

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	16 March 2015
Subject:	Annual Equality Report 2013/14
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 2013/14 by 31 March 2015 but an outline of progress up to December 2014 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 2013/14 for publication by 31 March 2015.</p>

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

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 2013/14

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

The Council's Strategic Equality Plan 2012 – 2016 and related documents:
www.anglesey.gov.uk/equalityplan

Isle of Anglesey County Council

Annual Equality Report 2013/14

DRAFT



How to contact us

If you have any questions or wish to make comments about this Annual Report, or would like to receive this information in alternative formats, please contact the Policy Unit:

By e-mail: equality@anglesey.gov.uk

By phone: 01248 752561 / 01248 752520

By fax: 01248 750839

By post: The Policy Unit (Equality)
Deputy Chief Executive's Department
Isle of Anglesey County Council
Council Offices
Llangefni
Anglesey
LL77 7TW

Index

How to contact us	2
1.0 Introduction and Background	4
1.1 Annual Equality Report	4
1.2 Council priorities	4
1.3 North Wales Public Sector Equality Network	4
1.4 Strategic Equality Plan	5
2.0 Identifying, collecting and using relevant information	5
2.1 Our Communities	
2.2 Our Staff	
3.0 Assessing Impact	8
4.0 Promoting Equality	8
4.1 Health	8
4.2 Education	9
4.3 Employment and Pay	9
4.4 Personal Safety	9
4.5 Representation and Voice	10
4.6 Access to information, services, buildings and the environment	10
5.0 Our Equality Objectives	11
5.1 What we have done so far	11
5.2 What we intend to do next	11
Appendix 1 – Strategic Equality Plan 2012 – 2016: Equality Objectives Progress Report	

1.0 Introduction and Background

1.1 Annual Equality Report

This is our third 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 2013 to 31 March 2014. We have also included an outline of progress as at December 2014 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:

- 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

Network members continue to work together to share good practice and make the most of the resources available.

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 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. Key plans are also available for inspection at our public libraries. 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, as outlined in the following example:

The Council is working in partnership with Medrwn Môn (a third sector organisation) on engagement and consultation. Medrwn Môn have been able to secure funding for a portfolio of work in the community which is managed and administered locally through the organisation's appointed Community Voice Manager. The portfolio is a partnership of 9 projects, each of which are responsible for engaging with and supporting communities to become actively involved in the design and delivery of the services that affect them the most.

Each of the projects brings with it a strength in engaging with the hardest to reach groups within our communities, building their capacity through training and empowering them to participate and create a voice to be heard within the processes of developing and designing public services.

The portfolio encourages partnership working and information sharing as a means of best practice and will endeavour to promote long-term collaborative working within local public services. This way of working will help to provide more cost-effective solutions to problems across a number of themes - including community safety, housing, health and access to services - by inviting key stakeholders and service providers to engage with communities where they feel most comfortable and confident to do so (community events and activities, community forums, open days etc).

Individuals and communities of interest will be invited to engage and participate through the portfolio projects and supported to raise the issues identified with service providers. This engagement will help to provide public services with valuable information about their provision locally, offering an insight as to how effective these services are, and how they can be delivered or designed that is more productive.

The portfolio projects, whilst all different, will work together to share resources, information, expertise and experience to engage with the most excluded and hardest to reach communities across Anglesey, including those communities of interest who choose not to engage due to the feeling that their opinions or views do not count. A pilot initiative has been completed in the Seiriol ward, the results of which are encouraging and provides the bedrock upon which the Council in partnership with Medrwn Môn can roll out the model to other communities and local areas on Anglesey.

2.2 Our Staff

2.2.1 Employment Information

The Authority continues to collect and analyse data on the required protected equality groups through the 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 proving to be a useful tool in filling 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. However we are finding that staff who don't utilise the Authority's computer systems are not taking up this option, so more work needs to be done to drive this forward.

Correspondence is available to all staff that explains the reason why the Authority is collecting this data and has been sent out via the Authority's newsletter which is available to all staff. It also remains available through the Equality and Language section on the intranet. 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 2013/14 :

People employed by the Authority as at 31 March 2014							
Male	Female	Total	Age <25	Age 65+	*Disabled	*BME**	*LGB***
856	2511	3367	232	120	21	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***
338	575	913	63	4	17	10	
<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.

The Authority feels it is making positive steps towards promoting and developing Equality & Diversity within the organisation, and will continue to develop and evolve current methods to ensure progress positively continues.

