

Powys County Council Strategic Equality Plan 12-16 - 4 year evaluation

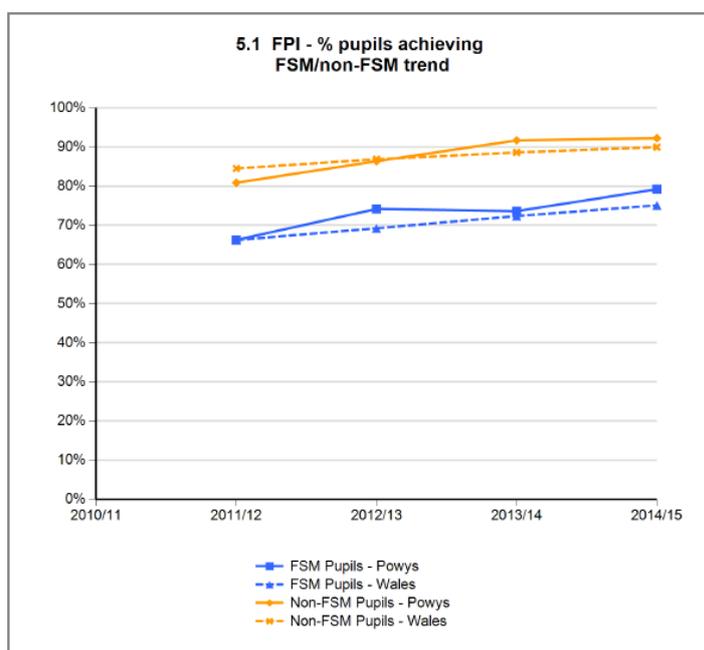
Out of the 10 objectives in the SEP by the end of 4 years 12 actions were completed, 23 actions were on course, 3 behind schedule, 3 red and 2 discontinued. Those that are classed as green (meaning on course) are actions that are ongoing, the majority being business as usual but not all.

The available evidence indicates the first SEP has been partly successful in meeting its objectives. There has been some positive work with beneficial results. Some actions evolved during the length of the 4 year plan but still delivered improvement whilst some of the commitments are behind schedule and not yet completed and others have struggled due to pressure on resources.

Objective 1 Education

Improving the numeracy and literacy of children who are eligible for free school meals (FSM).

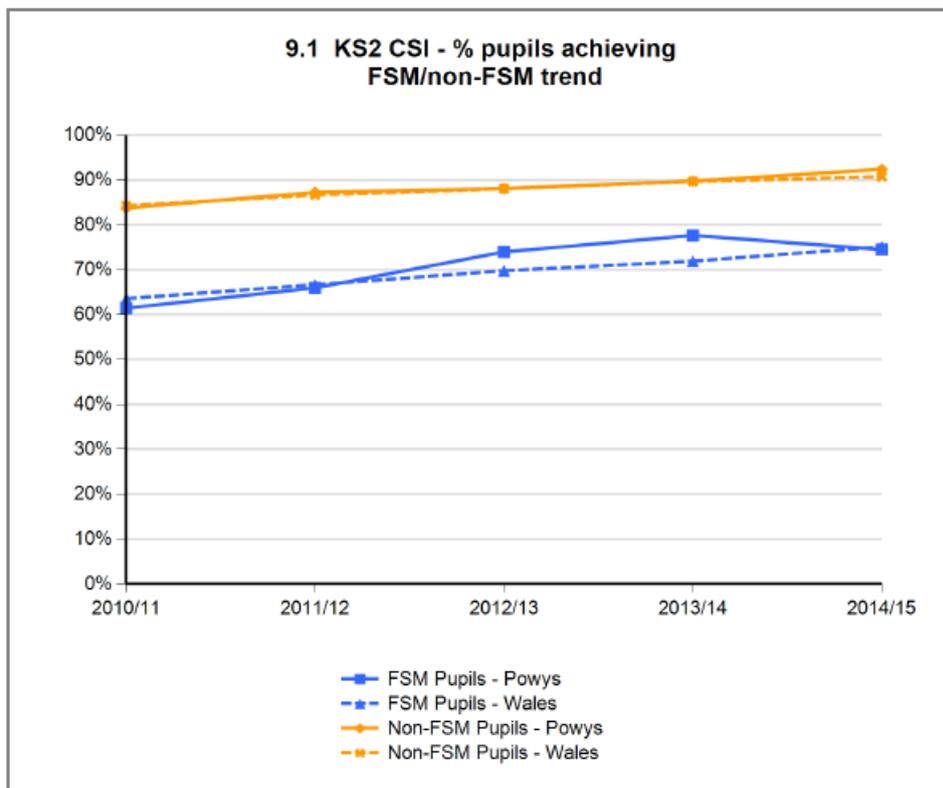
Foundation Phase - There was a significant improvement of 12.9% from 66.3% to 79.2% of the attainment of pupils in receipt of Free School Meals. This is 4.1 percentage points above the Wales average. Please see graph below.



FPI (% achieving)	Year				
	2010/11	2011/12	2012/13	2013/14	2014/15
FSM Pupils - Powys		66.25	74.17	73.61	79.21
FSM Pupils - Wales		66.23	69.24	72.36	75.10
Non-FSM Pupils - Powys		80.87	86.36	91.70	92.25
Non-FSM Pupils - Wales		84.51	86.87	88.61	89.96
Difference (non-FSM%-FSM%) - Powys	0.00	14.62	12.19	18.08	13.04
Difference (non-FSM%-FSM%) - Wales	0.00	18.28	17.63	16.25	14.87

