



Powys County Council

Strategic Equality Plan 2016-2020

This publication is also available in other formats.

If you need this information in another format or Language, please phone or email customer services.

Contents

Foreword.....	3
Introduction	4
Public sector equality duties.....	8
The process: How we set our objectives	10
Our equality objectives	12
Objective 1: Close attainment gaps in education	13
Objective 2: Encourage fair recruitment, development and reward in employment	14
Objective 3: Improve living conditions in cohesive communities.....	16
Objective 4: Increase access to justice and encourage democratic participation.....	18
Objective 5: Improve access to mental health services to people experiencing poor mental health	19
Objective 6: Prevent abuse, neglect and ill-treatment in care	20
Objective 7: Eliminate violence, abuse and harassment in the community.....	21
Protected characteristics matrix.....	23
Monitoring and informing of progress	24
Impact assessments.....	24
Employment.....	25
Why a Gender Pay Objective?	25

Foreword

This plan sets out our equality objectives and action plans for making Powys a fairer place to live where people can achieve their potential, thrive and prosper.

It focuses on three things: improving our services, making our organisation a better place to work, and improving the most important life outcomes for local people.

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, which presents extra challenges. However 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 believe this plan will assist in helping those who experience disadvantage, contributing to the social, economic and emotional well-being of our workplaces and local communities. It will help improve staff morale, motivation and retention – meaning our services will be delivered more efficiently, and with more attention to detail - making things better for everyone.

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

We welcome your feedback on our Strategic Equality Plan.

Jeremy Patterson, Chief Executive John Powell, Cabinet Member for Equalities

Introduction

What is the Strategic Equality Plan?

In this plan we outline how we will promote equality and diversity for the next four years, some of the practical steps we will be taking to put our commitments into practice, the importance of data and how we will monitor our performance and the effectiveness of this Strategic Plan.

What is its aim?

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”.

The plan is for everyone who lives, works, and visits or has an interest in Powys, including businesses and organisations.

Vision, values and principles

Vision

We have entered a new era for local government where we have less money but greater demand on our services and increased expectation to show improvement. We have responded with a clear vision and purpose to take us forward.

“Strong communities in the green heart of Wales” is our vision and will guide us in our response to the challenges and opportunities ahead.

Traditional ways of annual budget setting or “salami slicing” are not enough to cope with the demands of the changing climate of local government. We must take a long-term view about the type of communities people want, the services that can help them thrive, and an affordable way of securing those services.

In our role as community leader, we must identify the needs of our communities and help shape future service delivery together. To do this we must plan and ensure that the correct decisions are taken today to secure what we need for tomorrow.

Powys is made up of many communities, they are all different but have in common a desire to remain strong and to flourish into the future. A strong community is vibrant, where services are delivered locally and the economy supports opportunities for young people to keep them in our beautiful county, while also caring for our older population and protecting the vulnerable.

We need clear priorities to deliver our vision. Our priorities are:

- Services delivered for less: Remodelling council services to respond to reduced funding
- Supporting people in the community to live fulfilled lives
- Developing the economy
- Learning: Improving learner outcomes for all, minimising disadvantage

Our role will be different, we will be assisting and supporting but not necessarily delivering services. One of our challenges will be to help communities make the transition to this new world of public service where personal responsibility plays a big part. Our role will be to support people to take an active part in their communities.

Values

We are determined to create public services of the future that are driven by the right culture and behaviours. We will make sure our values are integral to the way we manage and recruit our staff.

We will be:

- **Professional:** Whatever role we play in the council, we act with professionalism and integrity
- **Positive:** We take a positive attitude in all we do
- **Progressive:** We take a proactive and responsible approach to planning for the future
- **Open:** We keep each other informed, share knowledge and act with honesty and integrity
- **Collaborative:** We work constructively and willingly on joint initiatives

Guiding principles

The council's guiding principles are based on the well-being of future generations.