3.0 Assessing Impact

The Authority 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. This appears to be moving positively with more and more areas recognising the need for the equality impact assessments and evidence demonstrating that the guidance and templates available are being utilised.

To further embed and mainstream equality considerations, we have ensured 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 2013/14 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 Social Care Accolade

The Council's work to develop community centres for older people won the Citizens Controlling Services award at the Social Care Accolades 2013 held in Cardiff.

Judges praised the partnership project with Agewell Hwyllog Môn which has created community centres offering a range of services and activities for older people to reduce social isolation. Staff worked closely with a group of older people to develop Agewell centres that would meet their needs and help them to maintain their independence for as long as possible. The Agewell programme is an important part of the Council's strategy for older people and is supported by Betsi Cadwaladr University Health Board, Public Health Wales and local older people.

4.2 Education

4.2.1 Canolfan Addysg y Bont

A new special school offering the highest standard of education for children and young people with special needs opened its doors to pupils in May 2014.

Canolfan Addysg y Bont in Llangefni offers modern learning facilities including new classrooms, a multi-purpose hall, sensory rooms and what is thought to be the island's only hydrotherapy pool. With no stairs or lifts, the site's natural gradient forms a key feature for the building. Specially designed sloping corridors create a unique and fully accessible special educational needs school for pupils.

4.3 Employment and Pay

4.3.1 Smarter Working

We noted last year that a Smarter Working Project Board had been established to develop a more modern approach to working and to ensure a more efficient use of office space available. This work is continuing and one of its benefits will be that more types of flexible working such as home working will be made available to staff.

4.4 Personal Safety

4.4.1 National Hate Crime Awareness Week

The Council is working with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support.

Hate crime is bullying, harassment or hate targeted against a person or group of people because of who they are, or who someone thinks they are. In 2013 there were 397 reports across North Wales. In response to this, the Welsh Government has created an All-Wales Hate Crime Awareness Week [11-18 October 2014] to increase understanding and encourage victims to report. During this week on Anglesey, information was posted on the Council's website, Facebook, Twitter accounts, a press release was issued, there was a programme on MônFM community radio (Thursday, 16 October) as well as a free poster campaign on local buses.

Victims are encouraged to report by phoning North Wales Police on 101 (999 in an emergency) or alternatively Victim Support has been commissioned by the Welsh Government as the official National Hate Crime Report and Support Centre for Wales. The contact details are:

Telephone: 0300 30 31 982 (free 24/7) www.reporthate.victimsupport.org.uk

Locally based Victim Care Units will make contact with victims within 48 hours of receiving a report.

4.5 Representation and Voice

4.5.1 Diversifying Democracy in Local Government

In July 2013, Lesley Griffiths, the then Minister for Local Government and Government Business, announced the establishment of an Expert Group on Diversity in Local Government. The Expert Group's report '*On Balance: Diversifying Democracy in Local Government in Wales*' was published on 5 March 2014. 24 recommendations are made in the report, 15 of which are related to widening participation in local government, including:

"Recommendation 17: 'Member Champions' in each council should be encouraged to play an external role in encouraging greater participation in local government."

A network of diversity champions across Wales is to be established and each local authority has been asked to appoint a member diversity champion from an under-represented group. Cllr Carwyn Jones has been appointed as Diversity Champion for Anglesey.

4.6 Access to information, services, buildings and the environment

4.6.1 Webcasting of Council meetings

Members of the public no longer have to visit the Council Chamber in Llangefni to attend meetings of the Executive, the Planning and Orders Committee or the full Council, as they can watch meetings in the comfort of their own home. The scheme, which started in June 2014, is a two-year pilot which will broadcast meetings online in a bid to promote local democracy and public engagement. All the audience needs is a device with an internet connection to view meetings live at:

www.anglesey.public-i.tv/core/portal/home

The webcasting scheme will also allow people to replay meetings that have taken place, at a more convenient time or location. The aim of this project is to promote transparent decision-making and accountability; improve citizen engagement, particularly with the younger generation and improve understanding of the democratic process.

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 1** gives an outline of the progress made as at December 2014 towards achieving these objectives.