Key stage 2

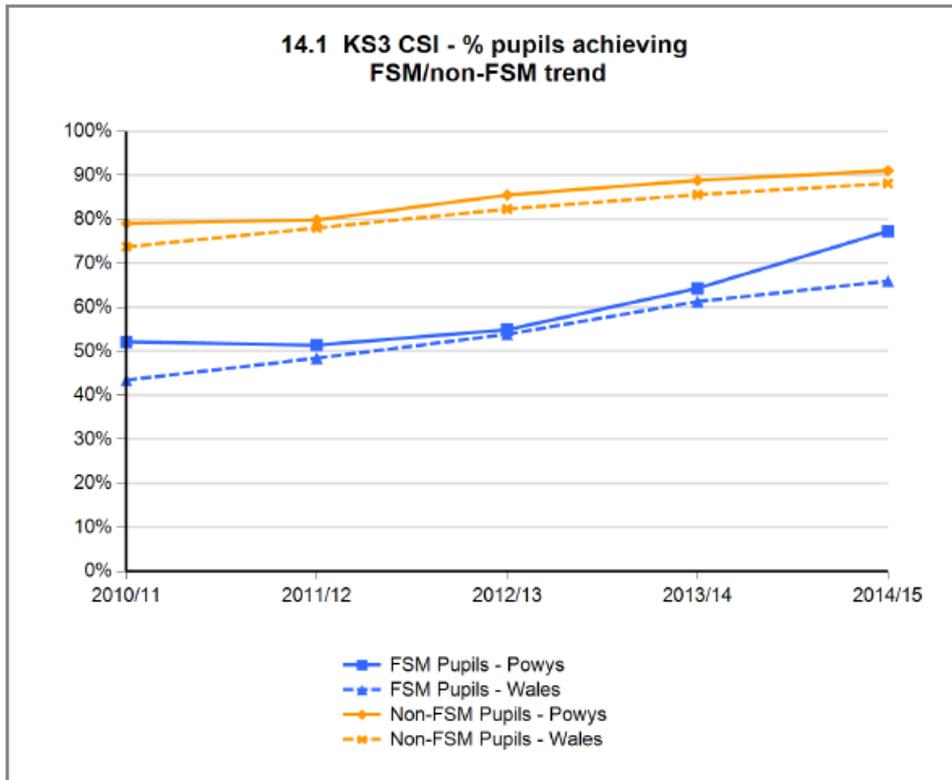
In the Core Subject Indicator there was an increase of the FSM pupils of 13.1 percentage points from 61.44 to 74.50%. This is 0.6 percentage points below the Wales average. Please see graph below.



KS2 CSI (% achieving)	Year				
	2010/11	2011/12	2012/13	2013/14	2014/15
FSM Pupils - Powys	61.44	65.96	73.97	77.64	74.50
FSM Pupils - Wales	63.58	66.66	69.78	71.91	75.10
Non-FSM Pupils - Powys	83.75	87.24	88.09	89.75	92.38
Non-FSM Pupils - Wales	84.22	86.65	88.07	89.65	90.76
Difference (non-FSM%-FSM%) - Powys	22.31	21.28	14.11	12.11	17.88
Difference (non-FSM%-FSM%) - Wales	20.64	20.00	18.30	17.74	15.66

Key stage 3

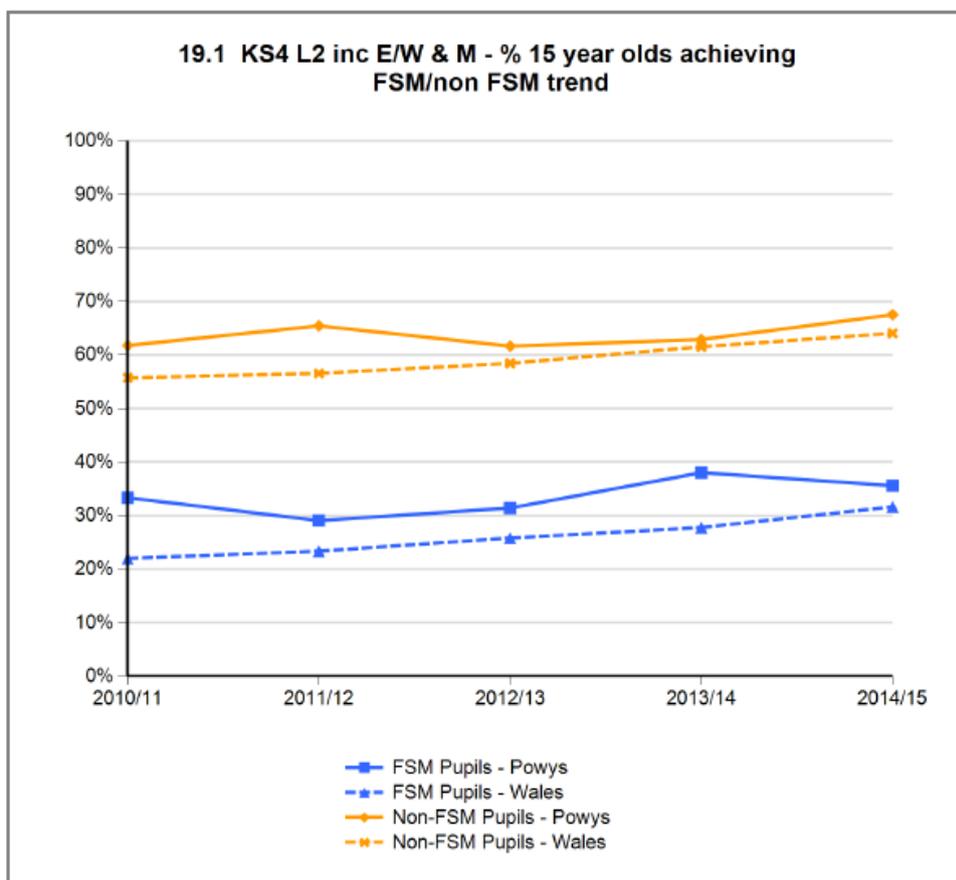
There was a significant improvement of 25% from 52% to 77.27% of the attainment of pupils in receipt of Free School Meals. Please see graph below.



KS3 CSI (% achieving)	Year				
	2010/11	2011/12	2012/13	2013/14	2014/15
FSM Pupils - Powys	52.08	51.35	54.87	64.29	77.27
FSM Pupils - Wales	43.41	48.41	53.83	61.28	65.92
Non-FSM Pupils - Powys	79.05	79.81	85.49	88.81	91.02
Non-FSM Pupils - Wales	73.70	77.99	82.29	85.57	88.12
Difference (non-FSM%-FSM%) - Powys	26.96	28.45	30.62	24.53	13.75
Difference (non-FSM%-FSM%) - Wales	30.29	29.58	28.46	24.30	22.20

Key stage 4

Only 35.6% of EFSM learners attained the L2+ compared to 67.5% of non FSM learners. In comparison to 2013-14 eFSM saw a reduction of 2.4 percentage points from 38.0% whilst non FSM learners saw an increase of 4.7percentage points from 62.9%.



