

Powys County Council

Strategic Equality Plan

2012 – 2016

Annual Monitoring Report 2013-2014

1.0 Introduction

This is a progress report of the Strategic Equality Plan (SEP) for Powys County Council for the financial year 2013-2014.

It provides information on how the local authority is meeting its requirements in relation to the **Equality Act 2010** and more specifically, the **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**.

The thrust of the report provides information therefore in terms of how well the organisation is fulfilling the general duty of the Equality Act 2010 in relation to the protected characteristics. The general duty states public sector organisations (such as the Council) must:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics include:

Race, Sex, Age, Religion and Belief, Sexuality, Pregnancy and Maternity, Disability, Gender Reassignment, Marriage and Civil Partnership.

As well as the protected characteristics shown above, another issue to which the council will consider when meeting the general duty is in relation to **socio-economic status**. Research now shows, that most issues of inequality are underpinned by 'low socio-economic status'. When investigating issues of inequality, socio-economic status will therefore feature strongly in that process.

The Specific Duties in Wales

The purpose of the specific duties is to assist public bodies in their performance of the general duty. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which cover the following:

- 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

2.0 Collecting meaningful information

This section sets out the steps the authority has taken to identify and collect relevant information in the last 12 months.

The starting point for effective Equality improvement work is data and evidence, this sits right at the heart of effective equality work enabling the work to be focused on the right things. The Equality Objectives of the Strategic Equality Plan have been based on collation and analysis of equality data and evidence.

Over the past 12 months the council has continued to work to improve its Equalities data in the following ways:

2.1 Performance data

The council continues to improve its position on performance data and more service areas have updated equalities monitoring categories for the 9 protected characteristics into their systems and processes. In particular:

- Amendments and updates to client monitoring databases – the services of the council collect information on people that access certain services, and this information is held on a database.
- Investigating and changing practices in order to generate more effective data and evidence.

2.2 Equality Impact Assessment work

Equality Impact Assessments are a technical process of assessing how effective services are at meeting the needs of people covered by the protected characteristics.

The Council has undertaken work on these for a number of years, and these provide valuable information for considering equality objectives. The position however

required strengthening and work associated with this was committed to in the Strategic Equality Plan 2012-2016.

A project was undertaken during 2013 to improve EqIA practices in the following service areas:

- Adults Social Services
- Children's Social Services
- Education
- Leisure Services

This outcomes from this project work were as follows:

- An increased awareness and understanding of how to administer effective processes for EqIA.
- Updated systems and processes in line with the new 9 protected characteristics. Further work on this is however required.
- Improved position for conducting Equality Impact Assessments for the budgetary setting process for financial year 2013/2014.

2.3 How Fair is Powys? - Public engagement events

As committed to in the Strategic Equality plan, three public events were conducted in the north, mid and south of the county to connect with the public on the finalised Equality Objectives and to communicate the progress to date.

3.0 Progress report on Equality Objectives

The following section presents the progress against each of the ten Equality Objectives and the associated strategic steps underneath each objective - labelled as a, b ,c ,d, etc.

Please refer to the Strategic Equality Plan 2012-2016 at the following web address: <http://www.powys.gov.uk/index.php?id=12843&L=0> in order to fully understand the commitments made under each of the objectives:

Each equality objective is listed and then progress against each objective is then presented.

3.1 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).

Schools have received funding via the Pupil Deprivation Grant to address under attainment of pupils in receipt of FSM. Head teachers have attended regional conferences arranged by ERW to discuss and become aware of strategies to use in attempting to reduce the attainment gap.

The following performance can be reported:

- In the Foundation Phase the performance of pupils in receipt of free school meals has improved.

- The gap of those in receipt of FSM and non FSM in respect of the CSI reduced from 14.6% in 2011/ 12 to 11.6% in 2012/13. This is a narrower gap than the Wales average.
- At Key stage 2 the gap narrowed from 22% in 2011/12 to 13.8% in 2013/14. However at key stage 3 the gap increases by 3.1% with the gap being 31.5%.
- Comparable data against Wales averages is not yet available.
- Data for KS4 in 2012/13 is not yet available.

II. LAC (Looked After Children).

- There are currently 135 LAC in Powys.
- LAC coordinators provide effective support to schools in ensuring there are appropriate individual plans in place to support and monitor the progress of LAC.
- Due to the very low numbers in each year group cohort and contextual factors such as special educational needs it is not appropriate to identify numbers and percentages achieving the CSI.
- LAC education coordinators effectively work with LAC pupils and schools to ensure that there are robust Personal Education Plans in place.

III. Disabled children (without special educational needs).

This data is as yet not captured.

IV. BME (Black and Minority Ethnic) children.

- There are relatively low numbers of BME (Black and Minority Ethnic) children in Powys. Due to this, data is analysed over a three year period.
- In the three year period 2011-13, at the Foundation Phase 82.6% achieved the CSI/FPOI compared to 82.0% of white British.
- At Key stage 2 , 84.75 achieved the CSI compared to 84.1% on white British. Therefore at the primary phase BME pupils' performance is comparable to White British.

- At key stage 3 the gap between BME and White British pupils achieving the CSI has reduced by 6.5% from the previous three years. This shows good progress.
- Data for KS4 is as yet not available

b. ALN Review.

- The review of ALN and behaviour support services has been completed and is now in a consultation phase with existing service users and the wider public.
- When implemented this will ensure there is appropriate central capacity to support schools to improve the achievement of pupils with ALN.
- Implementation will be through a stepped and phased programme during 2014-2015.
- At the foundation phase the % of pupils registered on the SEN register at School Action / Action + or 'statemented' improved by 10.4% compared to the previous year with an increase of 1.25% at KS2.
- At KS3 there was an increase of 10.3%. This is a good level of progress.
- KS4 data is as yet not available

c. In relation to tackling bullying in schools, the following has been progressed:

- 'Kooth' has been commissioned by the Children and Young People's Partnership, which provides confidential online and face to face emotional support and counselling services for 11 -25 year olds.
- A review of behaviour support services has been implemented. The schools service through the implementation of the new behaviour support structure will therefore be better placed to ensure that bullying is tackled more effectively in schools.

d. Through Collaboration with Ceredigion LA, a new data tracking system is being rolled out to schools. The roll out of "Teachers Centre" will ensure that officers and school leaders are able to interrogate data down to individual pupil level in order to track progress and challenge for improvement. The pilot of teacher Centre has been

completed and school service staff have received training in its use. Training and a manual for school based staff is being progressed for full roll out by April 2014

e. In terms of supporting vulnerable children and young people in schools – the following has now been implemented by the Youth Intervention Service:

- Providing support in schools and via Local Resource Solution Panel 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 16 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.
- Planning has taken place for the development of three Freedom Groups (support groups for LGBT young people) across Powys. This has included awareness raising and good practice training for Youth Activity Workers who will be providing the support and the promotion of the groups.

In terms of results:

- The most up to date Youth Intervention Service performance report for the period April 2013 – September 2013 states that the service worked with 117 young people on a 1:1 basis and 63 young people in a group setting.
- During this period 39 young people completed a planned intervention of which 79% reported positive outcome as a result of the programme of support and an improvement in their wellbeing.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

f. A range of services have been strategically commissioned as part of the ‘families first plan’ to support young people to achieve; including;

- School based and online counselling
- Family and Behaviour Support Services
- Play Therapy
- Referral Scheme
- Young Carers Service
- Integrated assessment and intervention pathways and processes have been developed under the Joint Assessment Families Framework (JAFF) and the Integrated Disability Service (IDS) to ensure families have their needs identified and met at as early a stage as possible.

In terms of results. We continue to see a growth in the numbers of children, young people and their families accessing our Early Intervention Services. During 2014 our Families First programme worked with/supported in excess of **24,410 (Q3 figure)** children and young people and their families.

3.2 Objective 2 - Employment:

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

- a. Two work clubs, one in Brecon and one in Newtown have been piloted by the Youth Service, Youth Intervention Service and Careers Wales.
 - Whilst it is too early to measure their long term impact, the informal feedback from young people aged 16-18 has been very positive as an opportunity to receive advice and support from youth workers, as well as an opportunity to meet with other young people. The intention is for further clubs to be established across the county where there is demand.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

- b. To increase the number of people with learning disabilities who secure a placement on the ‘supported employment scheme’ of the Council the following has been implemented by the supported employment service:
 - A brochure to promote the supported employment service has been produced and distributed to Powys schools to provide young people with learning disabilities and/or mental health an alternative pathway to achieving independence.
 - The service is now working in partnership with ‘Project Enable’, Cwm Taff and the NHS on an apprenticeship scheme. This will provide experience and the necessary qualifications required to obtain paid employment. If the project is successful this will continue year-on-year.
 - A fairer recruitment process has been developed for jobs in the councils catering and cleaning departments for people with learning disabilities and

mental health disabilities. Instead of the traditional interviewing process, a six week 'work trial' is conducted to remove the barrier generated by the interviewing process.

In terms of results:

- In 2011 Brecknockshire (southern Powys) supported employment service had 14 service users, 6 in paid employment and 4 in voluntary work.
 - Since then changes have been implemented and the roles of the job coaches have also diversified, which has resulted in a steady increase of 24 service users within Brecknockshire supported employment service, 13 of which are in paid employment and 4 are currently on work placements. Set against the backdrop of economic decline, this is a very positive outcome.
- c. A structured programme for apprenticeships and work experience opportunities has been generated by the council with the following achieved over the past 2 years:
- 17 Apprentices recruited across 6 services
 - 70 work experience placements provided to young people from schools, Job Centre Plus, voluntary, Powys Training, NPTC Group, Jobs Growth Wales
- d. In relation to providing workplace traineeships for 'Looked after Children', the following can be reported:
- The traineeship scheme has been set-up and is now operating successfully.
 - The scheme runs from October to October. We have recruited this year's trainee's and all are in their work placements. We have three trainees this year as the fourth successful applicant withdrew.
 - In the previous scheme, one of the placements successfully translated into a 2 year apprenticeship.
- e. In terms of support provided to young people, including those who are 'NEET', the following has been progressed:

Key partners have worked together to support and prepare young people to enter further education and training. This has included:

- the early identification of young people needing support,
- multi agency support via the Families First model and
- transition planning between key partners such as Careers Wales, Youth Intervention Service, training providers etc.
- The Powys 'Keeping in Touch' strategy will shortly be replaced by a 'Youth Engagement & Progression strategy' based on the Youth Engagement & Progression Framework – a Welsh government strategy to improve the progression and achievement of young people and reduce the number of young people who are NEET.

3.3 Objective 3 - Transport:

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

a. To develop innovative transport projects in the geographic areas where the most significant disadvantage exists in Powys, the council, as part of the wider council transformation that is underway, has done the following:

- Commissioned an equality impact assessment by the ‘Bevan foundation’ to inform about the impacts of transport provision on particular groups of people.
- Commissioned a full and complete ‘review’ of transport provision across the county to include a careful consideration of groups of people currently disadvantaged through inaccessible transport. A company has been commissioned and work is due to commence on this in April 2014. Key interest groups representing the protected characteristics will be engaged in the process.

b. In order to review our bus routes, and make amendments to them where significant inequality and a good business case exists a full and complete review has been commissioned – as articulated above under 3.3 a.

3.4 Objective 4 - Power and Voice:

We will, “Increase disadvantaged people’s confidence and access to political processes”, by:

- a. 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 has been made 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 (WLGA) and also Chwarea Teg’s mentoring scheme for women.

***** This strategic step is therefore discontinued and will therefore not feature in future progress monitoring and reporting *****

- b. Work associated with engaging young people becoming elected members has also been discontinued in line with the above.

- c. Webcasting of meetings has now been successfully piloted and over the past 2 years 15 key council meetings deemed to have significant public interest have been webcast, including wind farm debates and the full council meetings for setting the budget. Figures from 2014 provide an indication of the level of uptake.

	Jan	Feb	March
Total Webcast viewers	87	3153	2184
Total Live webcasts	0	2035	1045
Total Archived webcast viewers	578	1118	1139
Total Activity - viewers	1270	4189	1139

3.5 Objective 5 - Physical Security:

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

a. In terms of launching an internal and external communications campaign on domestic abuse, to raise awareness and increase referral rates, the following has been progressed:

- A multi-agency ‘task and finish group’ was pulled together to progress a campaign
- A three year poster campaign was agreed
- Issues and target audiences were discussed and decided upon
- A generic poster campaign was developed, design work commissioned and launched across the county in May 2013 on the theme of ‘the home being a safe haven’– below shows the images used:



- The statistics for Powys show that prior to May 2013, when the campaign started, the average monthly rate was 33 reported incidents; May 2013 –

when the campaign was launched - showed an increase to 43 incidents and apart from a peak in September of 52, has averaged 44 per month. Dyfed-Powys Police statistics show a 9.9% increase in incidents on the same period the previous year.

b. In terms of work within our services to make adjustments to assist the referral-making process, work in relation to this has not yet been progressed. This will therefore be made a priority for the remaining 2 years of the strategy.

c. To pilot a Multi-Agency Risk Assessment Conference (MARAC) process for disability-related harassment, the following has been progressed:

- Arrangements for a MARAC have been put in place across agencies so that a conference can be called together effectively.
- To date, 2 successful MARAC's have been administered.