We believe that we are taking positive steps towards fulfilling our equality objectives. This is demonstrated in Appendix 1 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

March 2015

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective One: Reduce Health inequalities			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: The number of people, in under-represented groups, choosing healthy lifestyles increases			
Continue to provide activities for targeted groups and look at, in some instances, increasing participation rates	Leisure Services Ongoing work programme	Age Disability Gender	<p>Disability Sport Wales Work has been carried out with targeted clubs to maintain current participation and, where relevant, look to increase the opportunities available. The main area of work is within “insport” Club. This involves working with mainstream clubs to assist them in becoming more inclusive. A number of clubs on Anglesey have completed the minimum ribbon standard and a number of additional clubs are committed to the journey. This process will see huge gains in the number of sustainable opportunities for disabled people on Anglesey. Events have also been held to highlight the local opportunities that are now available for disabled participants through mainstream clubs.</p> <p>Work is also underway to develop an inclusive bike track at the Conway Centre, Llanfairpwll, to ensure there is a safe, accessible facility for people using adaptable bikes.</p>
Implement relevant actions within the ‘Creating an Active Gwynedd and Anglesey’ action plan	Leisure Services 2011-2014	To be identified as part of the action plan	<p>5x60 2013/14 proved to be another successful year for the 5x60 programme on Anglesey. The authority was once again the top local authority in Wales for the number of children taking part once or more in 5x60 activities. Anglesey was also first for children participating 5 times, 20 times and 30 times or more, which shows that the youngsters are enjoying quality physical activity sessions and coming back for more.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective One: Reduce Health inequalities			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
			<p>A key priority for the team is to get more young girls active. The number of girls attending at least one session was reported to be 86% - an increase of 12% since 2012/13.</p> <p>Another priority is developing the volunteer base so that youngsters can assist or deliver sessions in schools, thereby allowing staff to be able to take a step back and concentrate on developing and promoting the scheme. These young people are becoming leaders in their own right, with 380 sport qualifications achieved last year.</p>
Action Area: The care of older people is improved to ensure they are treated with dignity and respect			
Continue to work towards implementing the Council's Commissioning Strategy for Older Peoples' Services	Social Services - Adults Services 2011-2014	Age	We have made much progress over the last 12 months with the development of a number of work-streams prioritised by the Older Adults Transformation Board, which was established in March 2013 to lead on the Transformation Programme for Older People's services. We commissioned a comprehensive needs assessment through Housing support Partnership to inform the development of a Service Intentions document which was released for consultation during the first quarter of 2014. The needs assessment has also evaluated the need for different models of accommodation and support to meet needs within a growing older population over the next 20 years.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective One: Reduce Health inequalities			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: The needs of people with poor mental health and learning disabilities are better understood			
Continue to work towards implementing the Council's Learning Disabilities Commissioning Strategy	Social Services 2012-2015	Disability	<p>Learning Disabilities - We had planned to commence a substantive review of learning disabilities services during 2013/14. However, a decision was taken to prioritise the transformation programme for Older People during 2013/14 and we are now planning to commence our review of Learning disability services during 2014/15.</p> <p>Mental Health Services - We have commenced discussions with the Health Board to formalise our longstanding local joint arrangements for community mental health services. We have in place a jointly agreed Improvement Plan for the delivery of community Mental Health services which we review on a quarterly basis through local service management arrangements. We also play an active part in the North Wales Mental Health Collaborative which includes the 6 Local Authorities and Health Board.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Two: Reduce unequal outcomes in Education to maximise individual potential			
What we said we would do	By when / By whom	Relevant Group	What we have done so far (as at December 2014)
Action Area: The educational attainment gap between different groups reduces			
Maintain the performance of pupils with sensory and physical disabilities at the end of all Key Stages so that no significant gap in educational attainment is seen	Education Continuous	Disability	Pupils continued to be provided with adequate support so that no significant gap in education attainment was seen between disabled pupils compared with their peers at the end of all Key Stages. It should be noted that the number of pupils within this category is low.
No significant gap in educational attainment at 16+ of pupils with English as an additional language (EAL) who have been in the authority's schools for more than three years	Education Continuous	Race	There was no significant gap in educational attainment at 16+ between pupils with English as an additional language (EAL) and the results for their peers in 2013. It should be noted that the number of pupils within this category is low.
Halve the educational attainment gap between boys and girls at the end of Key Stage 3, where it is more than 10%	Education Continuous	Gender	Anglesey's core subject indicator for KS3 (2014) showed a difference of -10.2 between boys and girls which is disappointing after reductions over the last few years to -3.98 in 2013. This compared with -4.73 in 2011-12; -5.28 in 2010-11 and -12.34 in 2009-10. Analysis of the figures show that girls' performance has increased significantly since 2013; to 89.9% from 83.6% which is higher than girls' performance across Wales, which is 85.5% (2014). On the other hand, boys' performance has increased very slightly, from 79.6% to 79.7% which is higher than boys'