KS4 L2 inc E/W & M (% achieving)	Year				
	2010/11	2011/12	2012/13	2013/14	2014/15
FSM Pupils - Powys	33.33	29.06	31.40	38.02	35.59
FSM Pupils - Wales	21.99	23.35	25.80	27.76	31.63
Non-FSM Pupils - Powys	61.79	65.46	61.67	62.90	67.53
Non-FSM Pupils - Wales	55.74	56.57	58.45	61.55	64.06
Difference (non-FSM%-FSM%) - Powys	28.45	36.40	30.26	24.88	31.94
Difference (non-FSM%-FSM%) - Wales	33.75	33.22	32.65	33.79	32.43

Improving the numeracy and literacy of children who are looked after children

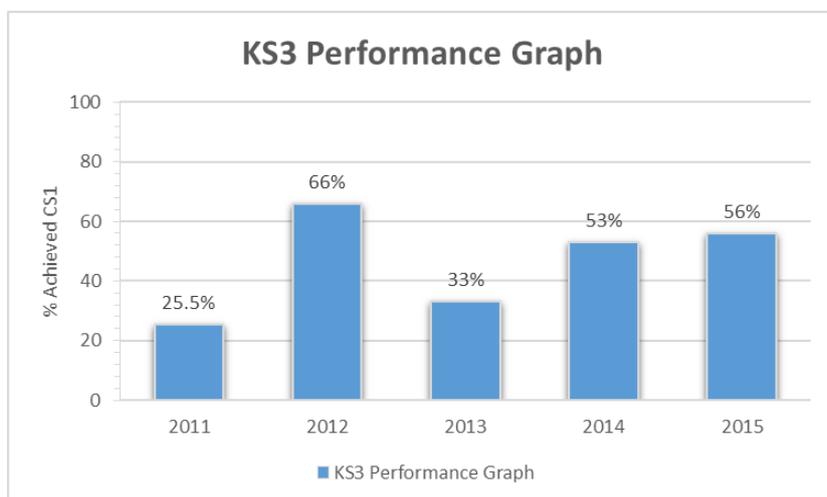
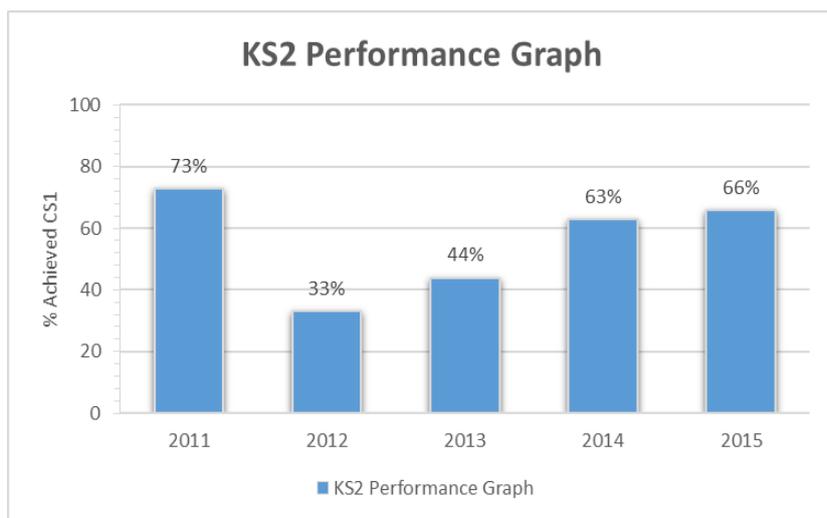
It is difficult to analyse these results due to the nature of cohorts and the relatively small Looked After Children numbers however the following results and evaluation was taken to People Scrutiny/Corporate Parent Group in November 2015 in the 'Looked After Children (LAC) Education Report'. Its aim to assist Members in understanding the educational outcomes of our Looked After Children. Trends over an extended timescale can give a clearer

picture of progress or decline and for sustainable progress to be evident, a smooth upward trajectory is ideal, rather than a `spikey` uneven profile. Please refer to the Looked after Children (LAC) Education Report for detail.

Academic year 2014/15

Key Stage 2 LAC who achieved C.S.I. 6 (66%) (Wales 51.6%). LAC who did not achieve C.S.I. 3 (34%, all SEN)

Key Stage 3 LAC who achieved C.S.I. 4 (57%) (Wales 37.2%). LAC who did not achieve C.S.I. 3 (43%, all SEN)



The above figures are indicative of the unique nature of relatively small cohorts. Nevertheless, overall it is pleasing that Powys LAC continue to outperform All Wales LAC at the end of both KS2 and KS3. For 2014/15 the two subgroups of KS2 and KS3 Powys LAC above indicate differing outcomes at the end of the two Key Stages. A higher percentage of those at the end of KS2, demonstrate strong potential to be successful in the core areas of English, Maths and Science later in their education. In contrast, a lower percentage of those at the end of KS3 show the same potential. However, it should be noted that both groups, at

the end of KS2, contain(ed) a high percentage of pupils with a statement in a Special school or were on the SEN code of practice'

At KS4 two pupils (14%) achieved the benchmark 5 GCSE A* - C equivalent. 82% achieved 5 GCSE A* – G equivalent passes. 86% passed one GCSE or equivalent. A score of 252 places Powys in the upper middle quartile for Wales in terms of LAC educational attainment, and a score of 289 would place the Authority in the top quartile for 14/15.

Improving the achievement of children with ALN (additional learning needs) in line with the post-estyn inspection 'ALN strategic plan'.

ALN Evidence is clear that those with ALN continue to improve in their outcomes and this in the context of greater scrutiny of those described by schools as having an Additional Learning Need /Special Education Need (SEN) i.e. those with SEN should be those with significant need that requires significant intervention to support. Evidence is that the number of those with SEN has decreased.

Foundation Phase shows 2.5 % increase,

Key stage 2 CSI achievement has increased by 1.6 %

Key stage 3 CSI has increased by of 10%

Key stage 4 level 1 indicator increased by 0.3%

Key stage 4 level 2 Indicator increase of 9.2%

In all examples you can see either a narrowing of the gap between ALN pupils and all pupils as reported by ERW (Key stages 3 and 4) or a similar increase to the overall score (foundation Phase, Key stage 2) i.e. where the gap is not narrowed but the increase in attainment is reflected in both the SEN pupils and all pupils group so they are both running in parallel.

A detailed Education through Regional Working (ERW) report is available showing progress over the last 4 years entitled Autumn 2015 SEN pupils 2014/15 performance data just received.

Improving the numeracy and literacy of children who are eligible for black and minority children

Foundation. 89.4% of the ethnic minority pupils achieved FPI based on 3 year average between 2013-15 compared to 86.0% on the previous 3 year average between 2012-14. This is an increase of 3.4%

- KS2. 88.4% of the ethnic minority pupils achieved CSI based on 3 year average between 2013-15 compared to 86.4% previous 3 year average between 2012-14 . This is an increase of 2% and also above the Wales 3 year average between 2012-15 of 86.6%
- KS3. 86.2% of the ethnic minority pupils achieved CSI based on 3 year average between 2013-15 compared to 82.2% previous 3 year average between 2012-14 . This is an increase of 4% and also above the Wales 3 year average between 2012-15 of 81%

- KS4. 61.7% of the ethnic minority pupils achieved Level 2 inclusive (Eng/Cym and Maths) based on 3 year average between 2013-15 compared to 60% previous 3 year average between 2012-14 . This is an Increase of 1.7% and also above Wales the 3 year average between 2012-15 of 56%.