3.6 Objective 6 - Service and Employment

Accessibility:

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

- a. To generate a modernised approach to Equality Impact Assessment (EqIA) within Education, Social Services and Housing to assist ongoing service improvement, the following has been progressed:
 - Redesign of EqIA documentation and reporting materials
 - Tailored Powys relevant guidance material produced to assist the EqIA process
 - Projects were progressed in Education, Housing and Social Services to improve data capture, monitoring information and reporting.
 - Successfully completed EqIA’s to inform the most relevant decisions made as part of the budget-setting process for financial year 2013/2014 in Education, Adults Social Services, Leisure and Recreation services and Housing.

- b. An ‘equality data’ internal working group to improve data recording, collation, analysis and recording has been convened and meets on a quarterly basis. This has improved equalities data collection across our key services.

Going forward, due to significant changes to the way the council works, the necessary improvements will be embedded within the councils project work on improving business intelligence across the councils services.

- c. Customer Services are currently transforming their delivery for Accessing Council Services by commissioning other providers, such as the Post Office, Local Stores, and the Library Service to provide the service for them. Once the projects have been completed, a new ‘guide to accessing council services’ will be produced.

d. In order to profile staff and analyse patterns, to determine fairness within the Council's employment, the following has been progressed:

- New employment categories to cover the 9 protected characteristics have been researched and corporate monitoring categories for profiling staff agreed.
- The new corporate monitoring categories have been amended in the council's electronic personnel system
- Staff have been encouraged to update their categories
- Depot staff have been provided with postal return envelopes and encouraged to complete profile information
- Figures have been collated across various 'line of enquiry' and analysis conducted

e. Reviewing our recruitment process.

Our recruitment process has been improved in the following way:

- Application forms including Equalities Monitoring Form fully reviewed.
- Following consultation with the Dyslexia Officer, application forms printed on cream paper.
- Wording on paper and online application forms amended to indicate that applicants may request assistance in completing their forms.
- Web application forms fully translated into Welsh.
- Advertising in Stonewalls employee guide.

A further more full review of the process will be conducted over the next 24 months.

f. As part of the Powys Childcare Strategy we have implemented the following:

- An assisted places scheme to support access to childcare for low income families has been set up.

- A Referral Scheme to support access to universal childcare and leisure opportunities for children and young people with additional support needs has been established.
- We are reviewing our provision across the Authority for the next Childcare Sufficiency Assessment (2014 – 17).
- We have expanded our Flying Start Programme into a fifth deprived area of Powys.

3.7 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”.



In order to progress this project work effectively the council has taken up the opportunity to engage 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>

Engaging with this work will provide access to expertise, advice, guidance and experience from peer authorities conducting pilot work. This has meant that the authority will need to work at the pace of this project. Initial pilot work has now been conducted, which is informing those engaged in the WAVE network. Learning from this will now be taken forward and applied in Powys.

3.8 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. Three public events were held in July 2013 in the north, Mid and South of the County - attended by over 120 people. The events provided the following:
- informed members of the public about the equality objectives contained in the scheme and an explanation of how they were designed.
 - the opportunity to talk through those objectives with the appropriate lead professional officers.
 - the opportunity to shape work going forward.

The events were well received and proved successful.

The council is now progressing work in relation to ‘neighbourhood management’ and going forward, it will explore integrating the intentions of the ‘How Fair is Powys’ events into the neighbourhood management multi-agency project work being progressed.

- b. In relation to gathering ‘How fair is Powys?’ feedback at other relevant public events in Powys, this has not been progressed due to the organisation progressing forward with ‘neighbourhood management’, whereby closer links will be made with the community to gain feedback for better design of services.

The intention behind this strategic step – to gather data from the general public on key issues - is also being progressed by linking into the ‘connecting voices’ project work being progressed by PAVO (Powys Association of Voluntary Organisations). This has the potential to provide more effective public/community feedback.

c. In terms of promoting wider ongoing feedback by e-mail, phone, facebook, and postal reply cards, this has also not been progressed, owing to the organisation progressing forward with 'neighbourhood management' where stronger links will be made with the community.

d. The generating of a 'How Fair is Powys?' engagement network, utilising service contacts, 3rd sector contacts, and our staff has not been progressed. This will however be made a priority in the remaining 2 years of the strategy.

e. In relation to implementing the CYPP participation strategy, to enable better engagement of young people within our service provision, the following has been implemented:

- A Participation Strategy and action plan
- Training for young people and our workforce
- Awareness raising activities
- A Powys Youth forum and a Junior LSCB
- Advice and guidance for services in how to effectively support young peoples participation
- A Peer support network via the Participation Group
- Young Inspectors for those aiming for accreditation

We hosted a young peoples conference called 'Have your Say Day' to engage with Young people on matters important to them and consult on the Powys One Plan.

In terms of quantifiable results, we have achieved the following in this area:

- **66** people trained in Childrens rights and Participation
- **16** Partner Agencies with Participation Action Plans
- **6** New Young Inspectors trained in 2014
- **2** partner agencies awarded Kite Mark in meeting National Participation Standards
- **2** Partner agencies completed online assessment in preparation for

Kite Mark inspection

- **30** young people engaged in the Junior LSCB
- **61** Young People Participating in the Youth Forum
- **129** young People engaged in Have Your Say Day and consulted on the Powys One Plan

3.9 Objective 9 - Physical Activity:

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

a. The review of the Access to Fitness Scheme has been undertaken and a new scheme now been formally approved. This will be fully operational from December 2014.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

b. In terms of investigating potential policies that will benefit low socio-economic groups and those most in need:

- 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.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

c. In relation to the ‘standardisation of prices’ for targeted schemes to encourage low socio-economic groups to participate, people eligible for the Access to Fitness Scheme pay 50% of the normal admission charge. This will be reviewed annually through customer satisfaction surveys & comments and uptake will be periodically monitored.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

d. As yet no regional arrangements have been discussed with other authorities or partners. This will be progressed further in the remaining 2 years of the scheme.

e. In terms of Promoting the 'Access to Fitness' scheme, this will be promoted through the Services and its partners e.g. Health Board / Housing / Powys Social Services) to encourage more people from low socio-economic groups to participate.

f. In terms of supporting the 'Access to Fitness' scheme through 'access to transport'. There is a substantial and complete review of all of the transport services that has been commissioned. This will be now be considered as part of that wider review.

3.10 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. In terms of training our most senior staff, senior managers and Elected Members on ‘Leadership and management of equality improvement’, this has not yet been progressed, but will be prioritised and progressed forward in the next financial year 2014/15.
- b. In relation to developing within the Powys level 3 Managers Programme, sections on the management of equality, the following has been progressed:
 - 13 people have completed and 34 people are currently progressing through the ILM3 programmes
 - Equality awareness has been written into the modules within the programme.
 - Equality awareness is discussed as part of the programme.
- c. Embedding ‘equality improvement’ throughout the council’s new competency framework.
 - The new operating model has been put in place and within this the council’s new competency framework will be used to deliver equality throughout.
- d. In terms of training our customer service staff on the practical skills required to meet people’s needs, the following is now in place:

All Customer Service Staff complete the following courses as mandatory training:

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

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

e. In order to provide basic online training to all other staff the following has been progressed:

- An online training package has been procured that will 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.

***** This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting *****

5.0 Employment Information

This section considers employment information for the workforce.

We have asked all of our employees to complete confidential equalities profiling information about themselves against the 9 protected characteristics. This was done through asking them to complete the information electronically in their confidential 'personal details' section of the Human Resources IT system, or by returning paper copies.

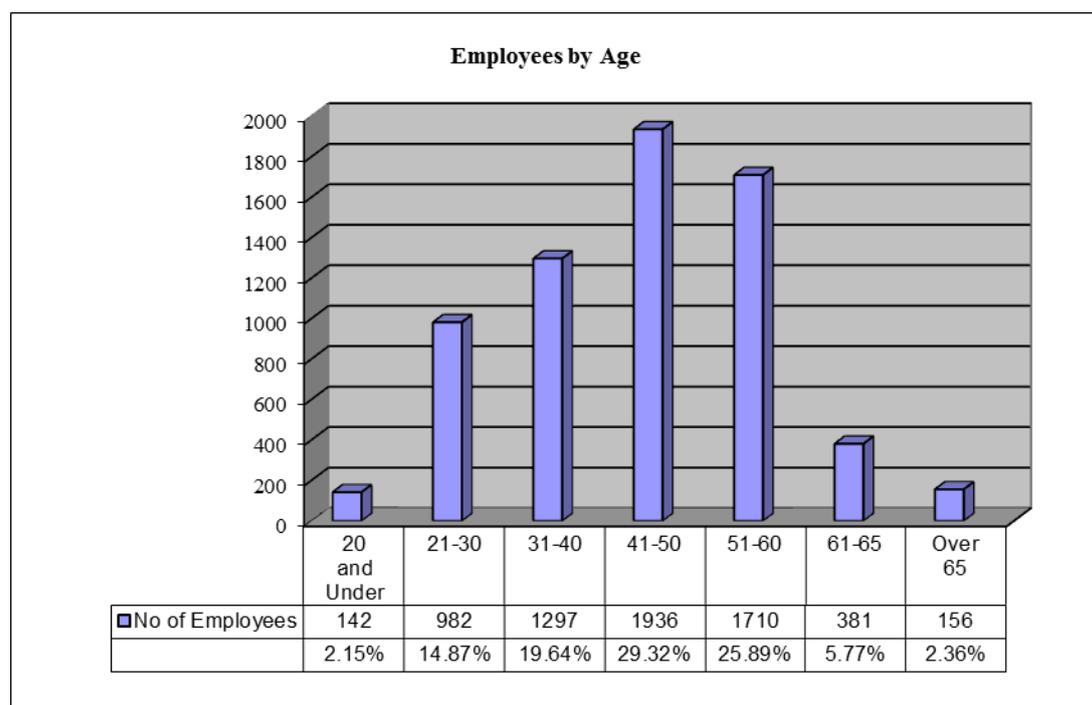
The information is then collected into one place and analysed against important factors; such what types of people are recruited, what levels people are in the organisation and whether certain types of people leave the organisation quicker than others.

This analysis will be useful in determining whether we need to improve aspects of the organisation.

5.1 Employees working for Powys County Council at 31/3/2014

This first section will consider the people who work for the council broken down by the protected characteristics.

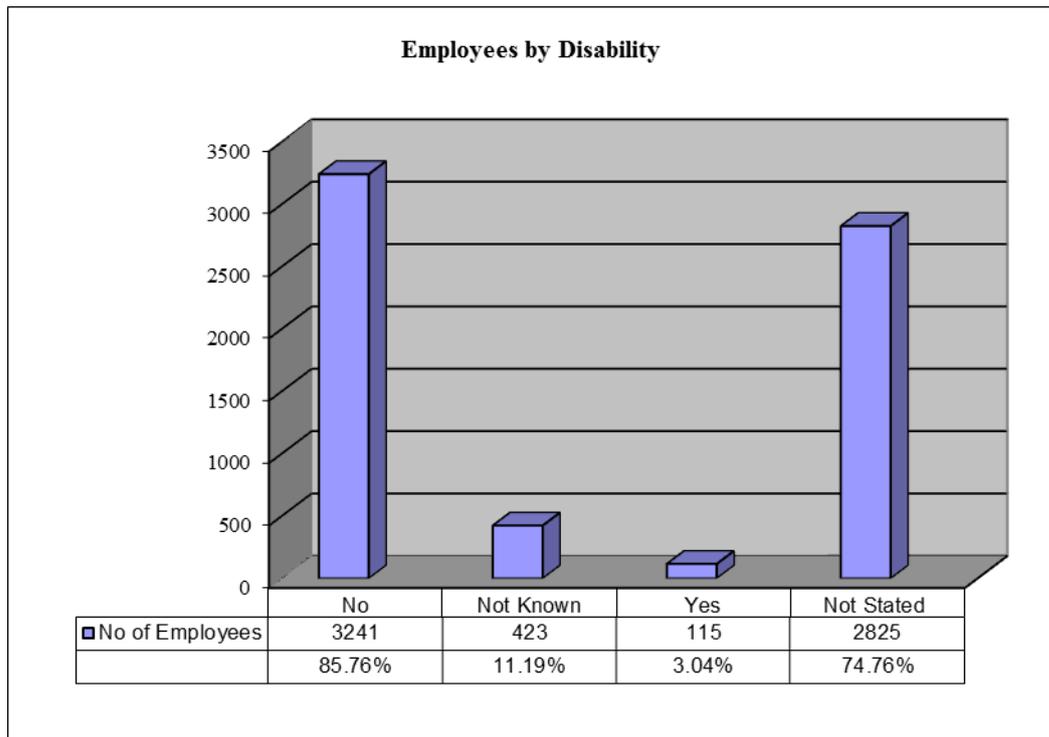
5.1.1 Age



The workforce spread shows a predominant weighting in the 41-50 and 51-60 year old age category. This generally reflects the census population bulge in this age category. This reduces significantly over 60, which is to be expected with general patterns of retirement being much higher over 60 years of age.

