

Powys Strategic Equality Plan

April 2012 – March 2016



Foreword

This plan is about three things: improving our services, making our organisation a better place to work, and improving the most important life outcomes for local people - assisting them to achieve and to prosper within life.

We deliver a range of services to a diverse community with different needs - some of which experience significant disadvantage - and all this is taking place over a wide geographic area; now this presents a challenge! But rather than say that it's too difficult, we want to try and do what we can; and when we consider it, it's often much easier than we first thought. So, we will work to meet people's needs as best we can in the services and employment that we provide, and, contribute to helping those who experience disadvantage in life. We can't do everything - so we will focus on the most acute issues; but what we do commit to doing, we'll aim to do well.

Disadvantage also locks-up talent, so we hope that this plan will assist in the release of that untapped potential - contributing to the social, economical and emotional well-being of our workplace and local communities. This should also improve staff morale, motivation and retention – meaning our services will be delivered more efficiently, and with more attention to detail. So the knock-on benefits will impact us all, and that's what this plan is all about, making things better for everyone.

I hope that you are inspired by what we want to achieve, and that this also let's you know, that the well-being of those who live and work within our communities, and our current and future staff, matters to us – this is what defines what we are, and what we will become.....



Jeremy Patterson, Chief Executive



Gareth Ratcliffe, Cabinet Member for Equalities

Contents

FOREWORD	2
1. INTRODUCTION	4
2. PUBLIC SECTOR EQUALITY DUTIES	8
3. OUR EQUALITY OBJECTIVES	11
4. PROTECTED CHARACTERISTICS MATRIX	20
5. THE PROCESS: HOW WE SET OUR OBJECTIVES	21
6. MONITORING AND INFORMING OF PROGRESS	23
7. EQUALITY IMPACT ASSESSMENTS (EQIA)	27
8. COLLECTING EQUALITY INFORMATION	28
9. EMPLOYMENT MONITORING	29
10. WHY A GENDER PAY OBJECTIVE?	30
CONTACT DETAILS	31
APPENDICES	32

“To improve our services and employment practices to meet the different needs of our citizens and employees, and contribute towards improving the life outcomes for those who experience disadvantage”.

1. Introduction

This plan is for Powys County Council, which provides services to the county of Powys. The plan will run for next four years, after which, a full review will be undertaken and a refined plan produced for 2016-2020.

Our vision for Powys is: **“Efficient services for the green heart of Wales”**. Powys is geographically the largest unitary authority in Wales and England and is also the most sparsely populated. The Council is the largest employer in the county, employing roughly 8,500 people out of a total Powys workforce of 73,000. It is governed by seventy three elected Members and operates a Cabinet system for decision-making, who have agreed this plan. The management of the Council is administered by officers, lead by a Chief Executive and three Executive Directors, with Heads of Service supported by senior managers leading the management of specific services. The officers will implement the plan.

1.1 What we aim to achieve (the SEP Outcome)

The ultimate aim of the Strategic Equality Plan (SEP) is:

“To improve our services and employment practices to meet the different needs of our citizens and employees, and contribute towards improving the life outcomes for those who experience disadvantage”.

Coupled with this, the SEP will aim to **“contribute towards the outcomes of the Powys One Plan and the objectives of the Powys Change Plan”**.

The SEP will also link-in and complement the Children and Young people’s plan and other initiatives and plans being undertaken through the Local Service Board.

1.2 Our values and principles

Although across our services we have a busy day-to-day schedule, and, a constant programme of service improvement, we don’t want to lose sight of some fundamental values and principles in the way that we deliver our services. So we stand by the following values and principles contained within our ‘Change Plan’ and the SEP will therefore assist these to become real:

Our Values

Accessibility - ensuring that all members of the community are able to access our services with ease

Openness - ensure that our decision making is clear and carry out our business with integrity

Respect – value each others differences and treat each other with dignity

Focus – ensuring resources and effort remain focussed on our priorities

Engagement – consult meaningfully with residents and staff and listen to their views

Learning – learn from others and from our own experiences to help us develop and improve

Trust – ensuring our staff and residents have trust in us and what we’re aiming to achieve

Our Equalities and Welsh Language principle **Meeting different needs, being fair, flexible and customer-focused** are all essential parts of delivering good quality services. These principles will guide us as we provide our services to the communities of Powys. We also have a role to ensure our services promote equality and the Welsh language, as we contribute to the creation of a truly prosperous, inclusive and bilingual Wales.