Improving the numeracy and literacy of children who are eligible for disabled children (without special educational needs)

The Local Authority through ERW, the regional consortium for South West and Mid Wales through its deployment of challenge advisors monitors the performance of all vulnerable groups of learners, including those registered as disabled through the core visit programme as defined by the regional ladder of support and intervention. Monitoring will include academic attainment and school attendance.

Tackling bullying in schools relating to a pupil's identity

59 reports were received regarding racist incidence between 2009- 12. Between 2012 and 2015, 40 racist incident reports were received from schools. This is a reduction of 19 reports in the previous 3 years.

Improving information collected and analysed about our pupils. In particular, how attainment, attendance, take-up of extracurricular activities and bullying differs across different types of pupils.

By March 2014 all schools had access to Teacher Centre which is a Management information System used by the Schools service and Schools. It enables each school and the local authority to break down analysis of pupil's achievements, attainment and engagement of pupils in to different cohort groups of pupils. This enables strategic planning at school and service level to ensure that any priority needs are met. Priorities in all cases focus predominantly on raising achievement in literacy and numeracy, increasing the attainment of pupils in receipt of free school meals and improving the attendance of vulnerable groups.

Piloting of Youth Intervention Scheme Workers, providing support for vulnerable children and young people within schools.

This action was reported as complete in 13/14 with the following implemented by the Youth Intervention Service.

- Providing support in schools via Team Around the Family referrals. Workers hold a case load, provide direct contact and oversee the delivery of interventions designed to address their needs.
- Working with young people aged up to the age of 19 to tackle a range of issues and to prevent anti-social behaviour and offending.
- Support is provided on both a 1:1 basis and in group settings and since September 2013 the service has been commissioned to deliver parenting programmes for parents of teenagers.

Implementing the 'families' first plan' to support children and young people to achieve

We've delivered on all of the areas outlined with the Families First Plan for Powys. This has resulted in embedding a new, integrated way of working to support families. We've developed a sustainable (everybody's business) model which has led to cultural change in how professionals are working and we're now developing this into an all-age approach.

The numbers of referrals to the Team Around the Family Team have been increasing (253 cases open and on-going as at 31 March 2016) since the start of Families First and we've seen a decrease in referrals to Children's Services over the same period. Similarly, we've maintained a fairly consistent LAC population during the same period and the number of Children in Need aged under 5 has also stayed fairly constant.

In the 2015 calendar year, 89% of families that completed the Team Around the Family process showed an improvement as measured via the Distance Travelled Tool. In 2015/16, there were 22,318 contact points with individuals as part of the Families First programme (Welsh Government calls these contact points as one individual could access more than one project so there may be some double counting here).

Objective 2 Employment

Piloting two work clubs, one in Newtown and one in South Powys, providing weekly support to young people who are aged 16-21 and NEETs.

This action was reported as complete in 13/14 with two work clubs, one in Brecon and one in Newtown piloted by the Youth Service, Youth Intervention Service and Careers Wales.

The 13/14 informal feedback from young people aged 16-18 was very positive as an opportunity to receive advice and support from youth workers, as well as an opportunity to meet with other young people.

Whilst there are instances of job clubs continuing e.g. in Welshpool youth centre, since 2014 there has a greater focus on providing more intensive one to one support to young people aged 16-24 who are NEET through closer working with Careers Wales. Please see above action for greater detail.

Increasing the number of people with learning disabilities who are supported secure a placement on the 'supported employment scheme' of the Council.

The 'supported employment scheme' has been very successful since 2012 creating paid employment for people with a disability. The team aims to enable service users with disabilities to gain and maintain sustainable employment they otherwise may not be offered. They use a specific technique of training on the job, breaking down tasks to enable the job role to be achieved and learned. They work with employers to offer training opportunities and become inclusive, with the ultimate aim to negotiate paid work. e.g. the Service worked in partnership with Project Enable, 'Cwm Taff' and the NHS on an apprenticeship scheme in order to provide experience and the necessary qualifications for service users and gaining them paid employment.

At the beginning of 15/16 there was 72 service users however by the end of the year the number went down to 64 as result of the service specification becoming more focused on

gaining paid employment opportunities instead of voluntary work. At the end of this 4 year plan referrals are now being received from the mental health teams across Powys and young adults leaving school. The service is now being commissioned out and the new provider will continue the good work to support service users to gain and maintain employment opportunities. It is hoped the new provider will be able to build on the team's existing success.

Breakdown of the current 64 service users.

Permanent paid employment under 16 hours - South Powys 19. North Powys 9.

Permanent paid employment 16 + hours - South Powys 4. North Powys 1.

Volunteering/training un-paid/Education - South Powys 3. North Powys 4.

Actively seeking paid employment - South Powys 1. North Powys 1.

New Referrals including young transition service users - South Powys 16. North Powys 5.

2nd Internship placement within the NHS. 1.

Creating a structured programme for apprenticeships and work experience opportunities, taking particular account of disadvantaged groups.

In April 2015 the Learning & Development team amalgamated with Powys Training (the authority's Work Based Learning training provider) to form the Powys Skills Academy. This has meant that there has been far more cohesion in the ability to arrange work experience placements and traineeships along with far wider opportunities to develop and encourage the take up of apprenticeships across the council and with other employers within Powys. The Traineeship and Apprenticeship programmes are funded through European monies and due to the requirements attached to this, we now have a far more robust equalities monitoring system in place.

In the last 6 month monitoring progress report the Powys Skills Academy has offered:

39 work experience placements within PCC

166 Traineeship placements across Powys

88 Apprenticeships across Powys.

Providing workplace traineeships for 'Looked after Children'.

Corporate Parenting is the ethos behind the traineeship scheme. Powys County Council is the largest employer in the local authority so should be providing employment and training opportunities to young people it holds Corporate Parenting responsibilities for. A job in the 'family firm'.

Care leavers are often over-represented in terms of limited educational achievements and levels of unemployment. As a local authority we have the resources, skills and knowledge to challenge such stereotypes and change the outcomes for young people. Providing young people with opportunities such as those within the traineeship allows for increased vocational

experience and on the job learning and skills, this in turn increases emotional wellbeing, resilience and financial capabilities of a young person.

Wade and Dixon (2006) in a study of care leavers in England, found that positive employment and career progression was intricately linked with delayed transition from care, stable housing and positive mental health. In this study, finding work appeared to make a big difference to some young people's self-esteem, stability and of course, income.

Below is a brief overview of the numbers and outcomes for young people on the traineeship scheme, an update on elements of review and conclude the key points.

Year 1

We appointed four young people to the traineeship; housing maintenance; mechanics; CYPP; local environmental services. The fourth young person in local environment services did not start due to leaving the area.

Outcomes

Out of the three young people who completed the traineeship two are currently in employment, one undertakes part time voluntary work due to physical health needs. There is a digital story available for one young person 'Gavin's Story', Gavin is still employed with the council.