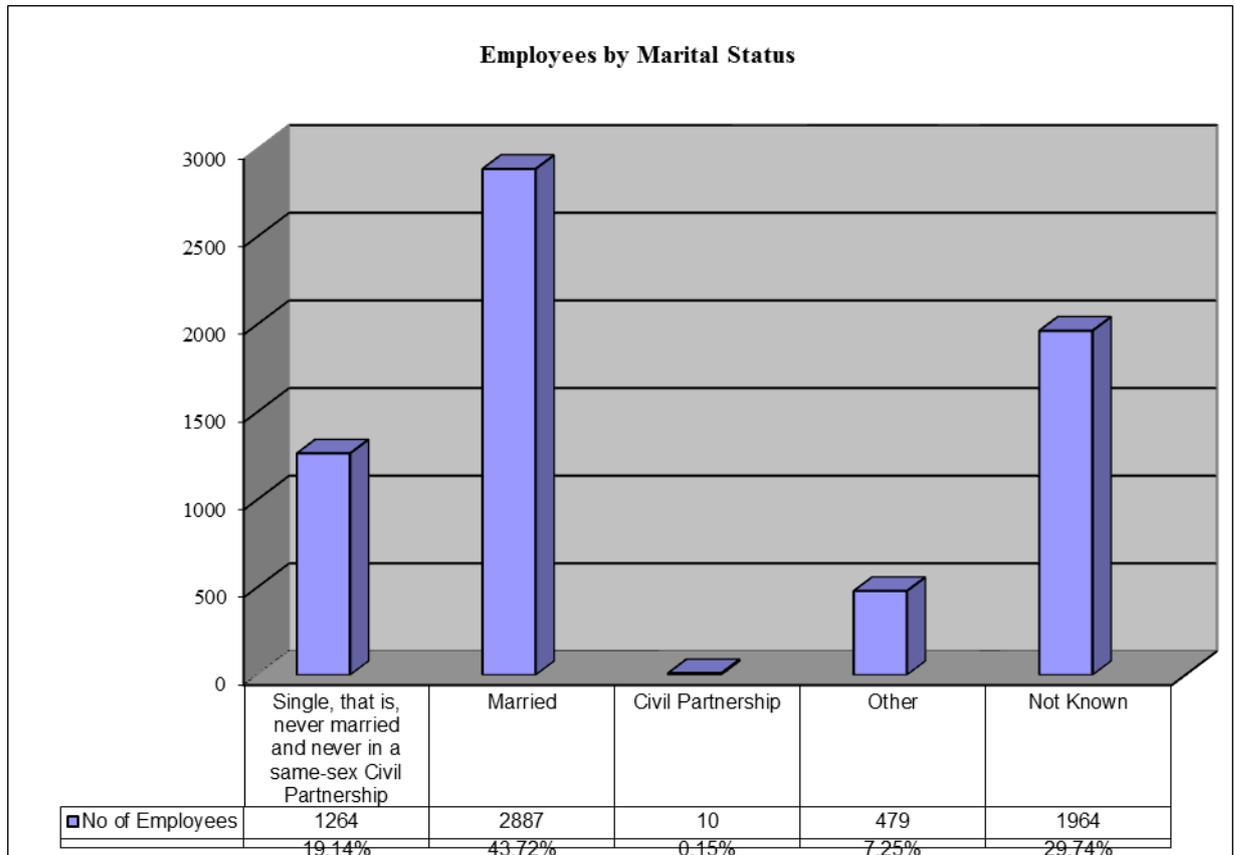
There is also a low proportion of 'under 20's', which reflects the high levels of young people that are still in education. This will also reflect the high levels of young people who are NEET – not in education or training.

5.1.2 Disability



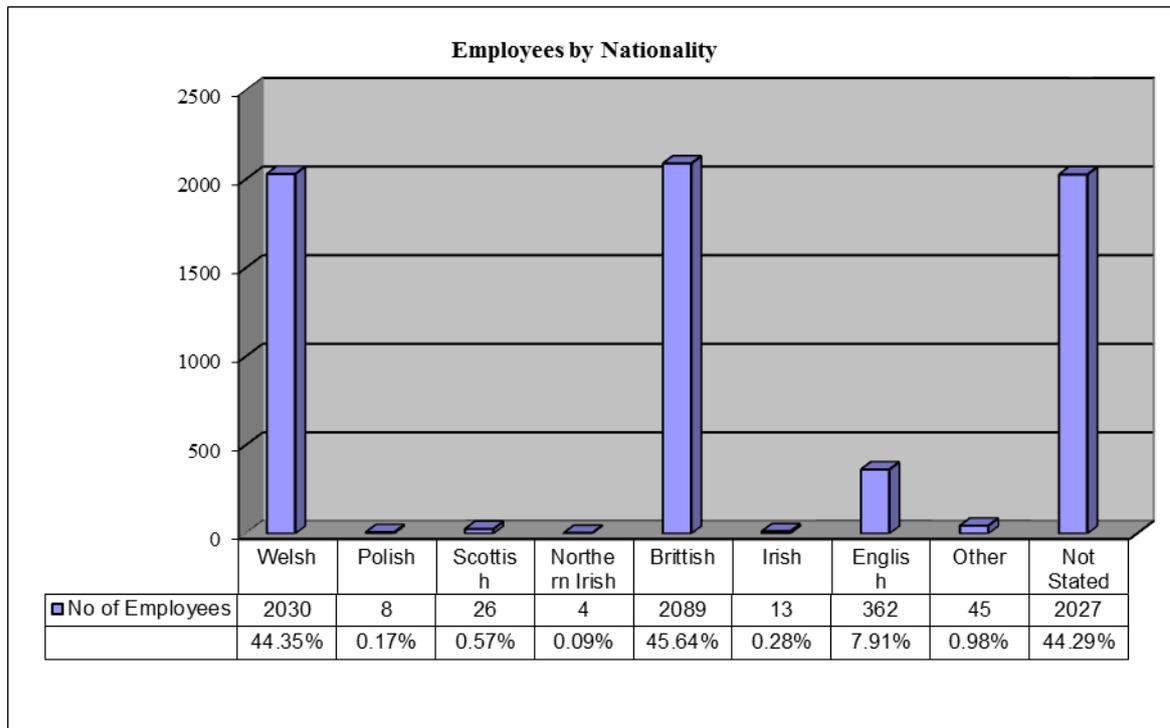
A large proportion of the workforce is currently still not known, although figures have improved over the past 12 months. This makes it difficult to draw any real conclusions for lines of investigation. As it stands however, the workforce is not representative of the disabled population who is of working age and available to work. Further work to narrow the gap of unknowns will be progressed over the next 12 months.

5.1.3 Marital Status



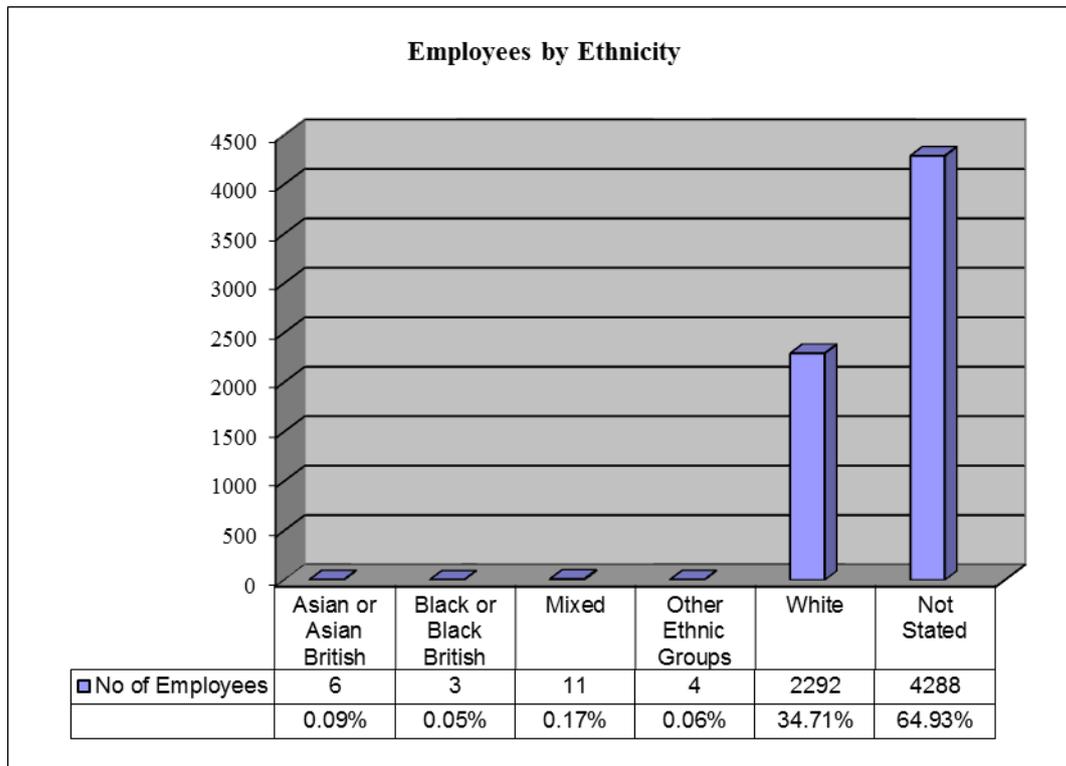
Although a large proportion are still unknown on this (29.74%), a large proportion of the workforce (43.72%) do declare as being married. People in registered same sex civil shows up as 0.15%. People therefore are beginning to declare this in the monitoring process, although figures are still low. This gap will also require work to narrow the gap over the next 12 months.

5.1.4 Nationality



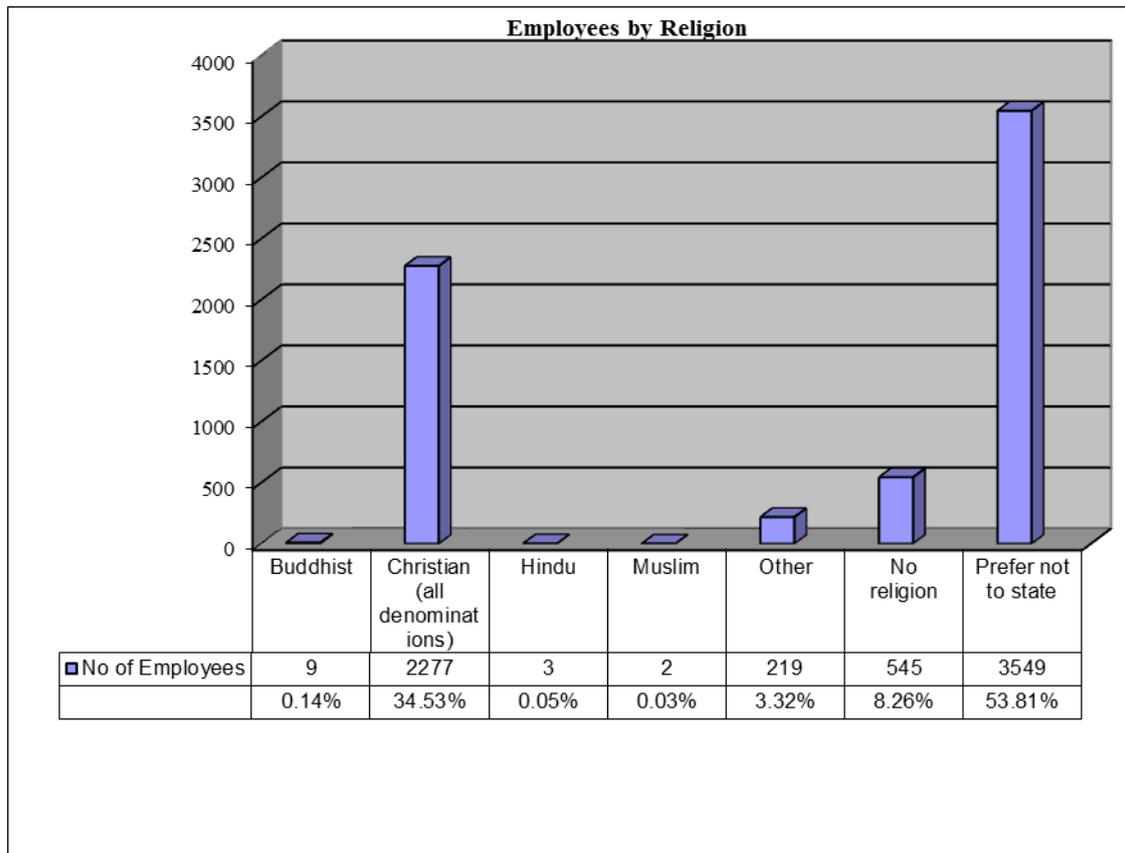
This clearly shows a large proportion of the workforce (44.35%) declaring their nationality as being 'Welsh', marginally second only to 'British' at 45.64%. The gap between those declaring Welsh and those declaring English has narrowed over the past 12 months.

5.1.5 Ethnicity



Only a very small amount of people have declared a non-white ethnicity, although there is still 64% as 'not stated'. This figure has improved from the position 12 months ago where 80% were 'not known'. This low figure will be further targeted for improvement over the next 12 months.

