerships in order to deliver efficient and effective services of good quality that are highly valued by our citizens.

The people of Anglesey were asked their views about which Council services were most important to them. The following three priorities were consistently found to be the most important:

- Supporting the most vulnerable
- Developing the economy
- Raising the standards of and modernising our schools

Our 2013-2017 Corporate Plan therefore focuses on these three areas.

When working on the above, the Council will continue its commitment to equality, in terms of:

- service provision
- its responsibilities as a major employer and
- ensuring that Council policies, procedures and practices do not discriminate in any way.

1.3 North Wales Public Sector Equality Network (NWPSSEN)

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, NWPSSEN developed a set of shared objectives which every partner has agreed to. These are:

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- Reduce **Health** inequalities
- Reduce unequal outcomes in **Education** to maximise individual potential
- Reduce inequalities in **Employment and Pay**
- Reduce inequalities in **Personal Safety**
- Reduce inequalities in **Representation and Voice**
- Reduce inequalities in **Access** to information services, buildings and the environment

Each objective has an accompanying set of action areas with different partners agreeing to contribute to each. Details of how our shared objectives were developed can be found in our partnership documents:

- Shared Equality Objectives – a collaborative working project between North Wales public sector organisations
- Background and Research Document

The work of the Network was acknowledged by the Equality and Human Rights Commission in its Annual Review 2012/13 – Working together to strengthen equality and human rights in Wales - noting that *“This shared regional agenda makes partnership working much easier and saves time and money for all.”*

The Network’s Prospectus for Collaborative Working is available on each partner’s website.

1.4 Strategic Equality Plan

We explain how the Council has chosen to contribute towards the shared objectives in our Strategic Equality Plan which was published in March 2012. The Plan and the above partnership documents can be found at: www.anglesey.gov.uk/equalityplan

2.0 Identifying, collecting and using relevant information

2.1 Our Communities

We outline below some of the relevant information collected about our communities during 2012/13 and to date :

2.1.1 Anglesey Residents Survey

The Anglesey Residents’ Survey 2012 was carried out in February 2012 and its results were published in May 2012. The telephone survey was completed by 1,100 residents and five focus groups were held across Anglesey. This survey provided a much needed ‘baseline’ investigation of the public’s satisfaction with the way the Council operates. It also provided

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useful data in terms of what's important to the public and where they think improvements are necessary.

2.1.2 'Making a Difference'

An extensive and comprehensive citizen engagement process was undertaken between August and September 2013 to identify and indeed confirm further the priorities and outcomes highlighted as important during the Anglesey Residents Survey of 2012. The results of the 'Making a Difference' exercise were used to form the basis of our 2013-17 Corporate Plan (see section 1.2 – Council Priorities).

Equality monitoring helps us to assess whether we are reaching all sections of our community. Those responding to the 'Making a Difference' questionnaire were also invited to complete equality monitoring forms. 288 forms were completed and details can be found in **Appendix 1**.

2.1.3 Isle of Anglesey Data Review

This review was initiated to support the Council in identifying priorities for supporting vulnerable people on Anglesey. The data review took place during May 2012 and its aim was to highlight themes and issues emerging from data that the Council may choose to pay particular attention to in the future.

2.1.4 North Wales Public Sector Equality Network (NWPSSEN)

The Network held its second regional engagement event on 7 November 2013. We provided an update on progress and discussed how the Network can best continue to address the issues identified as important by those present. An event report has been prepared and will be published on partners' websites. Feedback received at this event will be used to inform the Network's work plans. NWPSSEN members will continue to work together to engage with stakeholders and will hold joint events as and when resources allow.

2.1.5 Tenant Profiling

To prepare and support our tenants for Welfare Reform changes introduced during the year, and future years, Housing Service staff have visited households likely to be affected. This exercise will be undertaken with all tenants and completed by August 2014. It involves capturing information on the key equality characteristics – and good practice to get to know our customers better.

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We believe that we are continuing to take positive steps to identify and collect relevant equality information. This information is included within a wide range of corporate and service strategies, plans and committee reports that are published on our website and key plans are available for inspection at our public libraries. We acknowledge, however, that more work needs to be done. We are committed to continuously developing and improving the information we hold about protected groups on Anglesey and will continue to work with our partners and involve people to achieve this.

2.2 Our Staff

2.2.1 Employment Information

The Authority is continuing to collect and analyse data on the required protected equality groups through the new electronic HR system. Whilst this system has helped to ensure the information on all new members of staff and staff changing roles is current and up to date, it is still a challenging task to collect this information relating to the current workforce whose information will not have been stored electronically previously.

The new, self-service, HR computer system (MyView) is a useful tool to obtain data to fill some of the gaps currently present in the information collated. This secure system enables staff to check and update their own records, so the information stored should be up to date. However, not all staff have access to the internet and are therefore not able to log in and utilise this system. For these members of staff, a hard copy is available to download from the intranet or can be obtained through line managers and HR.