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Two: Reduce unequal outcomes in Education to maximise individual potential			
What we said we would do	By when / By whom	Relevant Group	What we have done so far (as at December 2014)
			performance across Wales, which is 76.5% (2014). There is a difference of -8.7% nationally between boys and girls.
Action Area: Identity based bullying in schools reduces			
Provide training to schools in response to the new Welsh Government anti-bullying guidance 'Respecting Others' (October 2011).	Education April 2012	Disability Gender Race Religion and Belief Sexual Orientation Gender Reassignment	<p>Schools produce annual reports on safeguarding children that include information about instances of bullying. Following the preparation of a summary report (2013) the Authority's Inclusion Group has worked on:</p> <ul style="list-style-type: none"> i) a detailed definition of bullying for the purpose of official school records. ii) a Transgender policy. <p>The aim is to share these with schools during 15/16.</p> <p>The Authority continues to work with schools on the "Behaviour Manager" programme within SIMS which is a method for recording instances in more detail. More work needs to be done to develop software so that the information is used to plan school strategy. The next stage will then be to pilot the programme in primary schools.</p> <p>The Authority has also shared policy templates with schools with a recommendation that they be discussed with School Councils before they are adopted. The template is available on the Authority's website for school heads.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Two: Reduce unequal outcomes in Education to maximise individual potential			
What we said we would do	By when / By whom	Relevant Group	What we have done so far (as at December 2014)
Action Area: Training in equality and diversity awareness provided for schools			
Provide training to schools to raise awareness of responsibilities placed upon them by the Equality Act 2010.	<p>Education</p> <p>Raise awareness – March 2012 COMPLETED.</p> <p>Training – April 2012 COMPLETED.</p>	All groups	<p>Guidance was given to schools via the Authority's school heads' website in September 2014. All documents required by schools were circulated with the guidance. The priorities for between 2014 and 2017 are:</p> <p>(1) Build upon the work done over the last three years by developing anti-bullying activities and activities aimed at reducing hate crime, using the Estyn report 'Action on Bullying', (2014) and other resources as a basis for school plans.</p> <p>(2) Implement and develop the cashless system for school meals in the secondary sector to reduce the stigma for deprived pupils. Primary schools to look at their current procedures to ensure that there is no stigma for these pupils.</p> <p>(3) Implement plans to reduce the difference in the performance of pupils receiving free school meals and pupils who do not.</p> <p>The schools' Access Plans also form part of the Strategic Equality Plan and schools should consider if it is timely to review these plans to ensure that they are up-to-date.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Three: Reduce inequalities in Employment			
What we said we would do	By when / By whom	Relevant Group	What we have done so far (as at December 2014)
Action Area: Inequalities within recruitment, retention, training and promotion processes are identified and addressed			
Raise awareness amongst staff of the right to apply for flexible working	Human Resources Continuous	Pregnancy and Maternity Age Disability Gender	The Council's Flexible Working Policy remains available for staff to read on the intranet and HR Officers and line managers are available to offer further advice and guidance to staff.
Look to develop further strategies to assist staff to work flexibly	Human Resources Ongoing programme of work	Pregnancy and Maternity Age Disability Gender	<p>The Authority has introduced a new flexible working scheme that has removed core hours and increased the bandwidth of the working day to allow employees more flexibility in their working hours. This has proven to be very successful to date. We have also established an Additional Annual Leave Purchase Scheme to support staff members' work-life balance. However uptake on this remains to be limited at present.</p> <p>The Smarter Working Project Board is continuing to develop a more modern approach to working and to ensure a more efficient use of the space available. One of the benefits will be that more types of flexible working such as home working will be made available to staff.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Three: Reduce inequalities in Employment			
What we said we would do	By when / By whom	Relevant Group	What we have done so far (as at December 2014)
Action Area: Any pay gaps between different protected characteristics are identified and addressed			
Develop a system whereby the Authority is able to establish any gender pay gaps	Human Resources This will be developed following completion of job evaluation and single status.	Gender	This will be addressed following the completion of job evaluation and single status. This project is currently on target for completion. The timescale for full implementation is Spring 2015.
Encompass all the protected characteristics	Human Resources This will be developed following completion of job evaluation and single status.	All groups	As above.
Analyse the workforce data year-on-year and produce an annual report of the information analysed.	Human Resources 31 March 2013 and by 31 March annually thereafter.	All groups	A new, self-service, HR computer system is in operation. This secure system enables staff to check and update their own records. Staff without access to this system are able to download hard copies from the intranet or to obtain copies from line managers/HR. Further details can be found under section 2.2 of the annual equality report.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Four: Reduce inequalities in Personal Safety			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: The reporting of hate crime and harassment increases and steps are taken to reduce incidents of hate crime and harassment			
Develop accessible mechanisms to enable tenants to report acts of discrimination or inappropriate comments and behaviour at participation events	Housing 31 March 2013	All groups	All participation activities are now planned, recorded and evaluated. Participants are given an opportunity to provide feedback at each participation event.
Action Area: The reporting of domestic abuse increases and steps are taken to reduce incidents of domestic abuse			
Continue to work towards raising awareness and eradication of domestic abuse through the work of the Ynys Môn Domestic Abuse Forum	Housing (Community Safety) As per the Domestic Abuse Forum Action Plan	Gender	The Ynys Môn Domestic Abuse Forum is currently under review. The Gwynedd and Anglesey Community Safety Partnership have been considering looking at developing a joint county domestic abuse forum. However, action is currently suspended on this issue due to the impending Welsh Government Gender-Based Violence, Domestic Abuse and Sexual Violence Bill, as it is anticipated that some guidance may be given by Welsh Government on the roles of domestic abuse forums across Wales and what they are expected to look like.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Four: Reduce inequalities in Personal Safety			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
			The Gwynedd and Anglesey Community Safety Partnership continues to raise awareness of domestic abuse by arranging multi-agency activities to support White Ribbon Day (25 November). In 2014, Partnership members across Gwynedd and Anglesey took part in coffee mornings and held an awareness raising information stand at Ysbyty Gwynedd to liaise, engage, distribute information and raise awareness of domestic abuse to members of the public.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Five: Reduce inequalities in Representation and Voice			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: Decision-making bodies become more representative of the communities they serve			
Implement, review and further develop the Democratic Renewal Strategy	Policy Phase One – 3 May 2013 (County Council election)	All groups	Work is being undertaken on a national level in response to the report of the Expert Group on Diversity in Local Government “ <i>On Balance: Diversifying Democracy in Local Government in Wales</i> ” (see also section 4.5.1 of the main report). An action plan has been developed by Welsh Government and we will be acting in accordance with these requirements.
Action Area: Consultation and Engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups			
Work with regional partners to assess the feasibility of regional engagement and consultation structures	Policy 31 March 2013	All groups	The North Wales Public Sector Equality Network (NWPSSEN) has identified some joint actions to help us achieve the above regional objective. NWPSSEN members continue to work together to engage with stakeholders and will hold joint events as and when resources allow.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Five: Reduce inequalities in Representation and Voice			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Work with partners to identify and engage with hard to reach groups in the local population and work towards filling the gaps identified in local data	Policy 31 March 2013	Race; Gypsies and Travellers; Religion and Belief; Gender Reassignment; Sexual Orientation.	The Council is working in partnership with Medrwn Môn (a third sector organisation) on engagement and consultation. Further details can be found in section 2.1 of the annual equality report.
Work with local partners to ensure that we make the best use of resources within existing forums to progress equality issues	Policy 31 March 2013	All groups	