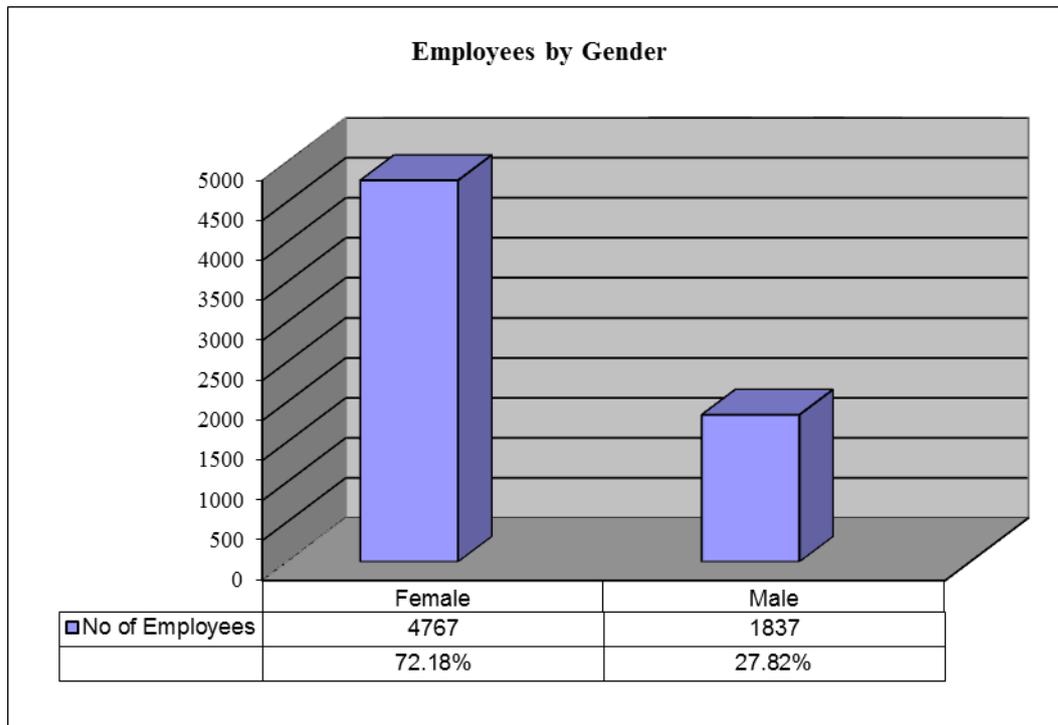
5.1.6 Religion



A high proportion of people have declared a religious belief of Christianity (34.53). This is also an increase on the percentage for last year from 29.72%. 3549 people are still unknown. Although this is an improvement from last year where unknowns totalled 4312, this figure will need to be targeted for further improvement.

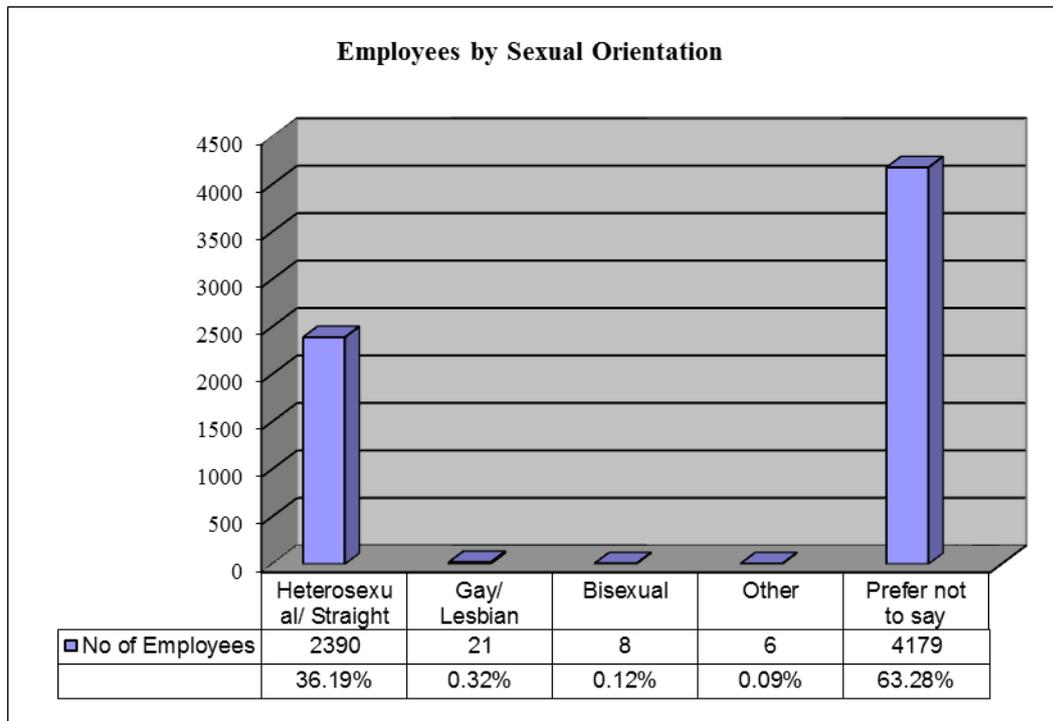
From the figures that are known however, this represents a relatively high proportion of people having a religious belief in the workplace.

5.1.7 Gender



The organisation is heavily weighted towards more women than men holding posts in the organisation – some of this reflects the fact that more women than men hold part-time positions, and often more than one – which increases the overall figures. A project is underway as one of the strategic equality plan objectives, to investigate why this pattern of employment has developed.

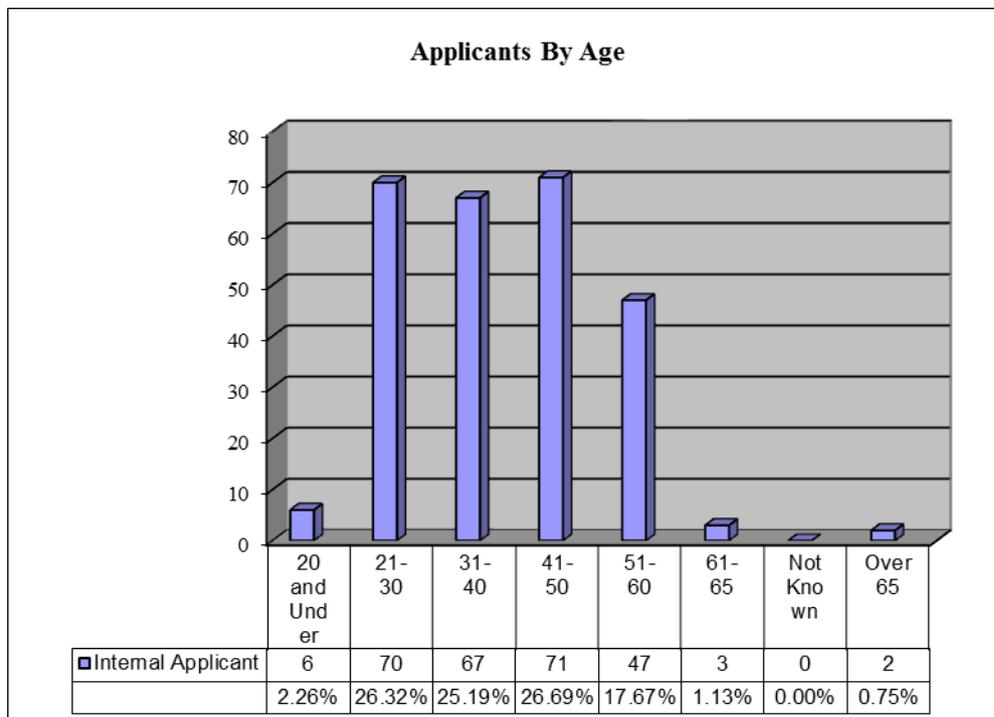
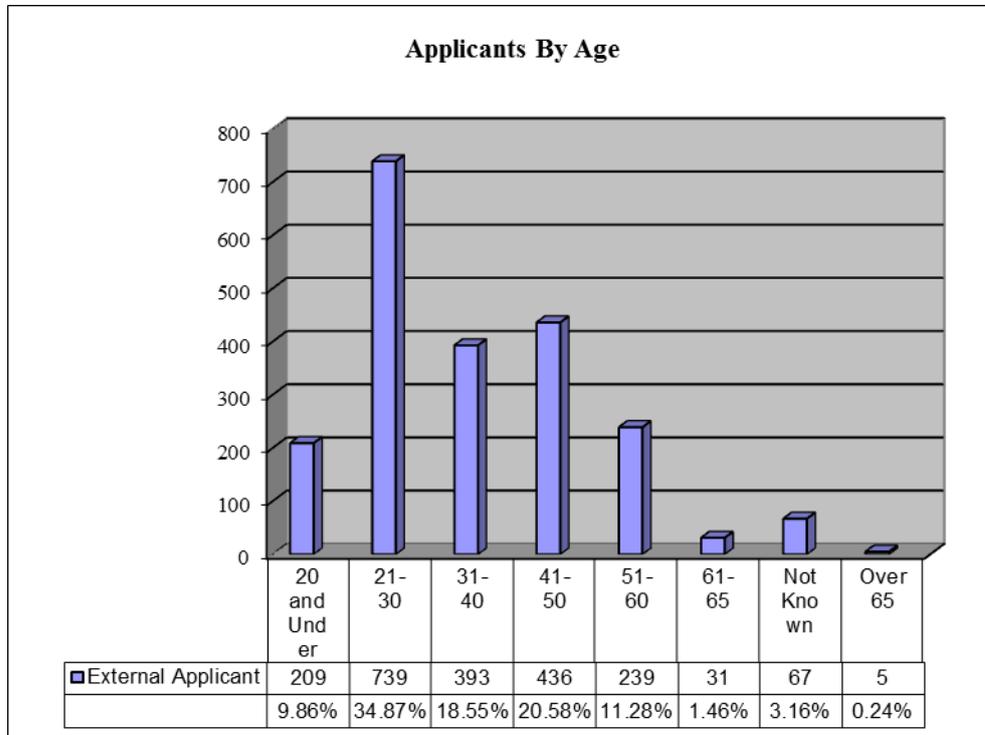
5.1.8 Sexual Orientation



This question has a high proportion of people selecting the 'prefer not to say' option, presenting therefore as 63.28% - this is however a significant improvement on last years figure of 75.14 non-known. 21 people have however declared this in the process.

5.2 Applicants for employment 01/04/2013- 31/03/2014

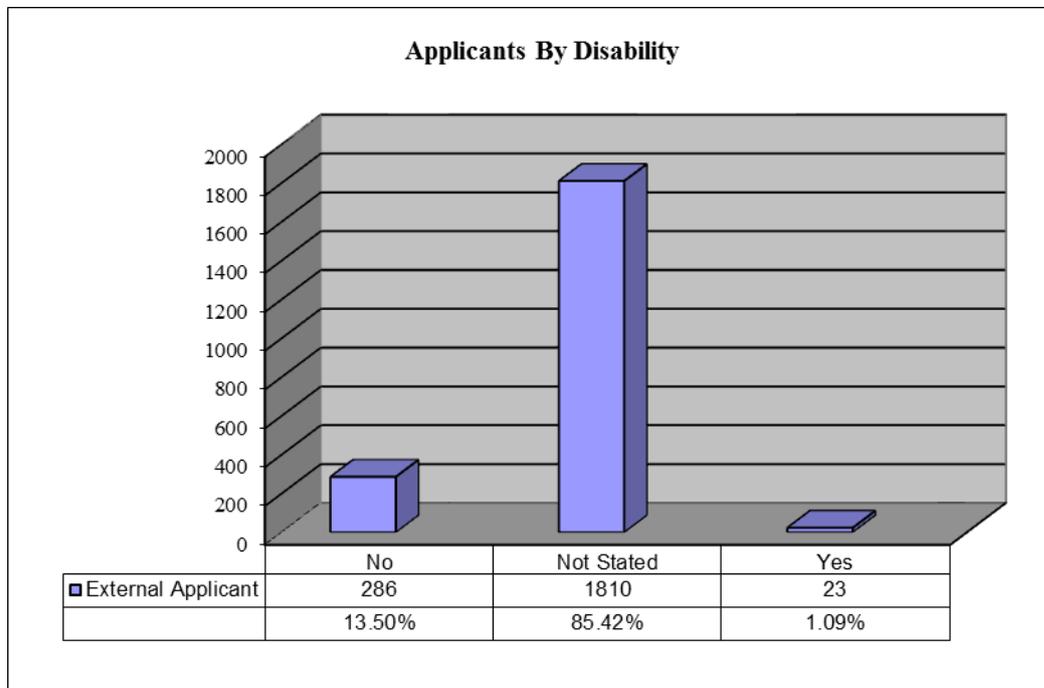
5.2.1 Age

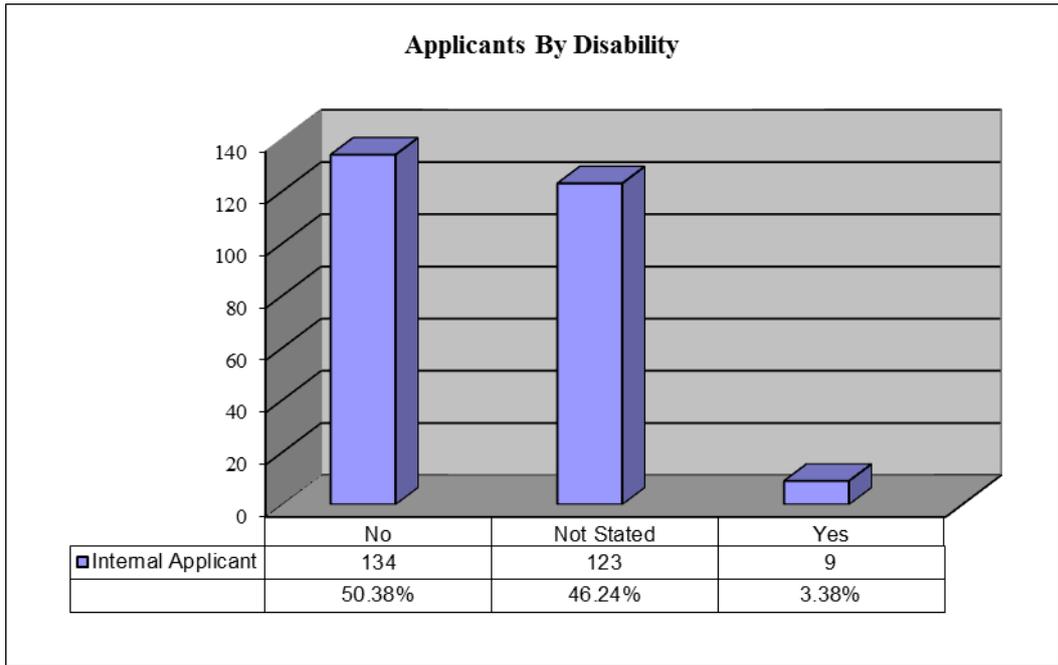


Applicants for employment are predominantly in the 21-60 age category, with the highest proportion of external applicants being in the 21 – 30 age range. A more even spread exists for internal applicants across the age ranges 31-40, 41-50, and tapering off more for the 51-60 age range.