The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. It will ensure the council thinks more about the long-term, works better with people and communities and each other, looks to prevent problems and take a more joined-up approach. This will help create a Powys and a Wales that everyone wants to live in, now and in the future.

To make sure we are all working towards the same vision, the Act puts in place seven well-being goals:

- **A prosperous Wales**
Efficient use of resources, skilled, educated people, generates wealth, provides jobs
- **A resilient Wales**
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (eg climate change)
- **A healthier Wales**
People's physical and mental well-being is maximised and health impacts are understood
- **A more equal Wales**
People can fulfil their potential no matter what their background or circumstances. Equality is about making sure people are treated fairly. It is not about "treating everyone the same" but recognising everyone's needs are met in different ways.
- **A Wales of cohesive communities**
Communities are attractive, viable, safe and well connected
- **A Wales of vibrant culture and thriving Welsh Language**
The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. The two main principles of the Welsh Language Measure are that in Wales:
 - The Welsh Language should be treated no less favourably than the English language
 - That persons should be able to live their lives through the medium of Welsh if they choose to do soWe will develop and support the implementation of a Welsh Language Plan in response to new Welsh Language Measures
- **A globally responsible Wales**
Taking account of impact on global well-being when considering local social, economic, environmental and cultural well-being.

We need to act in a way that meets our current needs without compromising the ability of future generations to meet their own needs. The Act identifies the following five sustainable principles to help ensure we do this:

- **Long-term**
Balancing short term need with long term and planning for the future
- **Prevention**
Putting resources into preventing problems occurring or getting worse. We will address issues through prevention and early intervention rather than reaction
- **Integration**
Positively impacting on people, economy and environment and trying to benefit all three
- **Collaboration**
Working together with other partners to deliver
- **Involvement** (Communications and engagement)
Involving those with an interest and seeking their views. We are committed to open communication with our citizens, partners and businesses. We continually seek to improve our communication to raise awareness of the services we provide and encourage use of them by our citizens. We believe all our citizens, partners and businesses should be regularly consulted and have an opportunity to get involved, so that their voice influences future decisions and service provision

Other key principles

- **Preventing Poverty:**
Reducing poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor.
- **Safeguarding:**
Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.
- **Gathering data and sharing information**
It is important that the plans we make are based on sound evidence. To determine where inequality exists over time, we need to make arrangements to continually gather relevant equality information and data for analysis. This means services need to ensure systems are in place to capture, analyse and share appropriate data and decide how best to use that information to design and deliver services to meet users' needs. We will continue collecting workforce data to embed equality-related evidence into our employment policies and

practices. The wellbeing of our future generations needs to be considered in the design of our services. To enable this our data must look at trends over time along with information from our service users to understand future requirements. This will enable us to plan for future scenarios to meet the needs of our service users in the future.

- **Staff awareness and training**

It is important that all our staff and elected members are aware of the general and specific duties of the Equalities Act and its impact on their work, considering equalities when setting strategic direction and policy, reviewing performance and ensuring good governance. In order to achieve this we need to communicate our equality objectives throughout the organisation and ensure that learning and development resources are targeted towards enabling individuals to fulfil their roles. Learning and development opportunities are available to all with equality and diversity being a core part of Corporate Learning & Development and E-Learning.

Public sector equality duties (PSED)

This plan enables us council to meet our legal requirements under the Equality Act 2010.

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.

Who is protected? - The ‘protected characteristics’

Technically, everyone is 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.

The Specific Public Sector Equality Duties for Wales

The Specific Duties underpin the General Duty, and specify what public bodies must do. 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 staff and providing training
- 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:

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:

www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/.

The process: How we set our objectives

Our Joint Strategic Needs Assessment (JSNA) and the development work that has taken place since then has helped inform this plan, alongside 'Is Wales fairer?' published by the Equality and Human Rights commission in December 2015 and our joint collaboration engagement work that was conducted in the second half of 2015.