Although correspondence explaining the reason why the Authority is collecting this data has been sent out via the e-newsletter and is available through the Equalities and Language section on the intranet, it appears there is still some work to be done to communicate the importance of updating this data. So, whilst the Authority is working positively to ensure the correct reporting features are in place, there is still more to do on gathering the data to ensure the information is as correct as possible.

We are able to provide the following employment information for 2012/13 :

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People employed by the Authority as at 31 March 2013							
Male	Female	Total	Age <25	Age 65+	*Disabled	*BME**	*LGB***
1122	2875	3997	302	314	22	4	4
People who have applied for jobs with the Authority over the last year							
Male	Female	Total	Age <25	Age 65+	*Disabled	*BME**	*LGB***
291	518	809	279	Data not held	43	19	6
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual</p>							

2.2.2 Training

The Authority is committed to the development of employees and elected members to ensure that those employed and working with the Authority are skilled, trained and motivated to meet the challenging and diverse needs of the community. This training and awareness begins from the employee's first day and continues throughout their employment.

All new staff are expected to attend the corporate induction. Within this session, there is a specific section relating to equality and diversity, raising awareness of the Equality and Diversity Policy. By providing staff with the relevant equality information from day one, the Authority promotes and emphasises the importance of equality to its staff.

There is a 1-day Equality and Diversity training course available to all staff who wish to gain more information and increase their knowledge. HR also work closely with departments to develop any training sessions required to ensure their specific equality training needs are met.

The Authority currently does not have an e-learning platform for equality training as it believes in-house training is a more effective method of delivery. However, HR is working closely with the other five North Wales Authorities to move the training agenda forward. The WLGA are also developing equality e-learning modules which could be used by the Authority in future in order to increase the equality training provision available.

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The Authority also recognises the statutory requirement for undertaking equality impact assessments, and training is available for any staff members who feel they require further guidance when using the Authority's Equality Impact Assessment templates. The aim is for this process to become mainstreamed into day to day work of policy making, employment practice, service delivery and other functions carried out within the organisation.

The Authority feels it is making positive steps towards promoting and developing Equality & Diversity within the organisation.

3.0 Assessing Impact

We are continuing to work towards securing a consistent approach across the authority in terms of completing effective impact assessments. Improvements have been made to the template and guidance notes which are available on our intranet. Training is available (see above) and the Policy Unit continues to provide support and guidance to services.

Equality impact assessments are crucial to improving our services and meeting the needs of those using them as it ensures that consideration is given to the impact that decisions, policies or services may have on groups protected by the Equality Act 2010. Assessing for impact on equality therefore must be an integral part of decision making.

To further embed and mainstream equality considerations, we intend to ensure a closer alignment between the Equality Impact Assessment process and project management within the Authority. Initial screening will occur at Project Start-up and will continue to be an integral part of the process.

4.0 Promoting Equality

In the following paragraphs we outline some examples of what we did during 2012/13 and more recently to promote equality. For consistency, we are reporting under the themes of our regional equality objectives:

4.1 Health

4.1.1 Healthy lifestyles

2012 saw 45 sport clubs and organisations from across Anglesey share a funding pot of £52,480 thanks to the Community Chest Grant. Community Chest offers grants for activities that encourage more people to become more active, more often and/or raises the standards of existing facilities. Out of the 45 successful applications:

- 3 were aimed specifically at or included disabled people
- 7 were aimed at opportunities specifically for women and girls

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- 5 were aimed at opportunities specifically for men and boys
- 16 clubs provided opportunities for both young and older people
- 18 were aimed at young people
- 6 were aimed specifically for those aged over 50

4.1.2 Putting carers in the foreground

Councillor Llinos Medi Huws has been appointed as a Carers Champion for Anglesey. The main function of the Carers Champion is to promote carers' rights and engage with unpaid carers on a regular basis so that any issues they have are highlighted. When we were developing our Strategic Equality Plan, we were told it is vital to understand and take into consideration the needs of carers when planning, commissioning and providing services. The Carers Champion will be in an ideal position to listen to the voice of carers and raise awareness of their needs.

4.1.3 Anti-Poverty Champions

There are proven links between mental health and poverty. The Council has appointed two Anti-Poverty Champions (officer and councillor) to agree priorities to tackle poverty, facilitate the sharing of good practice between the Council and third sector organisations and influence and encourage key policies and programmes within the Council and relevant partnerships to favour children and families living in poverty.

4.2 Education

4.2.1 Free School Meals

A 'cashless' school meals system has been introduced in Anglesey's secondary schools. It was found that the take-up of free school meals (FSM) in Anglesey was below expected levels and declining and that one of the factors behind this was the stigma attached to claiming FSM, especially in secondary schools. The 'cashless' system removes the stigma by making it impossible to distinguish between those who pay for their meals and those who do not.