As to be expected, the figures for 20 and under, and 60+ are the lowest, which is likely to reflect the fact that this age group tend to still be in education or training or in retirement.

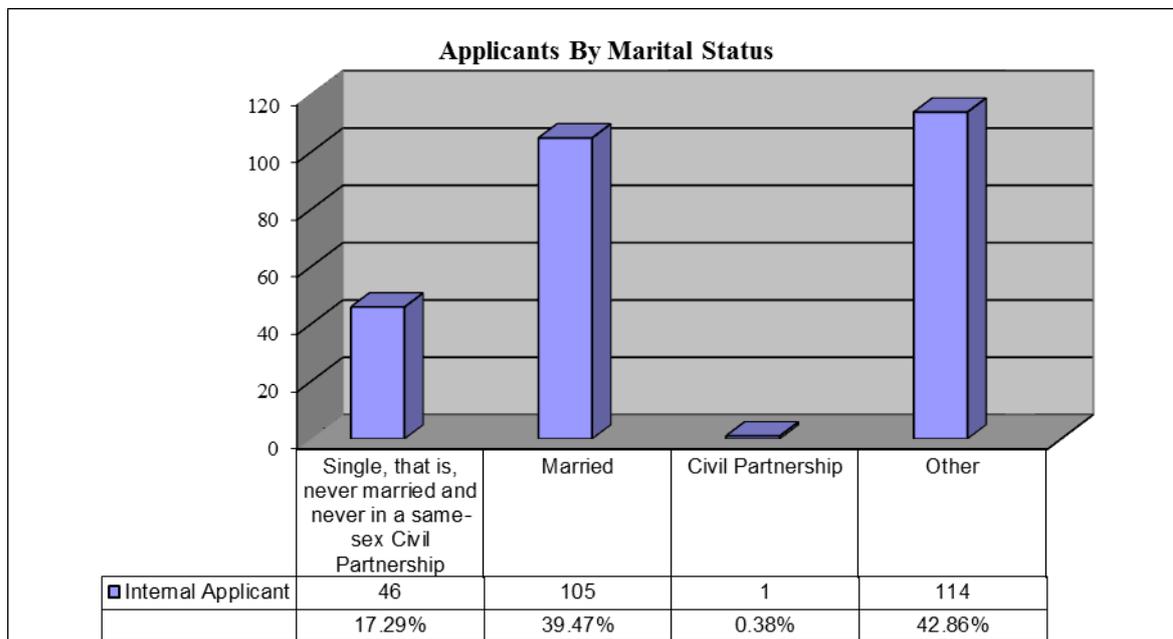
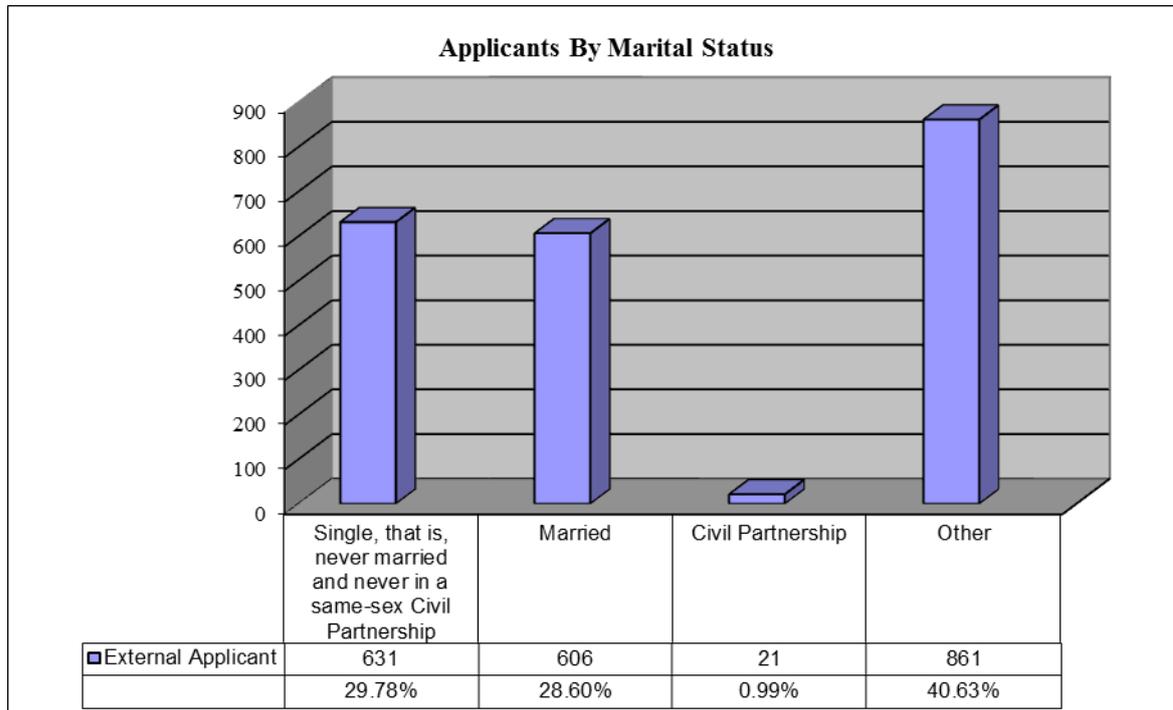
5.2.2 Disability





A very high proportion (85.42 %) of external applicants and 46.24% have not stated whether or not they have a disability. This is however an improvement on last year's figures, suggesting our improvements to the recruitment process could be having a positive impact. The high figure for external applicants still suggests however that people are still very apprehensive to declare their disability, and the council will continue to work on improving this figure.

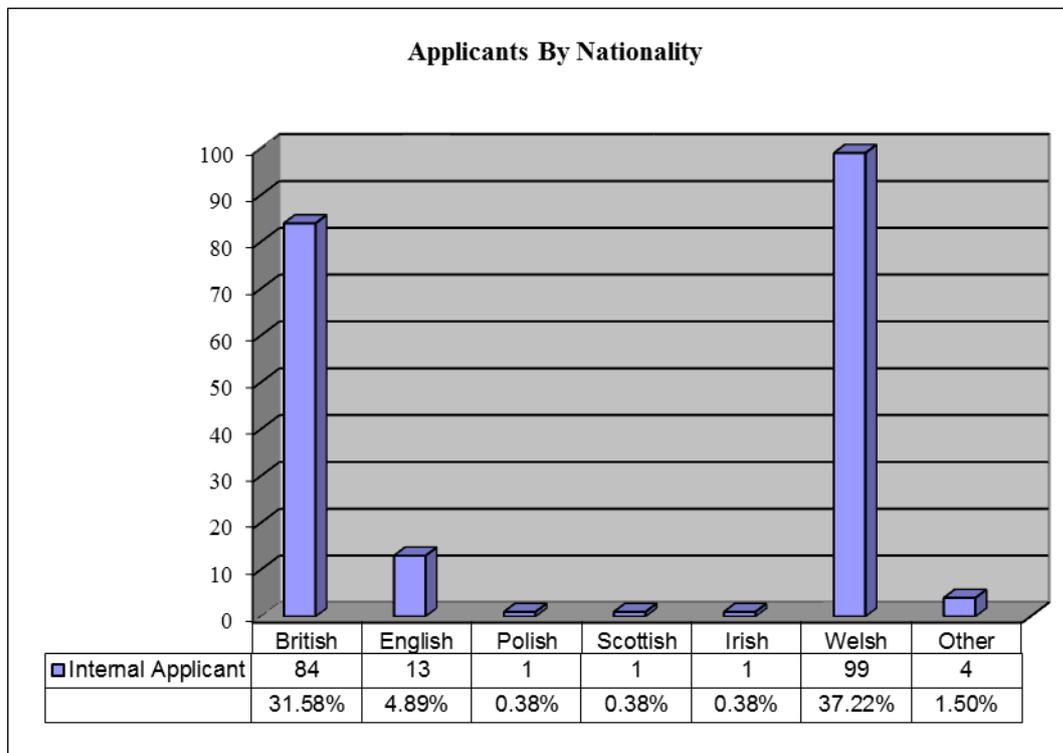
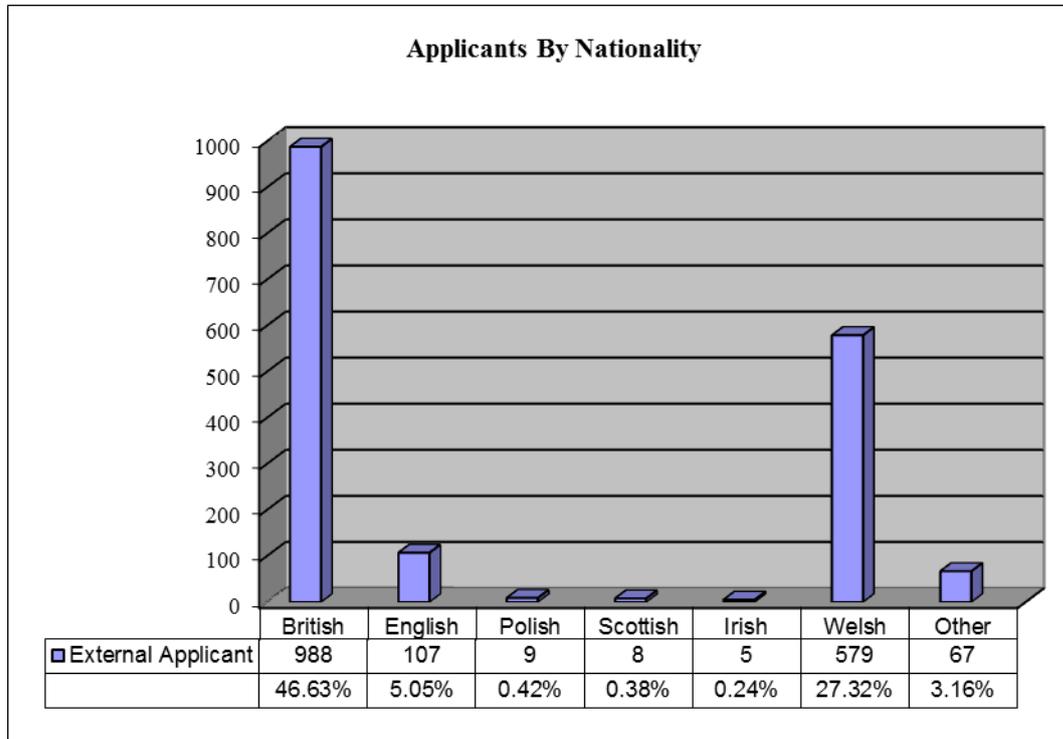
5.2.3 Marital Status



Nearly all applicants have declared their marital status. Of those external applicants that have declared their marital status, roughly half of applicants are declaring as single (29.78%) and half as married (28.6%). Around 1% have declared being in a civil partnership. This differs to internal applicants with a much higher proportion of those declaring as married (39.47%) in relation to single (17.29%). A large

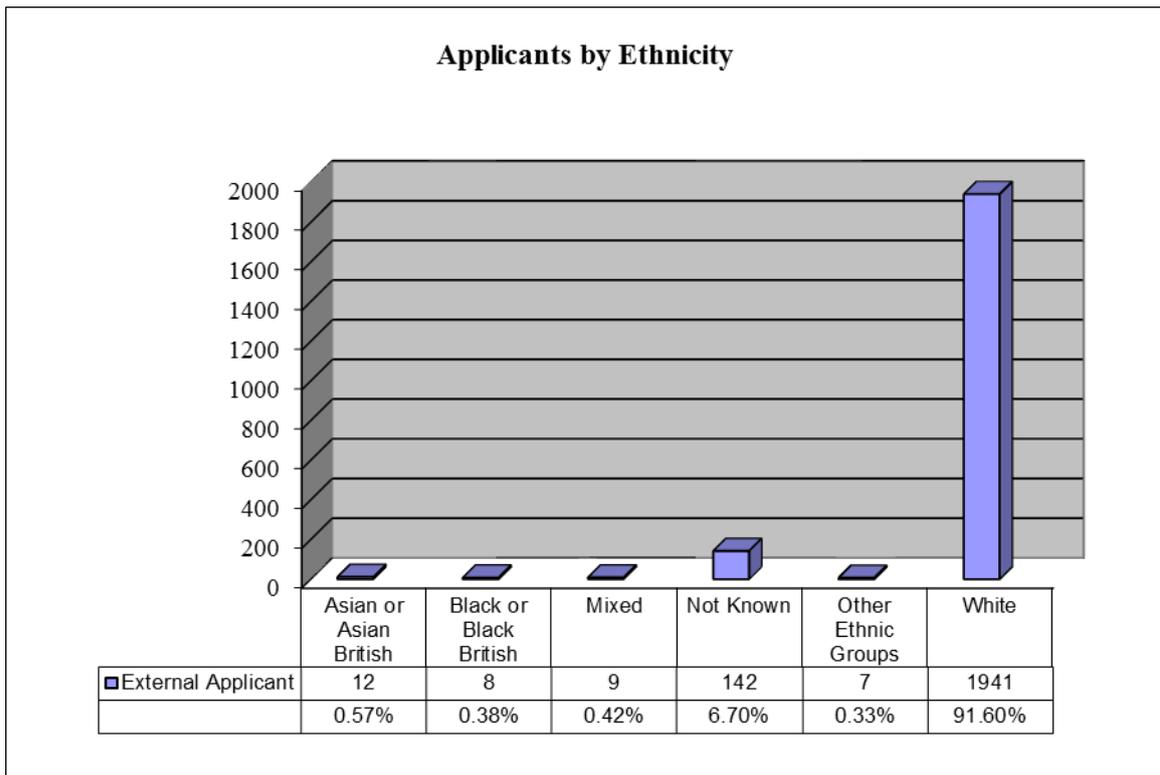
proportion of both internal and external applicants have been selecting 'other' to this question.