<https://www.youtube.com/watch?v=JZkld4qy7w>

Year 2

We appointed four young people to the traineeship, work placements included; catering; leisure; finance administration and local environment services.

Outcomes

Two young people did not complete their traineeship this year, one due to the pressures of becoming a new father and one due to significant health needs which required a long period of hospitalisation and support. The two young people who did complete their traineeship continue to work for Powys County Council, one within local environment services and one in finance administration.

Year 3

Four young people were appointed to the traineeship, one did not start due to pregnancy and pulling out. Placements included; mechanics and local environment services.

Outcomes

All three young people continue to be in employment, two with the local authority in local environment services and one is now working for a private organisation outside of the council undertaking care work. The young person who did not start due to pregnancy is a valued young person's representative on Powys County Council's fostering panel.

Year 4

Four young people were appointed to the traineeship, one did not start due to leaving the area. We had significant delays with regards to placements this year due to changes in the learning and development team. Placements were in; museums; local environment services and maintenance.

Outcomes:

This is the year that we extended the traineeship to two years, one young person remains on their traineeship within museum services until this autumn and is completing an NVQ2 in Business, one young person left the traineeship and is now working for a private building company and one is unemployed.

Year 5

Three young people were appointed to the traineeship this year due to extension to a two year programme and one young person still being on their traineeship with the museum service. Placements this year included; leisure and local environment services.

Outcomes to date:

The young person in museum service is nearing completion of their formally recognised qualification, the other three young people continue to do very well and are on track with their learning and development objectives.

Consultation, length and traineeship reviews

We always consult with young people on their experience of the traineeship, the staff who support the young people, the workplace settings and have discussions with what is now the Powys Training Skills Academy. The key areas for improvement have been:

This had been an area of concern for trainee's in the first three years of the programme, they felt that they were just 'getting into it' by the time their placement was coming to an end and due to the length of the traineeship they had had limited opportunity to achieve any formally recognised qualifications. This is the reason for changing the traineeship from one year to two years in duration during year four of the scheme.

There had been concerns raised that reviews had been sporadic at times and support to workplace supervisors was at times limited. Liaison with Powys Training Skills Academy manager has now meant that the traineeship has dedicated named workers from this area to link in with the Children's Services Participation Officer in order to review individual learning and development plans on a quarterly basis.

Conclusion

The outcomes for young people are positive, there is only twelve percent of young people who are not engaged in meaningful activity following their involvement on the traineeship scheme, the national average for care leavers is around 33%.

As a service we feel that the traineeship allows for improved positive outcomes for young people and assists the local authority in meeting their 'Corporate Parent' responsibilities. The

provision of such support services are welcomed within the new Social Services and Well-being (Wales) Act 2014 as Codes of Practice state:

'They should ensure that care leavers are aware of, and get access to work experience, apprenticeship and other training and employment opportunities.'

'One of the key indicators of future economic well-being is the level of education and training that a person achieves. Therefore, local authorities will need to have high aspirations for their young people and practical and financial policies that translate these aspirations into practice.'

Implementing the 'Families first plan' to provide coordinated support to young people, including those who are 'not in education, employment or training (NEET)'.

In the Families First Plan 2012-2017, there were a number of suggestions to help support the NEET agenda. One of these was to consolidate early intervention and youth intervention services into an integrated 0-19 Family Behaviour Support Service.

Families First has commissioned family and behaviour support services including Youth Intervention Support (YIS) Workers, providing coordinated support through the Team Around the Family process. The YIS work with a range of young people of high school age, including disadvantaged groups, on a variety of issues. The support from YIS workers and the coordinated approach to family and behaviour support has contributed to the reduction in Year 11 leavers who are known to be NEET to 2.0% in 2015 from 3.0% in 2011. There was a reduction nationally from 4.4% to 2.8% in the same time.

Other suggestions in the Families First Plan were to trial the "Youth Engagement Framework" to look to develop work based learning opportunities including training and support and, what was considered an "off the wall" idea; to provide every family and young person not in NEET with a designated worker to mentor and motivate them.

In October 2013, Welsh Government launched the Youth Engagement and Progression Framework (YEPF), aiming to reduce the number of young people who are NEET. Part of the aim of the Framework was to ensure the better tracking of young people who are NEET and to ensure that appropriate 'lead worker' support was offered to those young people.

In Powys, a YEPF Partnership Board was established to oversee the local implementation plan for the Framework. This board is made up of a range of internal and external partners and reports to the Transforming Learning & Skills Programme Board. The YEPF Partnership Board oversees a number of projects, including "Powys Youth Academy" – developing the work based learning opportunities suggested in the Families First Plan, and "NEET Management", overseeing the tracking and support of NEET young people.

Using the Welsh government "Youth Work Strategy Support Grant", a Detached Youth Worker team has been developed to offer support to young people who are NEET who have barriers to engagement. By working closely with the CYPP, Careers Wales, Leaving Care Team and other organisations, Powys has been able to ensure **coordinated lead worker support is**

now offered to all 16-18 year old NEET young people who are known to us. The detached worker team has been managed alongside the Youth Intervention Service.

Further work continues to be developed in this area, including the appointment of a Senior Detached Youth Worker in April 2016, who will look to develop partnerships. They will also support the development of an ESF (European Social Fund) Operation to provide further support, particularly for more of our 18-24 year old young people who are NEET.

Objective 3. Transport.

Developing innovative transport projects in the geographic areas where the most significant disadvantage exists in Powys.

No innovative transport projects have been set up due to lack of financial resource.

Reviewing our bus routes, and making amendments to them where significant inequality and a good business case exists.

As part of a wider cost reduction programme, all PCC bus routes have been reviewed and amended to reflect a £500k reduction in spend. Consideration was given to the EqIA and a public consultation exercise conducted.

Objective 4 - Power and Voice

Piloting an Elected Member mentoring scheme for people from the protected characteristic groups (based upon the Welsh Government 'Step-up Cymru' scheme).

This project was in the development phases, with a view to launching the scheme later in 2014. Owing to various difficulties commencing the 'Step-up cymru' project, and with a reduced workforce due to budgetary reductions, a decision was made in 2013-14 to not continue with is project.

In order to still contribute to the original aim of this objective, the council will engage with the national mentoring schemes being progressed across Wales by the Welsh Local Government Association (WLGGA) and also Chwarea Teg's mentoring scheme for women.

Engaging young people from Powys with an understanding of democratic process and becoming an elected member.