1.3 Definition of Equality

The term 'equality' can mean different things to different people, so for clarity, when using this term, the Council will work to the definition provided by the Equalities Review¹ (in line with common practice):

“An equal society protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situations and goals, and removes the barriers that limit what people can do and be.”

1.4 ‘Powys One Plan’ Outcomes

The SEP will aim to assist the ‘Powys One Plan’ outcomes to be delivered. The Powys Local Service Board (LSB) - a partnership of the public and voluntary sector service providers within Powys - have agreed to focus on collectively delivering ten citizen-centred outcomes. These shared outcomes define the conditions of well-being to create for the people of Powys, and the environment in which they live.

The specific outcomes from the ‘Powys One Plan’ that the SEP will therefore aim to contribute towards, are:

- **People in Powys live in supportive, sharing and self-reliant communities**
- **People in Powys have the skills to pursue their ambition**
- **People in Powys are healthy and independent**
- **People in Powys feel and are safe and confident**
- **People in Powys are supported to get out of poverty**
- **People in Powys can easily access the services they need**

The Council is also involved in collaborative work with Ceredigion Council, and so the SEP will therefore also impact upon that work, where this is appropriate and feasible.

1.5 Change Plan Improvement Objectives

The ‘Change Plan’ is the Councils improvement plan, setting out how the Council will improve over-time and impact upon the One Plan Outcomes. The SEP will assist the objectives of the change plan to be delivered. There are five improvement objectives within the Change Plan. The specific objective which the SEP will contribute towards is:

Council – We will work as one council, constantly challenging what we deliver and how it is delivered to improve quality and reduce cost. We will do this by transforming the ways in which our workforce operates, is remunerated and developed. We will improve how we communicate with both the community and our workforce. We will seek collaboration opportunities with other public bodies. We will utilise modern technology to improve productivity. We will improve the ways in which we procure goods and services.

¹The Equalities review can be found at <http://www.communities.gov.uk/publications/corporate/fairnessfreedom>

In terms of Equality improvement, the change plan states **“We will work in the key sectors of Education, Social Care, Housing and Transport to improve outcomes for certain groups of people”**. This is where we will focus our attention on ongoing service equality improvement to meet the needs of different types of service-user.





2. Public Sector Equality Duties

The SEP will also enable the Council to meet its legal requirements under the Equality Act 2010.

2.1 The General Duty

The Equality Act 2010 introduced a new general duty on public sector organisations to have 'due regard' to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained below)
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Equality improvement work should therefore hold the three elements of the general duty in balance, to ensure due regard to the general duty of the Act. This has been done in formulating the SEP.

2.2 Who is protected? - The 'protected characteristics'

Everyone is technically protected under the Equality Act, however, the General and Specific Public Sector Equality Duties refer to people who have particular 'protected characteristics'. This is the term used to identify the types of things that affect how people could be treated and the law is designed to protect

people who are discriminated in relation to these characteristics. The protected characteristics are as follows:

- Sex – being male or female
- Age – being a certain age; but often being younger or older
- Disability – all disabled people, both physically and mentally
- Race – being a particular colour, ethnic origin, national origin or nationality
- Gender Reassignment – people who change their gender from the one assigned at birth
- Religion or Belief – having a recognised religion or belief, or a lack of belief
- Sexual Orientation – how people feel as well as act, in respect of people of the same sex, people of the opposite sex, or both sexes
- Pregnancy and Maternity – woman who are pregnant or on maternity leave
- Marriage and Civil partnership – being in a marriage or civil partnership

N.B. Marriage and Civil partnership is slightly different, in that the legislation only requires a consideration of 'eliminating discrimination' (see the general duty above). There is no legal requirement to advance equality of opportunity or foster good relations.

Socio-economic status

As well as the protected characteristics generating inequality, robust research such as the ‘How Fair is Britain’² report, the ‘How Fair is Wales’³ report, ‘An anatomy of Inequality in Britain’⁴ report and ‘An Anatomy of inequality in Wales’⁵ demonstrate, that a person’s income underpins a large amount of inequality. This strategic plan takes account of this finding in the setting of equality objectives.