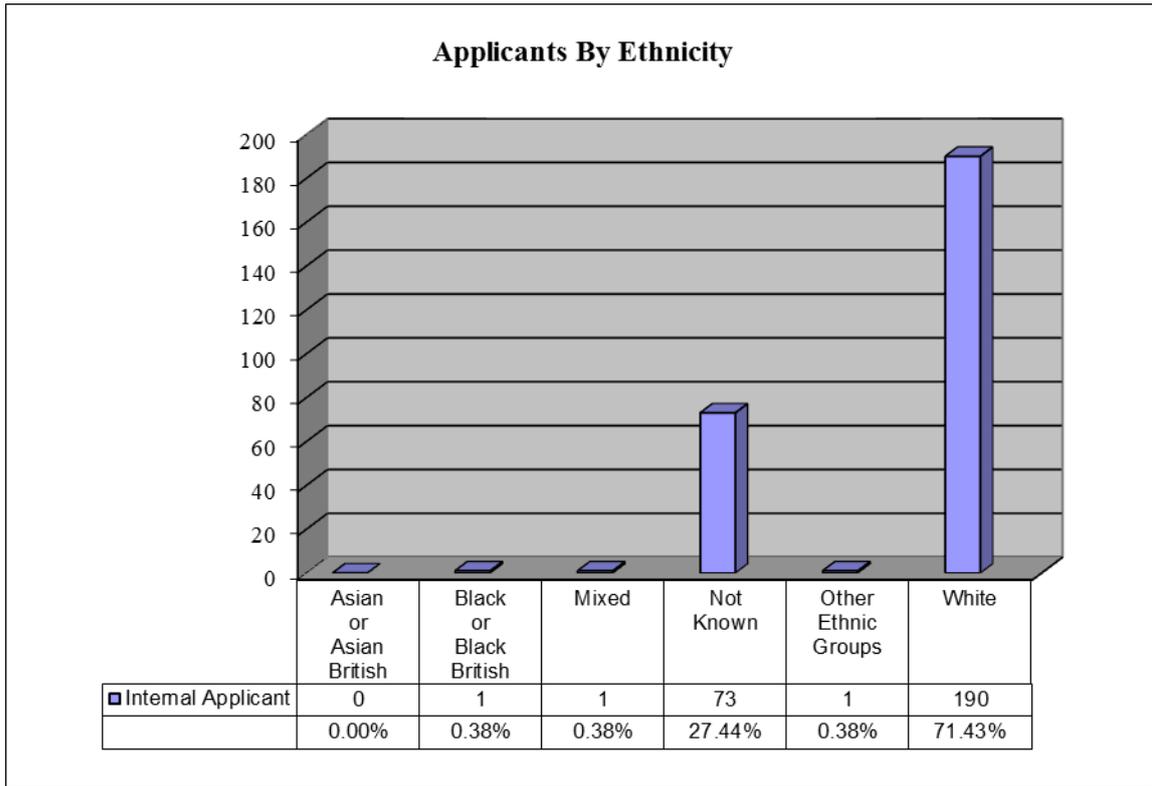
5.2.4 Nationality



Applicants who answered this question are predominantly British or Welsh, with a higher proportion of internal applicants being Welsh.

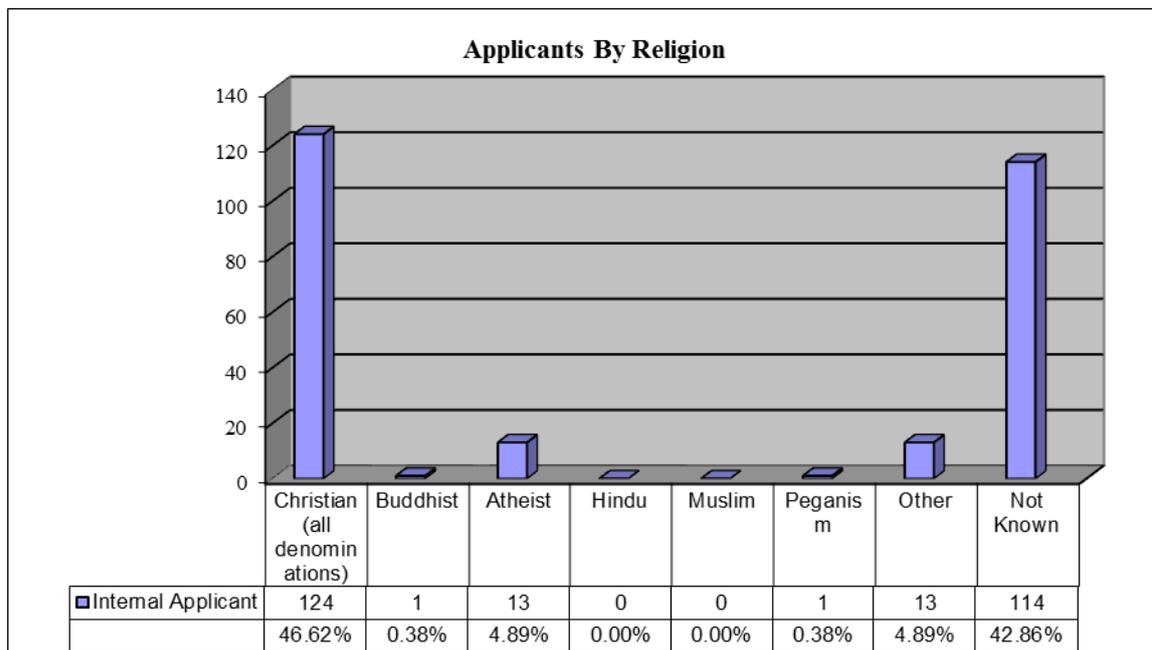
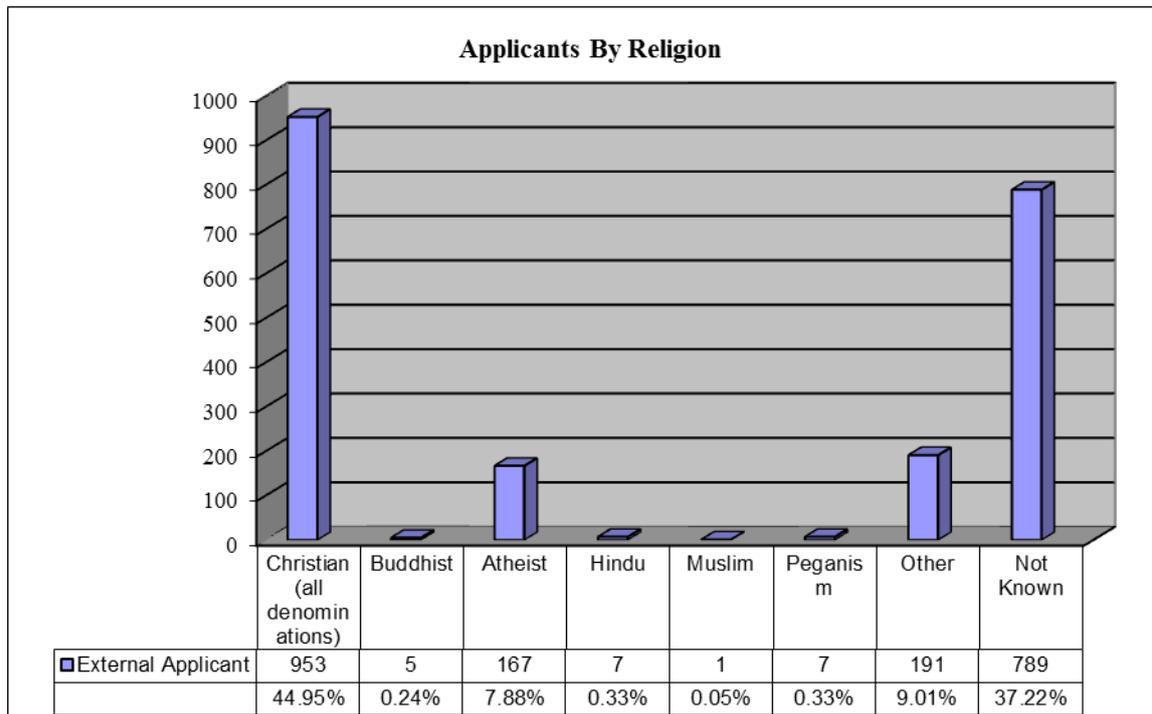
5.2.5 Ethnicity





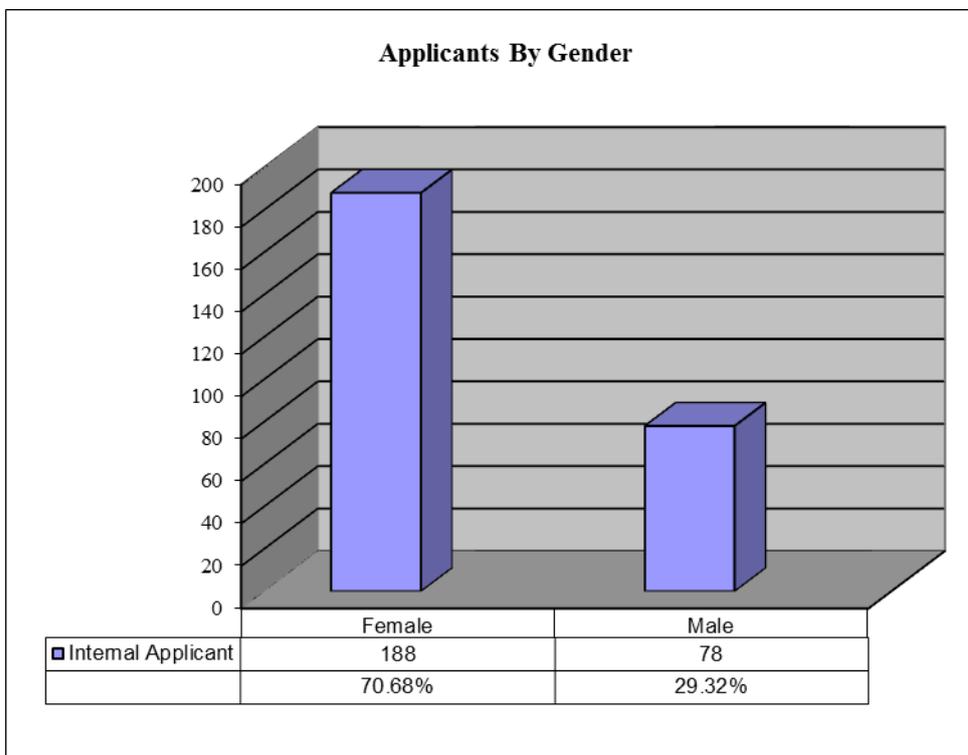
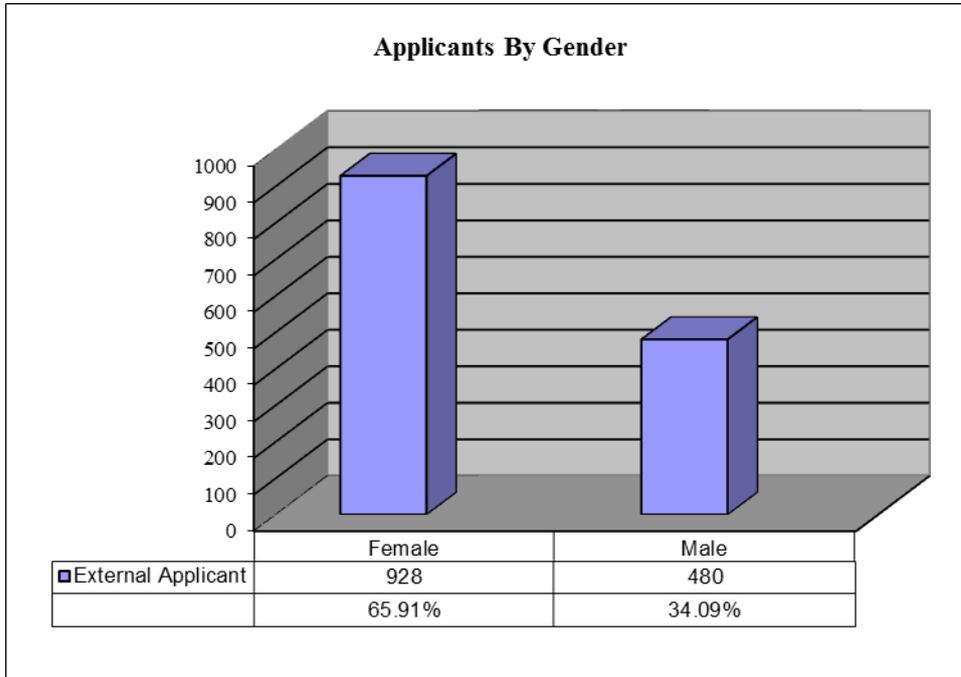
As to be expected, the majority of both internal and external applicants are white, with roughly 1.5% being from other ethnic groups. This compares to a census population of roughly 1% from other ethnic groups, showing that there is a good representation of non-white candidates applying. There is a much higher proportion of internal applicants (27%) than external applicants (6.7%) not declaring their ethnicity.