This action has also been discontinued in line with the above however in 2014/15 Powys Youth Forum had approximately 42 members aged between 12 and 22 years. These young people are elected/selected by their peers from schools and youth organisations across Powys to represent the voice of young people. As part of the training they receive the young people learn how to be an effective representative; how the council works; the role of County Councillors and how the Welsh Assembly and the Welsh Government work. During 14/15 members took part in the British Youth Councils Make Your Mark campaign, just under 4000 young people in Powys voted for the issues to be discussed at the UK Youth Parliament sitting in the House of Commons. Once a year Powys Youth Forum take part in a member's development session with the County Councillors. This work is supported by the CYPP Youth Participation Officers.

Piloting of 'webcasting' of key council meetings with consideration for long-term implementation.

Webcasting of meetings has now been successfully piloted and over the past 4 years key council meetings deemed to have significant public interest have been webcast. These included the wind farm debates, full council meetings for setting the budget and other full council meetings, scrutiny meetings, County Council meetings, a young person's engagement conference and a Cabinet meeting where secondary school modernisation proposals were discussed.

In 14/15 we compared well with other Welsh councils in terms of the number of webcast views we have received: Powys Average live views: 398; Wales Average live views: 270; Powys Average archive views: 1,451; Wales Average archive views: 1,112; Powys Average total views: 1,849 Wales Average total views: 1,382. (Powys average is higher in each cat: +47% +31% +34%).

During 14/15 we ran a live social media conversation alongside the webcast with viewers who were watching, enabling viewers to engage with the democratic process from home.

On completion of the pilot the council considered future webcasting options and agreed to webcast council, planning and scrutiny meetings throughout the year. An officer was recruited to run a programme of webcasts going forward however due to technical difficulties our own in house webcasting solution isn't live yet and meant less meetings were webcast during the final year, despite the plan to do more.

Objective 5 Physical Security.

Launching an internal and external communications campaign on domestic abuse, to raise awareness and increase referral rates.

The poster campaigns of 13/14 and 14/15 were deemed successful and a further campaign was launched focussing on young people. It was decided that a School Pack should be developed, focusing on a whole school approach to Respectful Relationships. Lottery money was gained in order to proceed with the project and Hafan Cymru, who deliver the Welsh Government Spectrum program were enlisted to produce the content for the pack. The pack is now waiting for Children Services sign off.

Phase 2 will see a DVD produced for all schools around health relationships. This was funded by Awards for All after the Domestic Abuse Forum put in a bid Work within our services to make adjustments to assist the referral-making process.

The new commissioning strategy is currently out for consultation, the service is working on co-producing new service specifications with partners and provider and the new strategic commissioning manager for Violence against women, domestic abuse and sexual violence appointed in April 2016.

Work within our services to make adjustments to assist the referral-making process.

The Domestic Abuse Project is in progress which will re-commission all age DA services in Powys. The project includes a work stream to look at ways to improve and enhance the referral pathway for all services who may come into contact with people experiencing domestic abuse. The project involves third sector agencies as well as the main statutory authorities, the Council, Health Authority and the Police. As stated above the new commissioning strategy is currently out for consultation, the service working is on co-producing new service specifications with partners and provider and the new strategic commissioning manager for Violence against women, domestic abuse and sexual violence appointed in April 2016.

Piloting a Multi-Agency Risk Assessment Conference (MARAC) process with our public and third sector partners, for disability-related harassment, abuse and violence, to protect victims from further harm.

This action was completed in 2014/15 with the MARAC process working particularly well in Powys and monthly MARACs in the North and South of the County being held consistently on a monthly basis. The Powys MARAC has been upheld as an example of good practice by Co-ordinated Action against Domestic Abuse (CAADA) now rebranded as Safe Lives and representatives from the Powys MARAC were invited to give a presentation in London during 14/15. The MARAC attendance and representation has improved significantly over the years.

Objective 6. Service and Employment.

Generating a modernised approach to Equality impact assessment (EqIA) within Education, Social Services and Housing to assist ongoing service improvement.

The EqIA is now embedded in the council's key processes (budget setting and service improvement planning) and covers all services not just education, social services and housing. Work on a single integrated impact assessment (IA) tool commenced in 2015/16 to further integrate current requirements for impact assessments. This will provide a more pragmatic toolkit for application by frontline services ensuring the necessary legislative requirements are considered when an impact assessment is required. The toolkit includes the following subject areas: Council Vision and Strategic Priorities, Welsh Language, Equalities, Future Generations and Sustainable development, Risk Management, Safeguarding. Also other core guiding principles considered by default: Communications and Engagement, Prevention & Early Intervention, Corporate parenting, Community Cohesion.

Impact assessments should be carried out on the following:-

- New policies that are being developed
- Changes to existing policies that will affect the way a service is delivered to people (directly or indirectly)
- Changes to an existing service that will affect the way a service is delivered
- Proposals to withdraw a service, or part of a service
- Change objectives
- Budget savings (this could be part of proposals to withdraw a service, or part of a service)

Setting-up an 'equality data' internal working group to improve data recording, collation, analysis and recording.

The working group only met a few times in the early years of the plan. A Business Intelligence programme is being implemented to develop management information reports designed to analyse equalities data, where it is being captured, to aid strategic planning and decision making.

Other work to support the action has also taken place for example as part of the single integrated impact assessment pilot against all budget saving proposals during 15/16 it became apparent some services were lacking and so all services were advised of the requirement (as well as good business practice) to collect good quality equality data.

Customer Services now send the equalities monitoring form submitted online with a complaint to the relevant service. The need for equalities recording was fed to the project team working on developing Draig's replacement in Social Services

This position needs strengthening and data/evidence is one of the key principles cited in the 2016-20 Strategic Equality Plan.

Producing a simple guide to our services and how to access them.

The original intention of this action has been superseded by the website acting as a directory of all services available to the public. Information and advice changes frequently throughout the year, meaning any paper based directory will become out of date as soon as it is published. The directory is organised around the tasks people want to complete with us and is based on evidence developed with service areas. The site was developed and Powys disability group consulted with in order to improve accessibility not just by allowing bigger fonts etc. but by designing pages and navigation to be as clear as possible and using a reading age of 12.

Profiling staff and analysing patterns, to determine fairness within the Council's employment

Please see below Objective 7 - Gender Pay

Reviewing our recruitment process.

Please see appendix bii.

Implementing the Powys Childcare Strategy, ensuring the needs of the child and parents are met, in particular those on a low income and those with disabled children.

As part of the Powys Childcare Strategy in 13/14 an assisted places scheme to support access to childcare for low income families was set up. A Referral Scheme to support access to universal childcare and leisure opportunities for children and young people with additional support needs was been established and Flying Start Programme expanded to include a fifth deprived area of Powys.

In 14/15 the assisted places supported 65 children from low income families' access childcare throughout the year. Each child accessed a maximum of two sessions a week in either holiday,

after school or preschool childcare. The referral scheme supported 77 children with additional needs to access Childcare provision which was short of our target number this was mainly due to a change in provider mid-way through the year. Flying Start successfully expanded into the Llandrindod area taking on a further 180 families offering the full Flying Start entitlements of Enhanced Health Visiting, Free 12.5 hours childcare for 2 year olds, Early Language Development support.