2.3 The Specific Public Sector Equality Duties for Wales

The specific duties underpin the General Duty, and specify duties that public bodies must undertake to support better performance of the general duty. These are different in England, Scotland and Wales. The Welsh Government introduced the ‘**Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**’ setting out the requirements for Wales, developed around four main principles:

- Use of evidence
- Consultation and Involvement
- Transparency
- Leadership

The specific duties for public bodies in Wales are as follows:

- Setting Equality Objectives and publishing a Strategic Equality Plan
- Engaging with people in relation to the protected characteristics
- Collecting and publishing information relevant to compliance with the General Duty
- Carrying out Equality Impact Assessments and publishing the results
- Annual publishing of employment monitoring information
- Promoting knowledge and understanding of the General Duty amongst employees and addressing the training needs of its employees in relation to the General Duty
- Setting a gender pay equality objective where a gender pay difference is identified
- Establishing relevant conditions to meet the general duty in procurement processes

To read the legislation in full please go to:

<http://www.legislation.gov.uk/wsi/2011/1064/contents/made>.

For a useful guidance document explaining the regulations in an easy to understand format, please go to:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>.

² For more information, please go to, <http://www.equalityhumanrights.com/key-projects/how-fair-is-britain/>

³ For more information, please go to, <http://www.equalityhumanrights.com/wales/publications/how-fair-is-wales/>

⁴ For more information, please go to, http://sticerd.lse.ac.uk/case/_new/publications/NEP.asp

⁵ For more information, please go to <http://www.wiserd.ac.uk/research/completed-projects/inequality-in-wales/>



“There are ten Equality Objectives for the Council as set out below, and under each one are a number of strategic ‘steps’ the Council will take to fulfil those objectives”.

3. Our Equality Objectives

In order to generate equality improvement, we have set 'Equality Objectives'. To determine these, data and evidence was collated by the Council (please see section 4). By analysing this and 'weighing-up' the different types of data and evidence, the issues considered to be the most pertinent have been taken forward into finalised objectives. These objectives will be in place for the next 4 years, when they will be reviewed, and then a revised set published to commence in April 2016.

There are ten Equality Objectives for the Council as set out below, and under each one are a number of strategic 'steps' the Council will take to fulfil those objectives (listed as a,b,c,d etc). The detailed actions for how these 'steps' will be achieved, will be contained within various service business plans of the Council, or through Council or partnership strategies.

Ways to effectively measure how well we are doing against these objectives will be developed over the forthcoming months and added into the plan over-time. This will provide council officers and the public with the knowledge of how successful this plan is at tackling the key issues of inequality brought forward into objectives.

3.1 The TEN Objectives

The ten objectives with the 'steps' to achieve them are as follows:

Objective 1 – Education and Training:

We will, **“Improve outcomes for children and young people (0-19) who underachieve within the Education system”**, by:

- a. Improving the numeracy and literacy of children who are:
 - I. Eligible for FSM (Free School Meals).
 - II. LAC (Looked After Children).
 - III. Disabled children (without special educational needs).
 - IV. BME (Black and Minority Ethnic) children.
- b. Improving the achievement of children with ALN (additional learning needs) in line with the post-estyn inspection 'ALN strategic plan'.
- c. Tackling bullying in schools relating to a pupil's identity.
- d. Improving information collected and analysed about our pupils. In particular, how attainment, attendance, take-up of extra curricular activities and bullying differs across different types of pupils.
- e. Piloting of Youth Intervention Scheme workers, providing support for vulnerable children and young people within schools (taking particular account of LGBT young people).
- f. Implementing the 'families first plan' to support children and young people to achieve.

How will we know we are improving?

- Results at Key stage 1, 2, 3 and 4 for children on FSM, LAC, disabled children and BME children show improvement relative to other children.
- Children with ALN show increased improvement.
- Bullying aimed at a pupil's identity has decreased, (once robust baseline data has been established).
- County-wide school data gaps are being filled.

How will we do it?

- The detailed steps for 'a' through to 'd' will be met by the council's Education service business plan.
- Step 'e' will be progressed by the Children and Young People's Partnership.
- Step 'f' will be met by the families first plan.