5.2.6 Religion



The proportion of candidates declaring their religious beliefs is relatively high and this has risen from last years figures for both external and internal clients. The highest category by far – for both internal and external applicants, are people with a Christian belief.

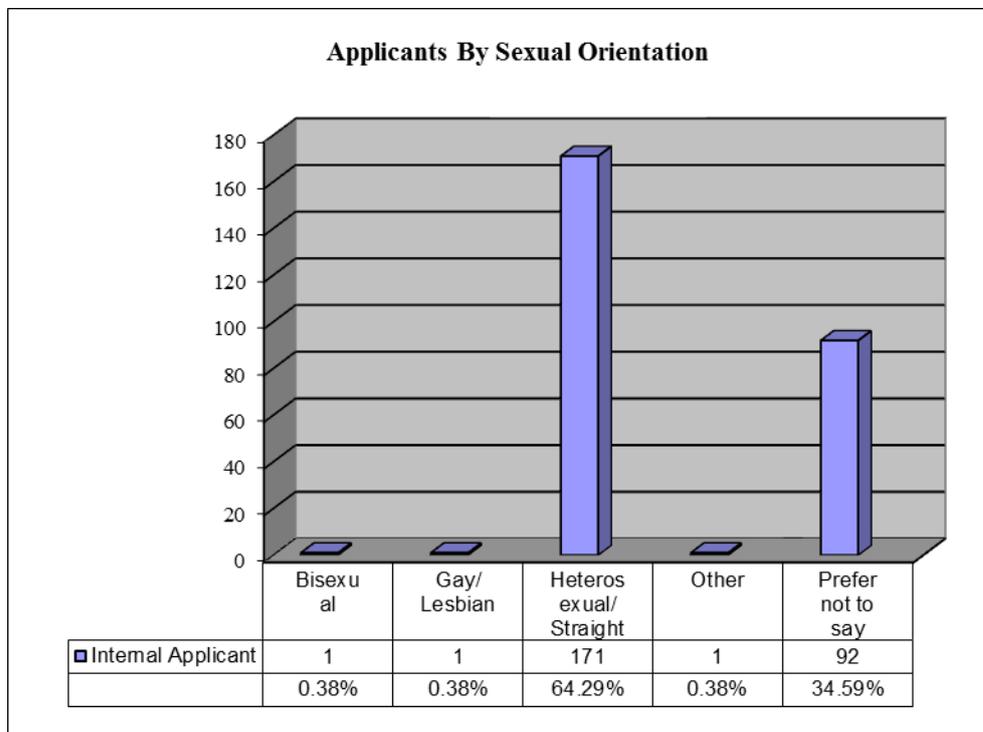
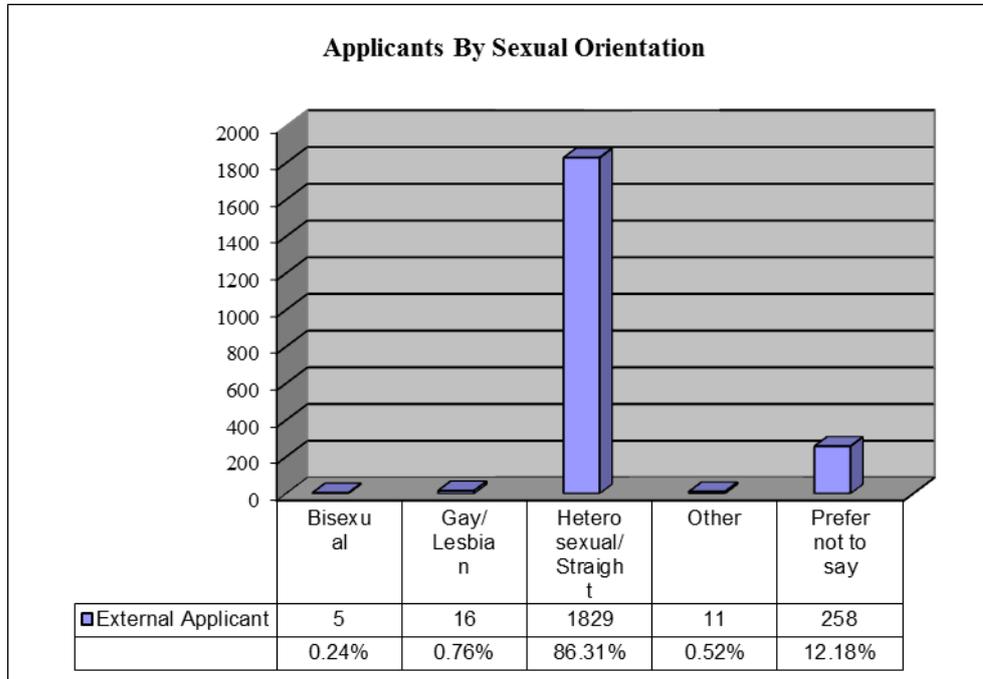
5.2.7 Gender



There are twice as many female external and internal applicants than male applicants, this is a similar pattern to the previous year. This will need further

consideration to consider whether this can be related to the types of posts that are being advertised.

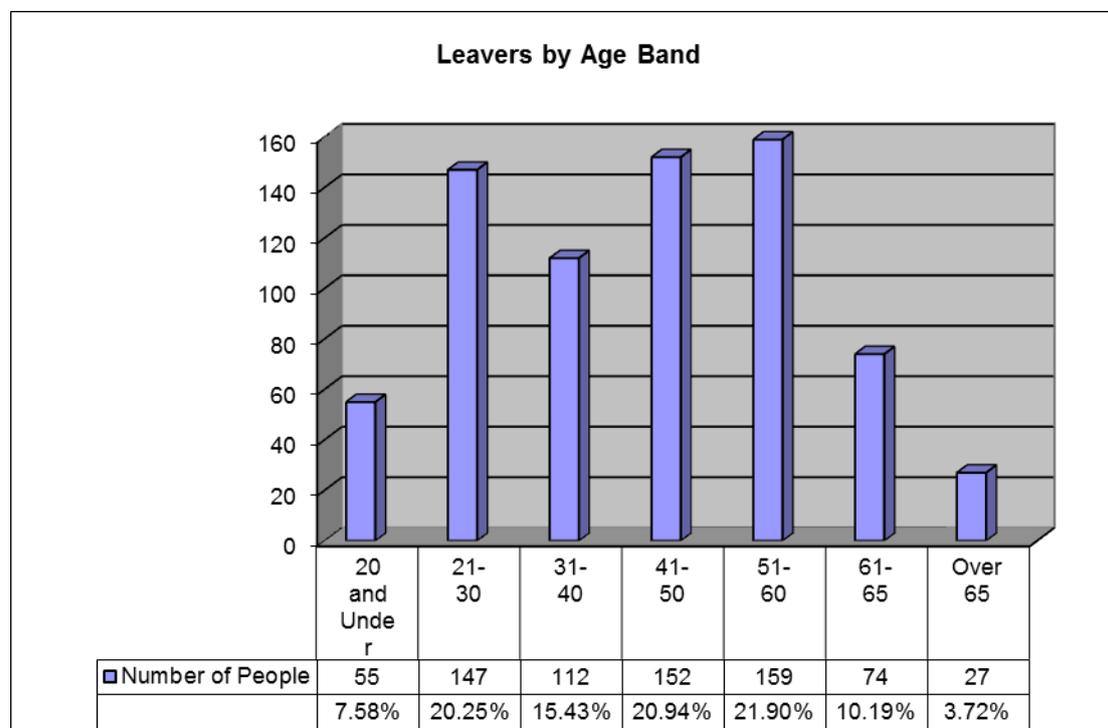
5.2.8 Sexual Orientation



A good proportion of external applicants are disclosing their sexuality in the application process, with only 12.18% not declaring. Roughly 1% have declared as LGBT. A higher proportion of internal applicants are not disclosing.

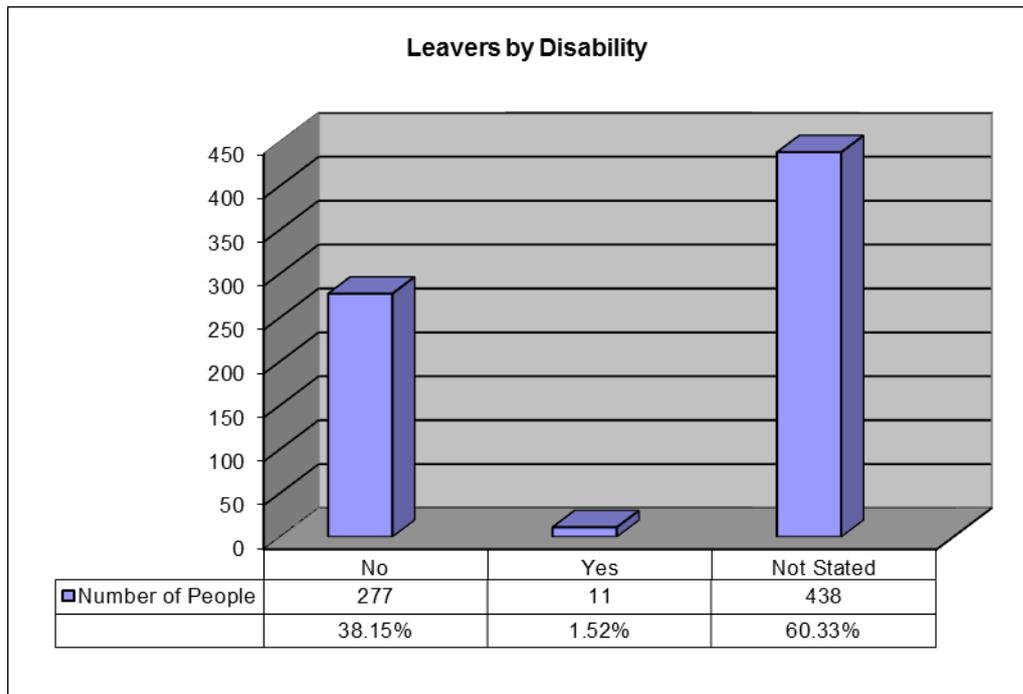
5.3 Employees leaving 01/04/2013-31/04/2014

5.3.1 Age



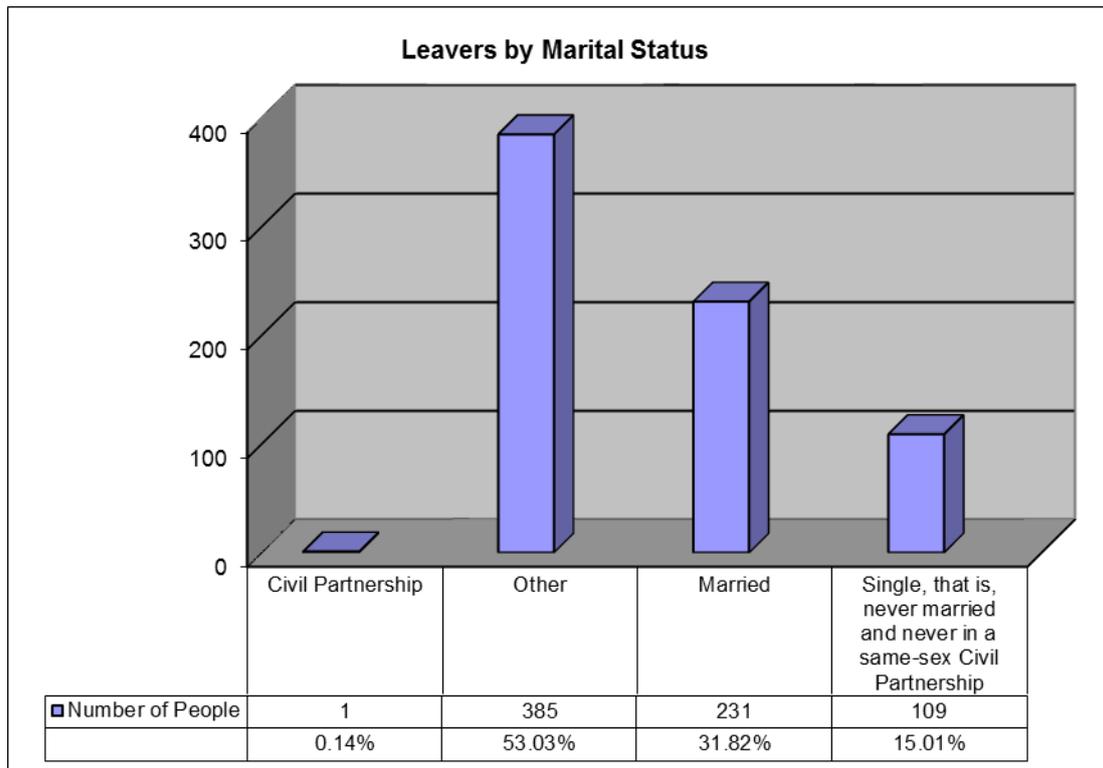
The age pattern of leavers has altered since last year with a higher proportion of 51-60 year olds leaving the organisation. This is likely to relate to significant downsizing of the organisation, and the existence of a voluntary severance scheme - which statistically attracts older members of staff who are financially more able. Similar to last year's figures there is also a high proportion of 21-30 year olds who are leaving the organisation.

