



Equality Annual Report

2017/18

www.gwynedd.llyw.cymru



The Report's Purpose

In March 2016, the Council published its Strategic Equality Plan for the period of 2016-20 in order to reduce inequality between people who have equality characteristics and the rest of society. These characteristics are:

- Age
- Transgender
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

(Equality Act 2010)

In the Strategic Equality Plan, the Council noted four objectives to work towards over the next four years. The objectives were chosen based on a variety of evidence including internal information, the voice and participation of members of the public and data on equality characteristics. The objectives are:

- Improve our arrangements to discover and use the opinion of people who share equality characteristics
- Improve our equality impact assessment arrangements
- Create circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member
- Identify any employment and pay inequalities and take action to reduce them.

The purpose of this document is to note some of the most important things that Gwynedd Council has done during the year from April 2017 to March 2018 in the field of equality in order to ensure that equality consideration receive due regard and permeate naturally into all the Council's work.

Action Plan

Strategic Equality Plan 2016-20

Objective 1

Improve our arrangements to discover and use the opinion of people who share equality characteristics



What the Council will do during 2016-20?	What is the timescale?
1.1 Strengthen the Council's link to specific groups and establish an equality core group. Share the information that comes from the group throughout the Council.	2016-17
1.2 Share information from engagement exercises on the Council's intranet so that it is available to all. (Further consideration to be given to discover the best method)	Ongoing
1.3 Strengthen the equality element in the Engagement Handbook based on good practice to ensure that the services are reminded of the benefit that comes from receiving the views of people with equality characteristics, as well as the duty to do so.	2016-17
What has happened during 2017-18?	
<p>During this time the Equality Core Group was established and the first meeting was attended by approximately 12 people. We will be working to encourage more members to join us during the remainder of the Plan's term. There is a list of approximately 150 organisations working in the equality characteristics field available on the Council's intranet for broader engagement (1.1). This should improve our equality impact assessments and ensure that our policies and procedures are more suitable.</p> <p>A link to the available opinion poll exercises is available on the Council's website in order for the information to be used by all Departments (1.2).</p> <p>The work of amending the Engagement Booklet is complete in order to remind people of their duty towards equality (1.3).</p>	

Objective 2

Improve our equality impact assessment arrangements



What the Council will do during 2016-20?

What is the timescale?

2.1 Give assistance and training to officers to ensure that they have information about their duty towards people with equality characteristics. This should include ensuring that impact assessments are a part of the development of any policy, project or procedure before any decisions are made.

Ongoing

2.2 Ensure that the messages that come from seeking input from groups and individuals with protected characteristics are shared throughout the Council so that they can be included in impact assessments.

Ongoing

What has happened during 2017-18?

The equality e-module is available on the Council's website (2.1).

The impact assessment sheets have been amended and are available on the intranet. More comprehensive guidance has been created and included with them in order for the resource to be available for all (2.1).

Different types of information have been placed on the Council website, e.g. Accessible Meetings and Various Methods of Communication for Council staff to be aware of equality matters. This information will be updated regularly with the support of the Equality Core Group (2.1).

Messages from the equality Core Group minutes will be available on the intranet (2.2) for everyone to have access to them.

This work should strengthen the equality impact assessments that are prepared when changing services.

Objective 3

www.gwynedd.llyw.cymru/cydraddoldeb



Create the circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member.

What the Council will do during 2016-20?

What is the timescale?

3.1 Conduct a local survey to identify the elements that prevent individuals from standing an election to become a local councillor.

2016/17 –
2017-18

3.2 Act on the outcome of the above (where possible) to remove obstacles.

2016/17 –
2017-18

3.3 Various methods to raise the awareness of the people of Gwynedd of democracy and the opportunities to represent as a local councillor.

2016/17 –
2017-18

What has happened during 2017-18?

This work was completed in 2016-17 when preparing for the May 2017 local government elections. The Council accepts that the work did not succeed in creating a more diverse Council. Attracting people from different backgrounds, especially women, young people and disabled people, continues to be a priority and therefore the Council endeavours to look for ways of achieving this. We are aware of the need for a combination of different interventions to influence the situation, and there is a possibility that the fruit of this labour will not be evident for some years. During 2017-18 a sub-group of members was established to build on the work that has already taken place.

Objective 4



To identify any employment and pay inequalities and to take action to reduce them

What will the Council do during 2016-20?

What is the timescale?

4.1 A campaign to fill in gaps in the equality characteristics data

Commencing in June 2016

4.2 Complete a pay audit

2016/17 – 2019/20.

4.3 Act based on the evidence from the pay audit and any other relevant information

2016/17 – 2019/20

What happened during 2017/18?