Objective 2 - Employment:

We will, **“Improve employment opportunities for people from disadvantaged groups”**, by:

- a. Piloting two 'work clubs', one in Newtown and the other in Mid/South Powys, providing weekly support to young people aged 16-21 who are NEET (not in education, training or employment).
- b. Increasing the number of people with learning disabilities who secure a placement on the 'supported employment scheme' of the Council.
- c. Creating a structured programme for apprenticeships and work experience opportunities, taking particular account of disadvantaged groups.
- d. Providing workplace traineeships for 'Looked after Children'.

- e. Implementing the 'Families first plan' to provide coordinated support to young people, including those who are 'NEET'.

How will we know we're successful?

- The number of young people in Powys who are NEET will have reduced.
- There is an increase in the number of people securing a supported employment scheme placement.
- Take-up of apprenticeships, work experience and traineeships.

How will we do it?

- The detailed steps for 'a' will be met through the Powys Children and Young Peoples Partnership.
- Step 'b' will be progressed through the supported employment scheme.
- Step 'c' will be met through learning and development part of HR business plan.
- Step 'd' will be served through the Children's Social Services business plan.
- Step 'e' will be served through the families first plan.

Objective 3 - Transport:

We will, **“Assist disadvantaged groups to access transport”**, by:

- a. Developing innovative transport projects in the geographic areas where the most significant disadvantage exists in Powys.
- b. Reviewing our bus routes, and making amendments to them where significant inequality and a good business case exists.

How will we know we're successful?

- Innovative projects have been set-up.
- Amended bus routes show increased passenger numbers.

How will we do it?

The steps to achieving 'a' and 'b' will be met by the Council's Transport service business plan.

Objective 4 - Power and Voice:

We will, "Increase disadvantaged people's confidence and access to political processes", by:

- a. Piloting an Elected Member mentoring scheme for people from the protected characteristic groups (based upon the Welsh Government 'Step-Up Cymru' scheme).
- b. Engaging young people from Powys with an understanding of the democratic process and becoming an Elected member.
- c. Piloting of 'webcasting' of key council meetings with consideration for long-term implementation.

How will we know we're successful?

- Pilot mentoring scheme runs successfully with a good take-up.
- Webcasted meetings show good public take-up.

How will we do it?

- The detail to achieving 'a' and 'b' will be met through the Legal, Scrutiny and Democratic services business plan.
- The detail for 'c' will be served by communications within the Human Resources business plan.

Objective 5 - Physical Security:

We will: "Improve referral rates for domestic abuse and disability-related harassment", by:

- a. Launching an internal and external communications campaign on domestic abuse, to raise awareness and increase referral rates.
- b. Work within our services to make adjustments to assist the referral-making process.
- c. 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.

How will we know we're successful?

- The number of people who self-refer has increased.
- The number of people referred by a 3rd party has increased.

How will we do it?

- 'a' will be served by Communications as part of the HR business plan.
- 'b' and 'c' will be served through the public protection business plan with support from officers in adult and children's social services.

Objective 6 - Service and Employment Accessibility:

We will, “**Improve the accessibility of our services and employment opportunities**”, by:

- a. Generating a modernised approach to Equality Impact Assessment (EqIA) within Education, Social Services and Housing to assist ongoing service improvement.
- b. Setting-up an ‘equality data’ internal working group to improve data recording, collation, analysis and recording.
- c. Producing a simple guide to our services and how to access them.
- d. Profiling staff and analysing patterns, to determine fairness within the Council’s employment.
- e. Reviewing our recruitment process.
- f. 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.

How will we know we’re successful?

- **Modernised EqIA practice is embedded.**
- **The public report they are better informed through our engagement processes.**
- **Staff profiling and analysis is complete.**

How will we do it?

- **Steps ‘a’, ‘b’, ‘d’ and ‘e’ will be progressed through the Human Resources business plan.**
- **Step ‘c’ will be served by the ‘Access to services’ business plan**
- **Step ‘f’ will be served through the Powys Childcare Strategy.**

Objective 7 - Gender Pay:

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

How will we know we’re successful?

- **An analysis report is complete, with an accompanying action plan where this is necessary and required.**

How will we do it?

The action plan for doing this is contained in Appendix 2, a more detailed project plan will be developed by Human Resources as the project develops.