5.3.2 Disability



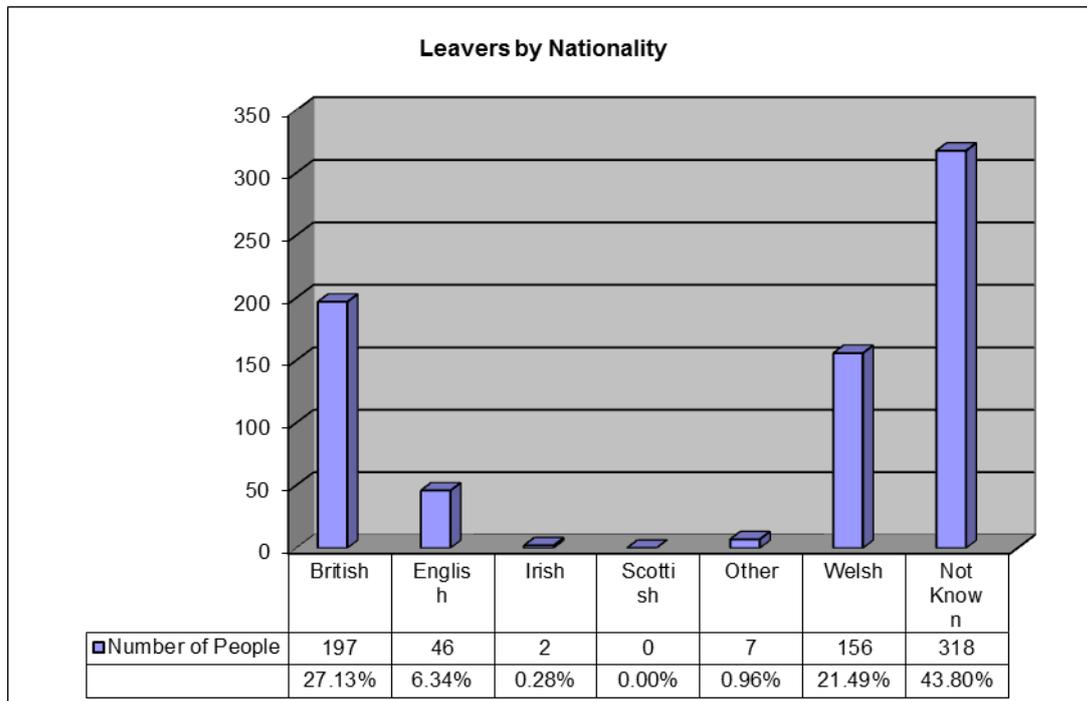
Due to the low numbers of people disclosing in this area, it is difficult to comment on what patterns of leaving in terms of people with a disability. From the figures that are known, disabled people do not appear to be over-represented in terms of leavers.

5.3.3 Marital Status



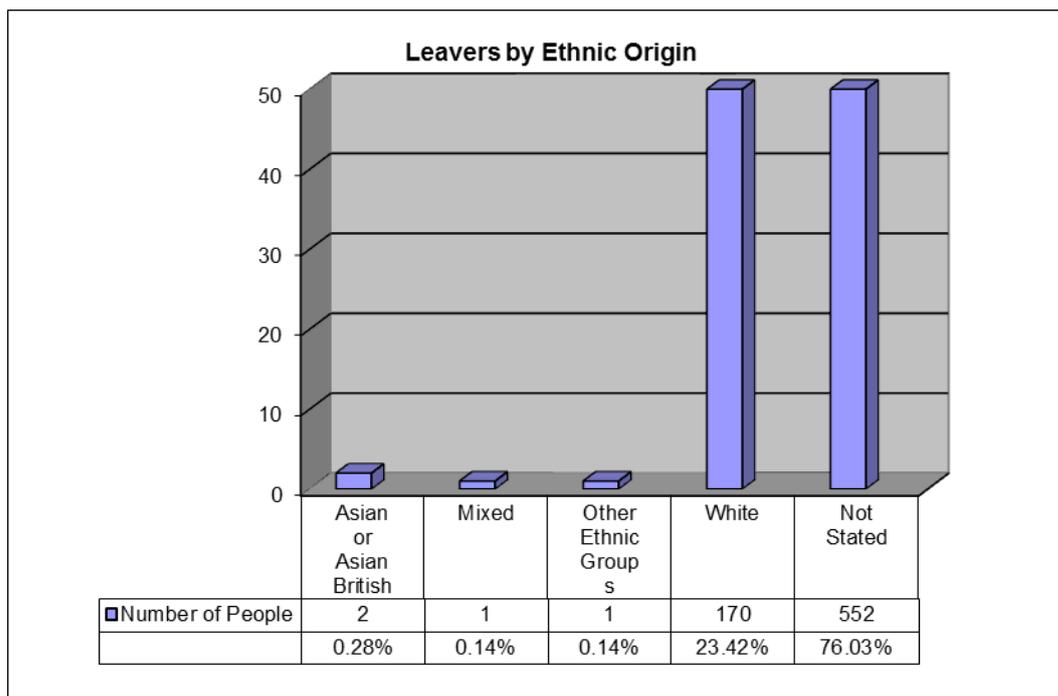
There has been mainly people who have identified as 'other' leaving the organisation. There have also been more married than single people leaving the organisation – roughly double – 231 married people leaving compared to 109 single people.

5.3.4 Nationality



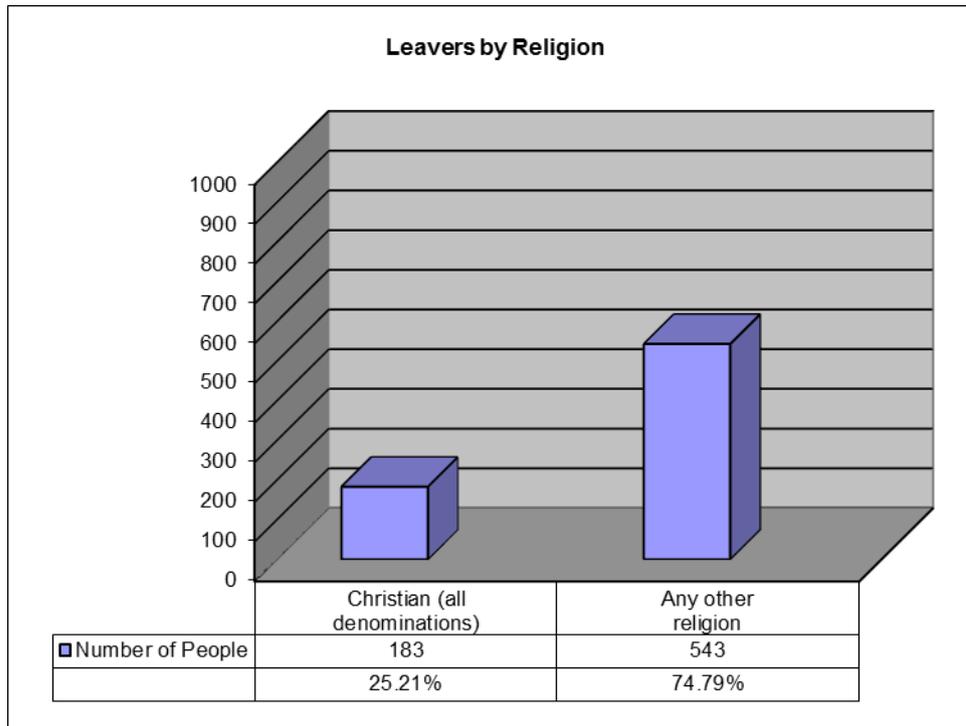
There are a high number of 'not-known's' for leavers ethnicity. From those that have disclosed their ethnicity, there is a higher proportion of British people than Welsh people leaving.

5.3.5 Ethnicity



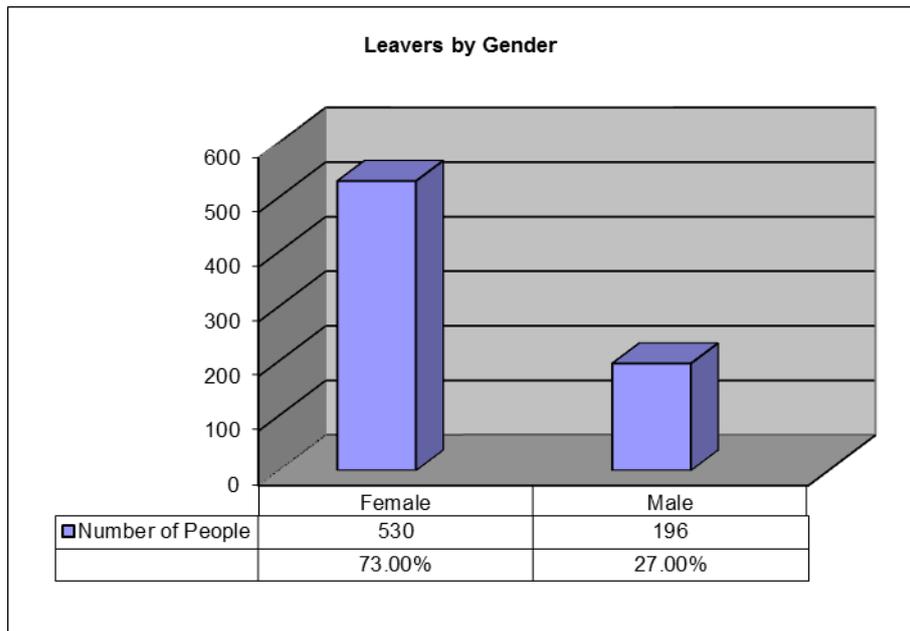
The low levels of disclosure make this difficult to meaningfully comment.

5.3.6 Religion



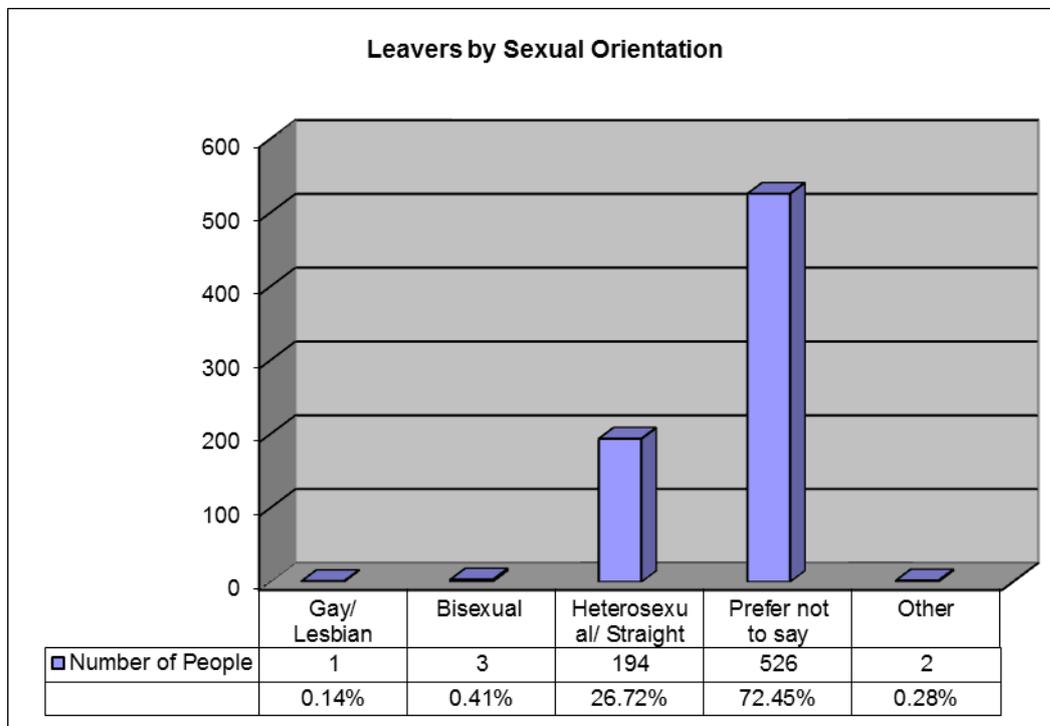
25% of leavers identified as having a Christians faith, which although this appears high, this is set against a backdrop of a high proportion of people identifying as have a Christian belief. 75% of leavers have identified under 'other religions' – the 'other religions' also includes those that have not identified a religion.

5.3.7 Gender



There are more women than men leaving the organisation. With more women also being recruited – there appears to be a higher retention rate of men.

5.3.8 Sexual Orientation



The low level of disclosure makes this difficult to comment upon.