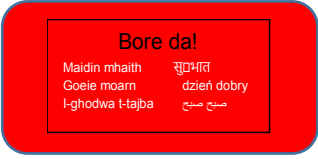
The latest pay audit was completed earlier in the year. The audit concentrated on considering whether there was any difference in basic salaries, and specifically between men and women who deliver the same type of work. The assessment concluded that there are no equal pay gaps in the workforce (4.2).

In undertaking the next audit the Council will consider extending the brief, to assess whether there is any pay gaps against some of the other equality characteristics e.g. age. In the meantime we will also plan how to address the gender pay gap within the workforce (4.3).

The Council also continues to endeavour to fill the gaps in information on the equality characteristics of our staff members. Every staff member is free to respond to questionnaires that ask for that information, but obviously as an employer we need as much information as possible so that we can then respond to the situation and abolish any discrimination (4.1). It was decided to revise the form as the questions were not consistent and in order to clearly explain the reasons we would urge people to complete it.

Amending the 2016-20 Strategic Equality Plan

The Equality Act 2010 permits Local Authorities to change their Plans if they have adequate reason and evidence to do so. Gwynedd Council has decided that we need to add an objective to our equality plan as follows:

<p>Objective 5</p>	<p>Improve our information provision for people who do not use Welsh or English as first language or who require documents in different formats</p> 
<p>Why did we decide on this field?</p>	<p>We have noticed that the Council does not do enough to meet the needs of these individuals.</p>
<p>Which equality groups in particular does it affect?</p>	<p>Disabled people, black and ethnic minority people, older people and young people</p>
<p>How are we going to do this?</p>	<ul style="list-style-type: none"> Engage with the Equality Core Group and other relevant groups to identify the greatest need Act on what they say, if possible
<p>What is the timescale?</p>	<p>2018-20</p>
<p>What other results do we want to see?</p>	<ul style="list-style-type: none"> Better understanding of the needs of the people of Gwynedd. Act on the outcomes of the engagements
<p>The evidence for doing this</p>	<p>It appears that the demand for alternative formats is generally low throughout the Council, except for some specific cases (e.g. over 1,000 copies of Newyddion Gwynedd in audio format are sent out every time). It is not possible to say if the present low demand is because of a lack of need, or are there barriers e.g. lack of information. We need to undertake further work to ensure suitable provision for individuals</p>

Has the Council done anything else?

The Council has not worked on these objectives in isolation in the field of equality during 2016-17. Most of the work in the field is an integral part of officers' day-to-day work as can be seen below. Many of these are undertaken jointly with partners in the public or third sector.

The Sport for Life Team has held the Snowdon Junior Race in 2017 for the first time. More than 230 children competed under five age categories from under 10 to under 18, with medals awarded the first three girls and three boys in every category. It included thrill of starting at the Snowdon Race starting line, 5 minutes after the main race set off.



to

Over the course of 4 days in June, the Gwynedd Primary School Orienteering Series was held in three striking locations across the county. Organised by the Sport for Life Team, more than 700 children participated in the event. Orienteering is an exciting and challenging outdoors activity. The aim is to navigate between control points that are marked on an orienteering map and to complete the course in the quickest time possible.

Also a walking with prams group was established in Maesgeirchen in order to improve parent health.

Nefyn and District Golf Club has received funding from Gwynedd Community Chest to develop a new team for girls aged 7-11 years old.



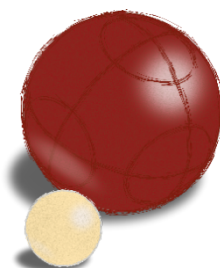
A new accessible cycling club called Cycle Power was set up in Plas Menai. There are 15 adapted bikes available, and they vary from multi-seater, to tandem bikes, tricycles and wheelchair cycles. The club, which convenes every other week, uses the Lôn Las Menai Cycle Path which goes from Caernarfon to Felinhelli and beyond.

Gwynedd Council consulted with the public about its disabled sports provision across the county. The intention was to look at how disabled people take part in sports of physical activity and to identify and seek to solve any obstacles they face. It must be ensured that everyone who wishes to participate has access to sport in order to develop skills, gain confidence and stay healthy

More than 600 disabled users have registered with sports clubs in Gwynedd. The county holds more sessions such as Boccia and 'Rebound Therapy' than any other county in Wales.

The second Boccia Tournament for people living with impairments and chronic health conditions took place at Glaslyn Leisure Centre, Porthmadog. Thanks go to Councillor John Hughes and his wife for financing the event and giving a trophy in memory of his son, Wil Hughes.