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Six: Improve Access to information, services, buildings and the environment			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: Access to information and communications and the customer experience improve			
Raise awareness of the Council's Corporate Identity Manual and produce good practice guidelines for staff in terms of producing documents in alternative formats	Policy 31 March 2013	Disability	The work of producing good practice guidelines for staff is currently in progress.
Produce good practice guidelines for staff in terms of interpretation services for speakers of languages other than Welsh and English	Policy 31 March 2013	Race	
Implement the Modern.Gov democratic system	ICT All relevant officers to receive training on the new system by 31 March 2013	Disability	In addition to the work completed in 2013 all members are now updating the register of gifts and hospitality through Modern.gov and members and staff can use the secure democracy extranet to access agendas, minutes, reports, decisions and private papers from outside the council network.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Six: Improve Access to information, services, buildings and the environment			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Develop a diversity profile of Council tenants to gain a better understanding of individual needs	Housing 31 March 2013	All groups	The profile exercise for existing tenants has now been completed and the profiling of new tenants is routinely carried out at commencement of tenancy. The data will now be used to target vulnerable tenants, with particular focus being paid to tenants who are likely to be affected by the changes brought about by welfare reform and the introduction of Universal Credit.
Action Area: Physical access to the services, transport, the built environment and open spaces improve			
Continue to improve bus stops on the island to make them accessible	Highways Ongoing - Progress on improving bus stops will depend on the availability of annual funding	Disability	By the end of 2013/14, easy access boarding kerbs were in place at 184 bus stops on the island (32%). Although no specific budget has been earmarked for 2014/15 it is intended to carry out further improvements as part of other planned schemes.