We carefully considered the evidence and agreed seven key objectives. We consider these to be the most pertinent issues facing the council at this point in time and they provide the focus for this plan. We will review these objectives annually.

Joint Strategic Needs Assessment

Our JSNA, and the development work that has taken place since then, analysed the needs of the population to inform and guide commissioning of services. Building on our existing JSNA we undertook some further analysis of local needs to look more closely at the impact of poverty across different areas of Powys. Five issues emerged as being most critical to improving people's wellbeing and helping to reduce the impact of poverty. As a result, our One Powys Plan outcomes and commitments have been changed and strengthened to reflect those needs.

Is Wales Fairer?

We used the *Is Wales Fairer?* report as a foundation to develop our plan. This report, produced by the Equality and Human Rights Commission, identifies the key equality and human rights challenges for Wales.

It brings together evidence to answer the question as to whether Wales is fairer today than it was when they first published their review five years ago. It looked at all of the important areas of life such as health, education, work, justice and individuals' role in society and the changes that have taken place in each of these.

'Is Wales fairer?' can be found on the Equality and Human Rights commission website or on our own website as follows

<http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/>

Engagement

Key organisations operating within Carmarthenshire, Ceredigion, Pembrokeshire and Powys worked collaboratively to deliver a joint engagement exercise. A mixed methods approach was used to gain the views and experiences of stakeholders across Dyfed Powys. One master survey was produced and local stakeholder events held in each of the four regions. This approach increased the robustness of our data and allows us to compare across regions.

This multiagency consultation report and Powys engagement report can both be found on our website at

www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/

Our equality objectives

We have agreed seven equality objectives for the council, and planned how we will achieve them.

The detail on how these actions will be achieved, is contained within various Service Improvement Plans, the One Powys Plan, services team plans or the Community Cohesion National Delivery Plan.

Measures to see how well we are doing against tackling the issues of inequality feature underneath each objective and its actions. This will help us to evaluate how well we are doing.

The equality objectives are:

- Objective 1: Close attainment gaps in education
- Objective 2: Encourage fair recruitment, development and reward in employment
- Objective 3: Improve living conditions in cohesive communities
- Objective 4: Increase access to justice and encourage democratic participation
- Objective 5: Improve access to mental health services to people experiencing poor mental health. Note: Joint Objective and actions with Powys Teaching Health Board (PTHB). All under Hearts and Mind Delivery plan
- Objective 6: Prevent abuse, neglect and ill-treatment in care
- Objective 7: Eliminate violence, abuse and harassment in the community

Objective 1: Close attainment gaps in education

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 1 are to close the attainment gap by raising standards of children receiving free school meals, children with special educational needs, looked after children and Gypsy Traveller children and reduce exclusions from school and reduce bullying.

What you told us

The engagement exercise gave us very specific and detailed information in relation to each protected characteristic and each domain.

Disabled, older, transgender, Lesbian Gay and Bisexual (LGB) and Black and Minority Ethnic (BME) people are considered to have the worst education experiences. BME and LGB people reported significantly worse experiences of education than what other respondents thought they would have. Comments highlighted issues with prejudice and access.

We will

- a. Support schools in improving the quality of teaching and learning through specific, bespoke menus of support
- b. Roll out the Person Centred Planning approach to ensure pupils with special educational needs have appropriate targets for improvement
- c. Monitor the performance of the vulnerable groups, identifying any underperformance against benchmarked information and signpost to good practice
- d. Support schools in ensuring that Personal Education Plans for Looked After Children (LAC) are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant
- e. Review support for children and young people with emotional, social and mental health issues
- f. Develop and embed Early Identification Partnership meetings within each high school to look at attendance, attainment, behaviour, and other data for young people in Years 7-11 and discuss any level of support required, whether in-school or multi-agency
- g. Continue to deliver KiVa in Powys

How will we know if we are successful?