Objective 8 - Engagement and Involvement:

We will, “**In partnership with the local health board, improve engagement with the local community, to better inform us about issues of inequality and possible solutions**”, by:

- a. Running three annual ‘How Fair is Powys?’ events in the North, Mid and South of the County to report progress and gather further community intelligence.
- b. Gathering ‘How fair is Powys?’ feedback at other relevant public events in Powys.
- c. Promoting wider ongoing feedback by e-mail, phone, facebook, and postal reply cards.
- d. Generating a ‘How Fair is Powys?’ engagement network, utilising service contacts, 3rd sector contacts, and our staff.
- e. Implementing the CYPP participation strategy to enable better engagement of young people within our service provision.

How will we know we're successful?

Robust evidence is being generated providing evidence to determine the Council's effectiveness at meeting people's needs.

How will we do it?

The detail of how 'a', to 'd', will be achieved through the Human Resources business plan. Step 'e' will be met through the CYPP participation strategy.

Objective 9 - Physical Activity:

We will, "Increase the number of people from low socio-economic groups who participate in healthy physical activity", by:

- a. Reviewing the Leisure 'Access to Fitness Scheme' to establish a subsidised model to create ease of access to target groups.
- b. Investigating existing/potential policies that affect/benefit low socio-economic groups and those most in need.
- c. Exploring the potential standardisation of prices for targeted schemes to encourage low socio-economic groups to participate.
- d. 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).
- e. Promoting the 'Access to Fitness' scheme.
- f. Supporting the 'Access to Fitness' scheme through access to transport.

How will we know we're successful?

- Increased take-up of the 'Access to Fitness' scheme.

How will we do this?

- The detail for how 'a' to 'e' will be served by the Leisure and Recreation business plan.
- The detail for 'f' will be contained within the Transport business plan.

Objective 10 – Training and Equipping:

We will, "Train our staff and Elected Members, so that they are equipped within their role, to meet the requirements of the Equality Act 2010", by:

- a. Training our most senior staff, senior managers and Elected Members on 'Leadership and management of equality improvement'.
- b. Developing within the Powys level 3 Managers Programme, sections on the management of equality
- c. Embedding 'equality improvement' throughout the council's new competency framework.
- d. Training our customer service staff on the practical skills required to meet people's needs.
- e. Providing basic online training to all other staff, with verbal briefings provided to those without access to PCs.

How will we know we're successful?

- Staff and Elected Members have been trained to meet the requirements of the Equality Act in relation to their role.
- Staff are completing the online training and verbal briefings are being provided.

How will we do this?

- 'a', and 'e' will be developed through an equalities training plan that will sit within the HR business plan.
- 'b' and 'c' will be developed by the Learning and development part of the Human Resources business plan.
- 'd' will be developed through the 'Access to services' business plan.



4. Protected Characteristics Matrix

The matrix below shows how each objective will contribute to each of the protected characteristics. This provides an important overview of how effective the spread of planned improvement is across the protected characteristics.

Objective	Race	Disability	Religion & Belief	Pregnancy and Maternity	Sex	Gender Reassignment	Sexual Orientation	Marriage and Civil Partnership	Age
1.	✓	✓	✓		✓	✓	✓		✓
2.	✓	✓			✓				
3.	✓	✓			✓				✓
4.	✓	✓	✓	✓	✓	✓	✓	✓	✓
5.		✓			✓				
6.	✓	✓	✓	✓	✓	✓	✓	✓	✓
7.					✓				
8.	✓	✓	✓	✓	✓	✓	✓	✓	✓
9.	✓	✓	✓	✓	✓	✓	✓	✓	✓
10	✓	✓	✓	✓	✓	✓	✓	✓	✓
SEP Plan									
Overall	✓	✓	✓	✓	✓	✓	✓	✓	✓



5. The Process: How we set our objectives

The objectives that we have set are firmly rooted within equality evidence and data, gathered from various sources of existing secondary data and also newly gathered or collated primary evidence and data.