Following the publication of the last Childcare Sufficiency Assessment completed in 2014/15, the multiagency Childcare Strategy Group continues to meet. Powys Assisted Places Scheme has continued to provide additional support to low income families for 23 children to access childcare during 2015/16. As of Sept 2016 70 additional children will be taken into Flying Start service in Newtown.

In order to make the Assisted Places scheme more efficient, from 2016/17, it will be administered via the Team Around the Family process. During 2015/16, 47 children with additional needs received support from the Referral Scheme - this service is being recommissioned in conjunction with the Community Support Service and a blended contract will go out to tender in early 2016/17, with the blended service commencing on 1 October 2016.

Objective 7 - Gender Pay

Conduct research on some of the lowest paid types of council work, to consider whether there are historical employment differences that generates gender disadvantage.

In the early years of the plan the council engaged with the WAVE (Women Adding Value to the Economy) project being led by Cardiff University. Please see the following link. <http://www.cf.ac.uk/socsi/wave/index.html>. As well as providing access to expertise, advice, guidance and experience from peer organisations conducting pilot work they provided a tool to help organisations analyse their data however they only published their tool during the last year of the plan.

In the meantime we have conducted analyses in both 2012 (Single Status equal pay audit) and 2016 (pay group analysis). A paper has been prepared for the Council's Cabinet so that the Council is aware of any pay differentials/inequalities that may exist based on any of the protected characteristics. From a cursory examination of the data extracted in Q4 2016, there is no inequality in pay based on any protected characteristics, but there is a need to have increased representation in the upper pay scales.

Therefore this action will be continued in the next SEP and an analysis of the lowest paid types of work is currently being undertaken to ensure that any historical pay differences have been removed following the single status/equal pay work that has already been undertaken. Strategies and measures will be implemented to lift any disadvantaged groups (an action in the 16-20 SEP), although any difference should have been rectified by the single status exercise as well as the Council's recent adoption of the principles of the Living Wage Powys but not the historical nature of a predominantly female part time workforce which means less chance of career advancement than they would have in full time occupations.

Objective 8. Engagement and Involvement

Conduct a consultation exercise and events to provide the council with good quality equality information.

Whenever the council seeks resident/citizen feedback on a service the approved equality monitoring questions are posed within the survey. These provide useful profile data to help the service more fully understand the results and consider appropriate mitigations or opportunities to meet any specific needs or requirements.

For example the council conducted two pieces of strategic research during summer 2015. The Residents Satisfaction Survey in particular asks a set of questions regarding the protected characteristics and whether people feel disadvantaged when trying to access a council service due to their gender, age, disability, race, nationality, gender reassignment, religion, sexual orientation, pregnancy/maternity leave status or because they are in a civil partnership. 54 respondents out of a possible 821 who were asked felt they had been treated poorly when trying to access a service. However when asked if the reason was due to a particular prejudice towards them based on the protected characteristics, five respondents felt this way. Alongside this strategic piece of social research a number of other surveys/consultations took place during the first six months of the year. e.g. Public Transport consultation which included targeted focus groups with particular groups whom would likely to be most impacted by any changes to the public transport network ahead of proposals being developed. These groups included the Youth Forum, Powys People First, the Brecon U3A, the Older People's Forum and Disability Powys. Similarly with the recent three weekly consultation targeted interviews were conducted with families with children in nappies and those with incontinence waste to help gather insights and evidence around any concerns with a move to a three weekly service.

Gathering 'How fair is Powys?' feedback at other relevant public events in Powys.

Further to the commentary above 'How Fair is Powys' data and the characteristics listed in the Equality Act are given due consideration whenever the council is conducting public events so as to ensure all relevant stakeholders are given the opportunity to comment and contribute to policy/service issues and changes. Equality data is collected and analysed by the council whenever public consultation events or surveys are conducted so as to assess any disadvantage that a policy or service change may bring and that may require further consideration or mitigations. For example the two phase budget consultation project which consisted of events in 8 locations across the county were targeted at specific interested stakeholders and organised as joint events with our partners - the Powys teaching Health Board. A follow up PCC online survey captured data on all the recognised characteristics and asked and sought views around any specific disadvantages that could impact on a specific group/category.

Promoting wider ongoing feedback by e-mail, phone, facebook, and postal reply cards.

This action has not progressed as hoped due to limited resources however work to enlist some members of the Citizens Panel onto a How Fair is Powys network has. 57 members agreed to

join the network and were sent introductory information about their potential role to scrutinise and feedback their views on the key projects.

Generating a 'How Fair is Powys?' engagement network utilising service contacts, 3rd sector contacts, and our staff.

This action has not progressed as hoped due to staff illness. Members of the Citizens Panel were recruited under the guise of a How Fair is Powys engagement network. The Corporate Consultation Officer who maintains the Citizens Panel was keen that the members of the panel take on a type of scrutiny remit and check how services were progressing with their actions under the SEP. When the second How Fair is Powys event was held services hadn't really progressed their actions so there was nothing for the panel members to scrutinise however when the last equalities engagement event was held in Dec 2015 attendees were given Powys County Council SEP action progress reports to comment on.

Work has started on creating a list of advocacy organisations that represent the 9 protected characteristics and the current equalities lead attends the Powys Confidence and Equalities Group.

Implementing the CYPP participation strategy to enable better engagement of young people within our service provision.

The Powys Children and Young People's Participation Strategy previously ran from 2011-2014, a review of that strategy and the development of a new strategy was slightly delayed due to changes on a national level (the appointment of Children in Wales as the organisation responsible for delivering on the Participation element for Welsh Government) and on a local level, lack of availability of Powys Youth Forum members to be involved in the development of the strategy. A new holding strategy was launched July 2015 - following involvement from members of the Youth Forum and the Powys Participation Group. This strategy reflects the updated requirements of the Shared Purpose, Shared Futures Annexe B.

Regarding the 2011-14 CYPP participation strategy, to enable better engagement of young people within our service provision, the following was been implemented:

CYPP participation strategy action plan went through governance during 14-15. Which has delivered a clear line of accountability and are now signed off by the relevant Senior Manager.

- Awareness raising activities.
- A Powys Youth forum continues to meet 4 times a year to discuss issues relevant to young people and engage in consultations. Powys Youth forum took four project concept documents on issues relevant to Young people in Powys to the CYPP meeting to raise awareness and sponsorship sign up.
- Advice and guidance for services in how to effectively support young people's participation
- A Peer support network via the Participation Group
- Young Inspectors for those aiming for accreditation against the Children and Young People's National Participation Standards.
- Began training for a young commissioners program.