- The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator, attaining the Core Stage Indicator (CSI) at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4

- The percentage of pupils at school action, school action plus or with a statement attaining the Foundation Phase Indicator, attaining the CSI at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4
- The percentage of pupils of ethnic minority attaining the Foundation Phase Indicator (three year cumulative total), attaining the CSI at Key Stage 2 (three year cumulative total), attaining the CSI at Key Stage 3 (three year cumulative total) and attaining Level 2 inclusive at Key Stage 4 (three year cumulative total)
- The percentage of LAC pupils attaining the Foundation Phase Indicator, attaining the CSI at Key Stage 2, attaining the CSI at Key Stage 3 and attaining Level 2 inclusive at Key Stage 4
- Percentage of 15 year-olds leaving full time education without a recognised qualification and percentage of 15 year-old pupils in Local Authority care leaving full time education without a recognised qualification
- Number of pupils permanently excluded per 1,000 pupils (aged 5+) in primary and secondary schools
- Fixed term exclusions: percentage of days lost for primary (aged 5+) and secondary schools
- Percentage of 16 year-olds leaving full-time education who are known not to be in education, employment or training (NEET)

How will we do it?

A to E will be met through the Schools Accountability framework Level 1, 2 and 3 plans.

F will be met through the ESF Operation “Cynnydd”, building on the work of the Youth Intervention Service and the Youth Engagement and Progression Framework Implementation Plan.

G will be delivered in partnership with Powys Teaching Health Board (PTHB).

Objective 2: Encourage fair recruitment, development and reward in employment

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 2 are to increase the employment rates of young people, disabled people, ethnic minority people and Muslim people and close pay gaps focussing on young people, ethnic minority people and women.

What you told us

The results from our engagement exercise show a number of groups may have poorer employment experiences – with disabled, older, and those pregnant or with small children faring the worst. Only men and single people are thought to have experiences no better or worse than the

population as a whole. Considering self-reported results, BME, disabled, LGB, younger people, women and transgender people all have worse experiences than the experience other people perceive them to have.

We will

- a. Fully promote economic participation through the Learning Disability programme
- b. Help people with a Learning Disability to have improved opportunities for valued occupation including paid employment
- c. Promote Supported Employment as important for transition with young people with needs and disability
- d. Work with secondary and special schools to develop internships with employers (work experience for young service users with additional learning needs)
- e. Provide workplace traineeships for Looked after Children and Care Leavers
- f. Meet our obligation to comply with national guidelines and produce an annual pay policy ratified by full council, which will be transparent in respect to pay grades and pay ratios
- g. Review our recruitment process
- h. Conclude research on some of the lowest paid types of council work, to consider whether there are historical employment differences that generates gender disadvantage by September 2016
- i. Develop strategies and implement them to lift any disadvantaged groups (taking into account work already done to address any disadvantage by the single status exercise and the Council's adoption of the principles of the Living Wage)

How will we know if we are successful?

- a. Increase the number of Social Enterprise' from 1 to at least 2
- b. Increase the number of users in paid employment above 16 hrs or more by 5%
- c. Increasing the number of people with learning disabilities who access the council's Supported Employment Scheme
- d. Employment rate of adults aged 16-64 (Key statutory expectations for employment of service users in need of care and support. Welsh Government - The national outcomes framework)
- e. Number of 'Looked after Children' and 'Care leavers' workplace traineeships
- f. An annual pay policy will be ratified by full council
- g. Decrease the end to end time taken from decision to recruit to a start date
- h. An analysis report is complete
- i. Strategies written and implemented

How will we do it?

A and B will be met through the One Powys Plan (Learning Disabilities Thematic Project Board) which reports to the Health and Adult Social Care Integrated Leadership Board

C will be met through the Independent Living Team (business as usual)

D will be met through the Independent Living Team (business as usual)

E will be met through the Children Services team plan

F will be met through the work of the Business Services team

G will be met through the Business Services starters and leavers project

H and I will be met through the Human Resources Service Improvement Plan

Objective 3: Improve living conditions in cohesive communities

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 3 are to reduce poverty especially amongst children, disabled people, and ethnic minority people. Improve access to care for older people and children and reduce homelessness, especially amongst people fleeing domestic abuse and people with poor mental health or learning disabilities.