The primary data and evidence that was gathered, collated and analysed included:

- Two ‘How Fair is Powys?’ public consultation events, attended by over 100 people
- ‘How fair is Powys?’ public consultation survey, completed by over 283 people
- ‘How Fair is Powys’ statistical analysis of Powys data from the Equalities Measurement framework
- Various phone calls and written correspondence made to the Council’s Equality officer
- Collation of Council performance management data for Education, Social Services, and Housing.
- Targeted focus group conducted on transport (identified as one of most acute issues for Powys at consultation events)
- Case study on the domestic abuse provision in Powys
- Complementary education questionnaire
- Needs assessment generated to form the Powys One Plan

The secondary data and evidence that was considered included:

- ‘How Fair is Britain? Research report, 2010, Equality and Human Rights Commission
- ‘How Fair is Wales?’, 2011, Equality and Human Rights Commission,
- An Anatomy of Inequality in Britain, 2010, National Equality Panel
- An Anatomy of Inequality in Wales, 2011, Equality and Human Rights Commission
- The Powys One Plan Needs Assessment
- Sex and Power 2011, Equality And Human Rights Commission Report
- Human Rights Enquiry Report, Equality and Human Rights Report, 2008
- Travelling to a better future – A Gypsy and Traveller framework for Action and delivery plan, Welsh Government
- Hidden in Plain Sight. Enquiry into disability-related harassment
- Powys Hate crime and domestic abuse statistics

The primary and secondary evidence was carefully considered to decide upon the ten key objectives. These are considered to be the most pertinent issues to be addressed by the Council, at this point in time using the available data and evidence and will be the focus of attention over the next 4 years. As the Council builds and improves upon its equality data and information over-time, these objectives may well be refined.



6. Monitoring and informing of progress

6.1 Monitoring

The monitoring of progress is a vital part of this plan, to ensure that we deliver on what we said we are going to do. We will do this by:

- Ongoing performance monitoring of business plans, to ensure that the strategic steps agreed to by services (that relate to the objectives) are being delivered (see the monitoring matrix below).
- Developing key ways to measure progress against each objective, and then tracking the extent to which improvement can be seen against those measures, year-on-year

6.2 Monitoring matrix

The following ‘monitoring matrix’ (shown below) provides an overview where the objectives and key steps will be taken forward.

Objective and Keys Steps	Service business plan	Children and Young People’s Plan (CYPP)	Families First Plan	Other plans, schemes or strategies
Objective 1				
a	Education			
b	Education			
c	Education			
d	Education			
e		✓		
f			✓	

Objective and Keys Steps	Service business plan	Children and Young People,s Plan (CYPP)	Families First Plan	Other plans, schemes or strategies
Objective 2				
a		✓		
b				Supported employment scheme
c	Human Resources			
d	Children’s Services			
e			✓	
Objective 3				
a	Transport			
b	Transport			
Objective 4				
a	Legal, Scrutiny and Democratic Services			
b	Legal, Scrutiny and Democratic Services			
c	Communications			
Objective 5				
a	Communications			
b	Public protection			
c	Public protection			

Objective and Keys Steps	Service business plan	Children and Young People's Plan (CYPP)	Families First Plan	Other plans, schemes or strategies
Objective 6				
a	Human Resources			
b	Human Resources			
c	Access to services			
d	Human Resources			
e	Human Resources			
f				Powys Childcare Strategy
Objective 7				
	Human Resources			
Objective 8				
a	Human Resources			
b	Human Resources			
c	Human Resources			
d	Human Resources			
e		Participation Strategy		
Objective 9				
a	Leisure and Recreation			
b	Leisure and Recreation			
c	Leisure and Recreation			
e	Leisure and Recreation			
f	Transport			

Objective and Keys Steps	Service business plan	Children and Young People's Plan (CYPP)	Families First Plan	Other plans, schemes or strategies
Objective 10				
a	Equalities Training Plan			
b	Leisure and Recreation			
c	Leisure and Recreation			
d	Access to services			
e	Equalities Training Plan			

6.3 Informing of progress

It is important that we also keep people informed about how well we are doing, against what we originally set out to achieve.

We will do this by:

- Providing an update at our annual 'How Fair is Wales' events
- Keeping people informed through our engagement network
- Producing an annual update report that will be published on the web and e-mailed out to our engagement network. We will also send out hard copies, large print, audio, Braille and easy read where required (please use the contact details at the end of the document to request this)
- Reporting to the Welsh Government towards the end of the 4 year plan on how effective we have been at meeting the public sector equality duties for Wales.





7. Equality Impact Assessments (EqIA)

EqIA's are a process of assessing how our services and policies impact upon different types of people. The key aim of an assessment is to better understand the needs of people who want to access our services, so that the service can be improved.