Boccia is similar to 'boules', is played with soft leather balls and it was originally planned for wheelchair users. Players can choose to throw, kick or use a ramp to place a ball on the court with the aim of getting nearer to the 'jack' ball. 32 teams competed for the Will Pent Memorial Trophy title including clients from DementiaGo and NERS project as well as the MS Society, the local Stroke Club and Parkinson's Support group, Antur Waunfawr, Abergele Boccia Club and the Pines Nursing Home.



The DementiaGo weekly programme is held at five of the Council's leisure centres. It provides exercise classes that help to improve stamina, strength, balance and coordination. There is also an opportunity for parents who attend to participate in games such as Boccia and table tennis and the most important element is that every class ends with a cuppa and a chat.



People who receive a diagnosis of dementia can lose confidence and give up on participating in activities they used to enjoy, this can lead to loneliness and isolation. This can also apply to carers who are trying to cope with the situation and the stress. One specific event held during the summer was an afternoon of fun, dancing and laughter with the television personality Russell

Grant who's a former competitor on the BBC's Strictly Come Dancing programme.

The Council supports a number of different national awareness raising days, weeks and months e.g. National Hate Crime Awareness Week, LGBT (Lesbian, Gay, Bisexual and Transgender) History Month. As an example, for International Women’s Day (8 March), the Council published a video to celebrate and to highlight Gwynedd women's contribution to the county, to Wales and beyond. The video has been viewed more than 14,000 times.



Pen Llŷn was the first area in Wales to implement a pioneer project to encourage mums, and women in general, to learn about the digital world. The purpose of the #Techmums charity is to give mums and women who have left work the skills and confidence to enable them to return to work using the latest technology, be that in an office or in their own homes.

Since November 2016, William Mathias Music Centre has been holding music sessions on behalf of Gwynedd Council's Community Arts Unit with the older residents of Gellilydan and Awel y Coleg, Bala under the guidance of the musician, Nia Davies Williams. The plan's main objective is to tackle loneliness and isolation amongst Gwynedd's older population. Children from the local primary schools were invited to participate in Camau Cerdd sessions with Marie-Claire Howorth before joining the older people to sing together and enjoy musical activities. The sessions have helped to bring people together to reminisce and enjoy music, in addition to raising confidence and offering the opportunity to meet new people. From October 2017 onwards, it has been possible for people from the Bethesda and Deiniolen areas to take advantage of the scheme.

MANYLION CYSWLLT NEWYDD AR GYFER GWASANAETHAU GOPAL I OEDOLION

NEW CONTACT DETAILS FOR ADULT CARE SERVICES

Mae gwasanaeth newydd yn cymryd lle Tîm Cymorth ac Aseu Oedolion Gwynedd.

O hyn ymlaen, am wybodaeth, cynghor a chymorth ar gyfer oedolion yng Ngwynedd, cyffwrthwch â:

- 1 Llŷn 01758 764099
OedolionLlyn@gwynedd.llyw.cymru
- 2 Cwmrofan 01284 679999
OedolionCwmrofan@gwynedd.llyw.cymru
- 3 Bangor 01248 382240
OedolionBangor@gwynedd.llyw.cymru
- 4 Eifionydd-Cogledd/North Meirionnydd 01766 510306
OedolionEifionydd@gwynedd.llyw.cymru
- 5 Dŷnoeth Meirionnydd 01241 434499
OedolionDŷnoethMeirionnydd@gwynedd.llyw.cymru

www.gwynedd.llyw.cymru

The way in which adults have access to social services in Gwynedd has changed. The Information, Advice and Support service is now available on a more local level, with teams based in Llŷn, Caernarfon, Bangor, Eifionydd / north Meirionnydd and south Meirionnydd. The five new teams have replaced the former Adults Advice and Assessment Team and the Arfon, Dwyfor and Meirionnydd Area Teams. This change means that the people who require these services, and their families, can make direct contact with the relevant officers. The smaller areas will also make it easier for staff to have a better understanding of what is taking place within local communities that will in turn improve individuals' experience.

The OPUS Team which is funded by the European Social Fund, via Welsh Government, works to help people who are 25 years old or older and who have been unemployed for an extended time to return to employment. They specifically support those who experience additional obstacles e.g. disabled people or people who do not speak Welsh or English as a first language.



Complaints

No official complaints were received about equality matters and the Equality Officer is not aware of any unofficial complaints either. One informal complaint was resolved that had been received during 2016-17. It was identified that it was not an equality matter

Equality Information

See Appendix 1 for the Gwynedd Council staff monitoring figures

As noted in Objective 4, the Council has identified the need to improve the Council's procedure for monitoring staff equality. Work has commenced on amending the questions being asked and the process will be completed by the end of 2018-19.