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Seven: Improve the Council's procedures to ensure fairness for all			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: A staff training programme is in place to ensure the right staff have the rights skills to deliver equality improvement			
Raise awareness of equality e-learning modules amongst Council staff	Human Resources Continuous	All groups	<p>The Authority currently has no e-learning platform for equality training. Following regular promotion, it was felt that not enough employees were utilising the resources previously available.</p> <p>However, HR is working closely with the other five North Wales Authorities to develop the resources available and move the training agenda forward. A specific E-learning network is in its early stages with representatives from the North Wales Authorities meeting regularly to co-ordinate what resources can be jointly used to the benefit of all North Wales Local Government employees. The WLGA are also developing equality e-learning modules which could be used by the Authority in future.</p>
Continue to promote equality and diversity training for all staff, where services have identified specific training needs, such as offering training specifically for front-line staff	Human Resources Continuous	All groups	<p>In terms of training, Human Resources raise awareness of equality and diversity within the corporate induction and regularly advertise equality training sessions that are open to all staff.</p> <p>HR work closely with departments to develop any specific training sessions required to ensure their equality training needs are met.</p>

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Seven: Improve the Council's procedures to ensure fairness for all			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
Action Area: An effective corporate process is established to ensure the ongoing assessment of impact across services			
Continue to develop and improve our corporate process and secure a consistent approach across the authority in terms of completing effective impact assessments.	Policy Continuous	All groups	We are continuing to work towards securing a consistent approach across the authority in terms of completing effective equality impact assessments. Further details can be found in section 3.0 of the annual equality report. Regular Equality Impact Assessment training sessions are arranged by the HR team in order to establish a consistent approach with regards to policy writing.
Action Area: Procedures and practices in place that will enable procured services to meet the authority's commitments and expectations on equality			
Assess procurement policies and strategy to consider whether they adequately meet the aims of the duty and make any amendments deemed necessary.	Finance 31 March 2013.	All groups	Procurement in Anglesey is continuing the process of transformation. This is primarily being achieved through the 'Procurement Improvement Project', which has seen three new members of staff join the procurement team. The increase in staff will ensure that Procurement will be a more effective and supportive function and ensure that robust procedures and practices are in place. The procurement manager will be leading on the Procurement Improvement Project in an effort to achieve £200,000 in efficiency savings and to ensure that Anglesey's procurement practices are fully compliant with relevant EU regulations and UK legislation. The procurement team is working on its procurement strategy which will be communicated to all the relevant stakeholders, and areas of non-compliance and where efficiency savings

**Strategic Equality Plan 2012 – 2016: Equality Objectives
Progress Report**

Objective Seven: Improve the Council's procedures to ensure fairness for all			
What we said we would do	By whom / By when	Relevant Group	What we have done so far (as at December 2014)
			<p>can be made are being identified and addressed. Procurement has also started modernising its processes, with an increase in electronic tendering and utilising tendering/procurement websites such as sell2wales.gov.uk and bravosolutions to follow best practice guidelines on transparency and reduce paper and cost.</p> <p>Part of the project is to better engage with local suppliers, to ensure that they are more aware of tendering opportunities with Anglesey. This will also help achieve savings whilst contributing to economic development on the island. This aspect of the project will become more prominent in 2015. Supplier engagement events will be held to ensure that local suppliers are aware of opportunities and of the tendering processes.</p> <p>We continue to work with other authorities across North Wales, and utilise all-Wales frameworks tendered by the National Procurement Service (NPS) to help achieve efficiency savings. All contracts valued over £2m will be using the 'Value Wales Community Benefits Tool' that measures the suppliers' commitment to benefiting the community and the local economy – measuring aspects such as employment opportunities for local people not in education employment or training (NEETs) and apprenticeships for young people.</p>