The Council has conducted EqIA's on a number of its services and policies over time, but there is a need to improve this process, by modernising and strengthening the approach in the most impacting of services. We plan to focus our attention therefore, upon our Education services, Social Services and Housing services (see objective 6).

As well as this, in line with our legal requirements, we will conduct assessments when they are relevant to do so, on:

- Other existing relevant services, as the council develops its modernised approach to EqIA
- 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



8. Collecting Equality Information

8.1 Current Information

To determine where inequality exists over time, we need to make arrangements to continually gather relevant equality information and data for analysis. The current equality information that we hold and have collated to date was listed in section 5 'How we set our objectives'. This information is contained within the document entitled 'Equality Improvement Information' and published on our public website at www.powys.gov.uk. This document will be updated over time and incorporate new information gathered over-time.

N.B. Please use the contact details at the end of this document, if you require a paper copy, large print, Braille or audio CD.

8.2 Improving on the gaps

Even though the existing data has provided valuable information to assist in the setting of our current objectives, there are still gaps in the data that we need to improve upon. We will improve on this by:

- **Setting up an internal working group to improve equality data collection and analysis across all of our services (objective 6)**
- **Targeted EqIA work within our Education, Social Services and Housing section (objective 6)**
- **Strengthening our engagement and involvement with the Powys community (objective 8)**



9. Employment Monitoring

To ensure that we are treating people fairly and fulfilling the requirements of the general duty in our employment practices, we will conduct equalities monitoring and analysis of the people who work for us, and those who apply for positions. This will involve confidential profiling and then a process of conducting analysis upon the data to determine whether there is equality in relation to:

- The types of people employed
- The recruitment process
- The types of jobs people do
- Pay
- Pay grades
- The types of contract people are on
- Working patterns – part-time, full-time
- Who benefits from professional training
- Internal promotions
- The types of people involved in grievances and disciplinary procedures
- The types of people who leave the authority

In order to do this effectively, we will communicate to staff why we are doing this, how this will benefit them and how the information will be treated in the strictest of confidence.

We will publish a summary report of the analysis from the previous year figures, towards the end of each financial year. This will be entitled ‘Equality Improvement Employment Information’ and will be available on the web at **www.powys.gov.uk**. This will also then inform the workforce plan for the next financial year.



10. Why a Gender Pay Objective?

The Council has undergone a process of 'Job Evaluation', whereby the roles that people perform have been compared to ensure that people are paid fairly and equally for the work that they perform. Robust research and statistics across Wales, the UK and Europe shows however, that overall, women are paid less than men, and less favourably than a number of other European countries. The underlying reasons for this are often quite complex, and not necessarily rectified through a job evaluation process which considers 'like-for-like' work rather than why particular employment patterns were arrived at in the first place. To address this, the Welsh regulations require all public sector bodies, to set a gender pay objective, or if not setting one, to reasonably justify why one has not been set.

At this point in time, it is not clear whether gender inequality is generated by the way employment is provided by the Council. In terms of impact, research shows that it is the lowest paid types of work that can generate gender inequality in pay over-time; so this is where we will begin our analysis.

The first step will be to establish whether gender inequality exists by conducting an analysis of the lowest paid types of work. An action plan for this is contained in appendix 2, with a more detailed plan to be developed as part of the initial scoping of the project.

Contact Details

Equality Improvement
Powys County Council
Llandrindod Wells
Powys County Council
LD1 5LG

Tel: 0845 6027030

E-mail: Equalities@powys.gov.uk

Appendices

Appendix 1 - Gender Pay Objective Action Plan

Project	Responsible Officer	Key Milestones	Delivery Date
Conduct an analysis of the lowest paid types of council work to determine any unfair gender pay or employment difference.	Project Director Karen Williams	1. Set-up project group to take forward and manage the work.	June 2012
	Project Manager Jason Lewis	2. Scope out project and produce detailed project plan, including milestones, dates and responsible officers. To include: <ul style="list-style-type: none"> • Employment types to be evaluated • Establishing data requirements • Collecting the data • Analysing the data • Evaluating the findings 	Sept 2012
		3. Produce analysis report including key findings, conclusions and recommendations	Sept 2014
		4. If necessary, present recommendations for change to Cabinet	Feb 2015