Objective 9. Physical Activity.

Reviewing the Leisure 'Access to Fitness Scheme' to establish a subsidised model to create ease of access to target groups.

In 13/14 a review of the Access to Fitness Scheme was undertaken and a new scheme formally approved and operational from December 2014. On 1st July 2015 leisure services was transferred to the Council's new delivery partner Freedom Leisure. Freedom Leisure continues to offer the Access to Fitness Scheme on behalf of the Council and as part of their 'Approved Method Statements' and continuous improvement and participation plans will continue to deliver and review.

Investigating existing/potential policies that affect/benefit low socio-economic groups and those most in need.

This action was completed in 13/14 noting the previous scheme was restricted to a small number of benefits which prevented certain groups feeling that they could participate in healthy physical activity. This has been rectified and a wider range of benefits have now been included in the revised scheme, and has been transferred to Freedom Leisure who continue to deliver in the same way.

Exploring the potential standardisation of prices for targeted schemes to encourage low socio-economic groups to participate

In relation to the 'standardisation of prices' for targeted schemes to encourage low socio-economic groups to participate, those eligible for the Access to Fitness Scheme in 2013/14 had to pay 50% of the normal admission charge which has been maintained by Freedom Leisure.

Working with PCC & external partners (regional/national) to develop schemes and programmes to encourage participation and enable access to healthy physical activity (for those in low socio-economic groups).

In 14/15 the scheme was been promoted throughout Powys Services and its partners e.g. Health Board / Housing / Powys Social Services to encourage more people from low socio-economic groups to participate. Powys Leisure Services was a member of the south west and mid wales region 'facilities' sub group which is part of the Regional Leisure services arrangement where the Access to fitness scheme along with other similar regional initiatives are discussed. Freedom Leisure will attend regional meetings from time to time when appropriate. The Regional Manager for Freedom Leisure attends a range of meetings with a range of partners to ensure that all programmes and activities are fit for purpose and align with other similar schemes in Wales.

Promoting the 'Access to Fitness' scheme.

In 14/15 letters were sent to all Access to Fitness customers to advise them of the changes to the scheme. Bilingual posters were issued to all sport / leisure centres to advise new and existing Access to Fitness Customers of the changes to the service. The scheme has been

widely publicised on centre web sites and social media and will continue to be promoted as part of Freedom's programming and activities.

Supporting the 'Access to Fitness' scheme through access to transport.

Since agreeing on this action an extensive review of all transport within the county was undertaken which meant that any changes to routes or arrangements could not be explored or amended at the time. The review of public transport routes has now been carried out in consultation with the public and findings presented - please see Objective 3. Transport.

ATF New Registrations - The table below shows ATF registrations for 15/16 broken down by each centre, a total of 160. During the past two to three years, leisure & sports centres have seen fluctuating numbers of Access to Fitness customers with some increasing and some decreasing. Overall, the number of registrations of these customers has declined. It is felt there are a couple of reasons; one being the introduction of the 50% charge and the other is that there is a national decline in the numbers of people receiving benefits.

Brecon	42	Llanfair Caereinion	0
Bro Ddyfi	13	Llanfyllin	0
Builth Wells	14	Llanidloes	1
East Radnor	0	Maldwyn	1
Flash	7	Rhayader	43
Knighton	1	Staylittle	n/a
Llandrindod Wells	9	Ystradgynlais	29

The Access to Fitness Scheme' enables customers in receipt of certain benefits to receive free access to the gym and swimming pool. Carers of these customers are able to support these customers free of charge.

The scheme was reviewed during the summer of 2013 following reports from several centres that Access to Fitness Scheme members were displacing paying customers. As the scheme was free of charge to users, it was felt that little value was acknowledged by eligible recipients. The leisure & sports centres have an ongoing requirement to maintain and repair equipment for health & safety and customer satisfaction purposes.

Much research was undertaken to understand similar schemes in other authorities and the benefits that could be eligible and whether other local authorities / private contractors had concessionary charges in place. The revised scheme was introduced to Powys in November 2013 with a wider range of benefits and a 50% charge. Carers of customers remained free of charge.

Freedom Leisure have maintained the scheme following the transfer of leisure services from Powys County Council. They will review the scheme as part of their programme delivery and communicate with the Council should it be necessary to make any changes or amendments'.

Objective 10. Training.

Training our most senior staff, senior managers and elected Members on 'Leadership and management of equality improvement'.

From 2012-2016 staff and members have access to Equalities E learning and face to face training. In recent years the e – learning and face to face have been updated to include the protected characteristics. The face to face training has been reduce to a half day interactive session. A total of 45 face to face courses were planned with 32 being delivered and 13 cancelled due to lack of uptake. Since we change the title of training from Dignity and Diversity to Equalities we have seen better uptake.

Members had a training session on 24th April 2015 delivered by Show Racism the Red Card. The Members Induction Programme for 2017 will included Equalities training which will be provided either via e-learning or a seminar.

Whilst it is listed as Mandatory training we know from the data that the majority of staff still require training/awareness. We currently don't have a mechanism for monitoring compliance but this should fall within a manager's responsibility to check through the IPR process. We have a number of future developments to further promote equalities training / awareness;

- Review and re write of e- learning
- Net consent equalities awareness jigsaw message
- Jigsaw poster for hard to reach pockets of staff
- Face training
- Cascade training for service area teams
- an alliance between Equalities & Leadership within the Discover programme
- scope for Powys Skills Academy to promote / include a equalities as part the training they deliver to front-line staff

Developing within the Powys level 3 managers Programme, sections on the management of equality

Equalities is embedded throughout the Institute of Leadership Management programmes and is part of the whole learning process. Participants are required to complete the e-learning module as part of course and also is discussed on the programme.

Embedding 'equality improvement' throughout the council's new competency framework

Leadership competency framework was put in place in 15/16 and is used as part of the 360 degree tool for all staff at tiers 1 to 4.

Training our customer service staff on the practical skills required to meet people's needs.

All Customer Service Staff complete the following courses as mandatory training in 13/14:

- Intro to Equality & Diversity – E learning.
- Disability Discrimination – E learning.
- Dignity & Diversity at Work – E learning.

However since then there have been some changes to the eLearning site and the above have been replaced by one online course entitled 'Equality & Human Rights eLearning'. Equalities training is mandatory for all employees and is the manager's responsibility to check through the IPR process with access to e learning and face to face training.

Provided basic online training to all other staff, with verbal briefings provided to those without access to PCs

An online training package was procured in 13/14 to provide employees with a basic understanding of the Equality Act 2010 and why equalities and valuing diversity is important to the organisation. This can be accessed as part of corporate training processes.

One of the future developments to further promote equalities training / awareness is the review and re write of e- learning.

Please refer to the individual monitoring reports over the plans duration for more detail.