4.3 Employment and Pay

4.3.1 Helping People Back to Work

'**New Work Connections**' aims to help people who face the most disadvantages to improve their chances of finding employment and provide opportunities to increase skills levels. During 2012/13, 394 individuals participated in Anglesey's New Work Connections project, of which there were 88 participants with work-limiting health conditions or disability and 114 older participants.

Môn Communities First's '**LIFT**' project provides a single point of contact for people seeking employment advice and support. Mentors work intensively with people from workless

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households to identify and remove barriers to employment. Support is provided in a wide range of areas, including managing health conditions to remove health-related barriers to employment.

‘Employment Support’ is another project being run by Môn Communities First which delivers a local employability service to 16-24 year olds who are economically inactive, unemployed, at work entry level or NEET (not in education, employment or training).

The Council is the lead delivery body for Môn Communities First.

4.4 Personal Safety

4.4.1 Tackling Domestic Abuse

We have formally launched a policy on Domestic Abuse in the Workplace. The policy gives guidance to employees and employers and includes details of useful contacts, such as helplines and local support services.

4.4.2 Tackling Human trafficking

Reliable statistics on human trafficking in Wales are very difficult to find due to the highly secretive and illegal nature of human trafficking. Whilst many may perceive human trafficking as a problem which affects only inner cities, rural communities such as Anglesey also need to be alerted to the issue and have adequate procedures in place to deal with human trafficking.

In January 2013, we hosted a summit to address what action can be taken to prevent human trafficking. The summit, chaired by Anglesey’s Chief Executive, saw key officials from the Welsh Government, Serious Organised Crime Agency, Home Office, UK Border Agency, Gang Masters Licensing Authority, North Wales Police and the victim support provider BAWSO coming together along with other key partner organisations to discuss the different roles each agency plays and developing an action plan for further joint working.

4.5 Representation and Voice

4.5.1 Democratic Renewal

A number of different methods were used to raise the profile of the local elections in 2013, including:

- A series of adverts and press releases appeared in the local press and were published on the Council’s website, as well as on ‘Facebook’
- A campaign through ‘Twitter’ to target women’s groups and young people’s groups, asking them to spread the message

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- Election Services Team available to provide information to prospective candidates – at the Anglesey Show and in a road show at five different locations on the island
- Article promoting democratic renewal in “Dan dô Môn” – a circular for the voluntary sector
- Articles appearing in the island’s community newspaper - “Anglesey News” – which was also produced in audio format, in partnership with the North Wales Association for the Blind, and circulated to blind and partially sighted residents on the island (the Winter 2012/13 edition was circulated to 424 individuals)

The campaign to raise the profile was successful in terms of the County Council’s local elections, with 106 candidates for 30 seats. All seats were well-contested, there was a much broader demographic spread and an increase in the number of women candidates (19 for 30 seats compared with 12 for 40 in 2008). Following the election, we now have 3 female members out of 30, compared with 2 female members out of the 40 on the previous Council – so the percentage of women county councillors in Anglesey has doubled from 5% to 10%.

4.5.2 Youth Forum

Llais Ni is a project that gives young people on Anglesey (between the ages of 11-25) a chance to voice their opinions and make a difference in their communities. The Youth Service has been working in collaboration with Young Farmers and the Children and Young Peoples’ Partnership to run the Llais Ni Participation Development Project (supporting five Area Youth Forums and one County Youth Forum). During 2012/13, 30 young people have gained confidence to discuss matters of importance to them in public at discussion forums and by delivering presentations.

In addition, the Urdd and Young Farmers have their own Youth Forum which meets regularly.

4.5.3 Older People’s Council

An Older People’s Council is in place to ensure that older people are routinely considered when decisions are made about matters that affect them.

The Older People’s Council offers older people the opportunity to have a voice in the decisions that impact on their lives. The Authority’s work covers a broad range of issues that are important to older people – from promoting lifelong learning opportunities to planning decisions. The Older People’s Council acts independently to the Authority and is supported by Age Cymru Gwynedd a Môn. Members meet every three months.

4.6 Access to information, services, buildings and the environment

4.6.1 Improving access to buildings

During 2012/13 we carried out access improvements as follows:

- Provision of a hoist at Plas Arthur Leisure Centre, Llangefni
- Platform Lift at Ysgol Gyfun Llangefni
- Hoist and disabled toilet at Holyhead Leisure Centre
- Ramp, front entrance, reception and changing facilities at Amlwch Leisure Centre
- New entrance installed in the Anglesey Business Centre
- Installation of motion-sensored LED lights in the Anglesey Business Centre

5.0 Our Equality Objectives

5.1 What we have done so far

Our equality objectives, and details of how we chose them, were published as part of our Strategic Equality Plan. **Appendix 2** gives an outline of the progress made as at December 2013 towards achieving these objectives.

We believe that we are taking positive steps towards fulfilling our equality objectives. This is demonstrated in Appendix 2 and in the examples noted in section 4 of this report – promoting equality.

5.2 What we intend to do next

We will continue to work towards achieving our equality objectives as outlined in this report and are committed, within the capabilities and influence of the County Council, 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

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