What you told us

There is a perception that BME people and those who are pregnant (or with young children) have better housing experiences. Younger and single people are considered to have the worst experiences. When considering self-reported experiences, those for disabled and LGB people are significantly worse, suggesting poor experiences for housing for these two groups.

Getting along together in the community: BME, disabled, transgender and LGB people are all thought to have worse experiences. This is also true of the self-reported results for these groups. Key themes included: unwillingness to mix and fear of difference, access issues and communication difficulties arising from language (including competence in English and Welsh, and British Sign Language)

We will

- a. Continue to deliver flying start

- b. Proactively broker childcare spaces with specialist requirements
- c. Implement Night Stop within the county
- d. Complete and implement the homelessness project by March 2018
- e. Deliver additional pitches for Gypsy and Traveller families in accordance with the findings from the Gypsy & Traveller Accommodation Assessment
- f. Commence and complete the refurbishment of our Fairview property to accommodate clients with general needs as well as those with Learning Disabilities
- g. To deliver the Housing Revenue Account business plan, including the achievement of the Wales Housing Quality Standard (WHQS) by 2018, ensuring that tenants and residents live in homes and neighbourhoods which meet their expectations
- h. Increase understanding regarding the impacts of poverty on people with Protected Characteristics across key service and policy delivery
- i. Deliver against the national goal of 'more cohesive communities'
- j. Continue to implement the Syrian Vulnerable Persons Resettlement Scheme, including the facilitation of community cohesion through communication strategies and tension monitoring

How will we know if we are successful?

- a. Number of children on the Health Visitor's caseload and number of eligible Flying Start children who attend 2 year old childcare during the year
- b. Number of childcare spaces with specialist requirements brokered
- c. Number of bed nights provided
- d. Reduce number of homelessness acceptances, as a proportion of all applications
- e. Completion of site in Machynlleth and provision of additional pitches at Kings Meadow
- f. Refurbishment of Fairview completed by May 2017
- g. Percentage of WHQS achieved by the end of 2017-18
- h. Data is gathered to assess the impact of programmes across Protected Characteristics and a holistic picture is gathered across programmes
- i. People from different backgrounds get on well in their cohesive communities
- j. Monitor tension and communication through the Syrian Resettlement Scheme

How will we do it?

A will be met through the Flying Start Programme under the Powys Children and Young Peoples Partnership.

B will be delivered through the work of Powys Children and Young Peoples Partnership

C will be delivered through the work of Children Services

D to G will be delivered through Housing's Service Improvement Plan

H to J will be progressed through Community Cohesion National Delivery Plan 2016-17

Objective 4: Increase access to justice and encourage democratic participation

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The key priorities in challenge 4 are to ensure equal and effective access to civil justice for everyone and improve political and civil participation and increase diversity in public life.

What you told us

Younger, disabled, transgender and BME people are thought to have worse experiences of influencing decisions. Considering self-reported experiences, the position for disabled, LBG, and transgender people, is worse than the way others perceive their experiences to be.

We will

- a. Organise a young person's elected member development day
- b. Create a new elected members website covering everything a potential elected member needs to know
- c. Pilot and promote key scrutiny meetings via webcasting
- d. Empower the Democratic Services Committee to look at ways in which public participation operates successfully across Wales
- e. Explore options for introducing public participation and make proposals for a system to allow members of the public to contribute in council meetings

How will we know if we are successful?

- a. Young person's annual member development day feedback
- b. Website created and fit for purpose
- c. Number of scrutiny meetings webcasted during last reporting period AND Number of viewers to the webcasted scrutiny meetings during last reporting period

- d. Democratic Services Committee report on the set task
- e. A successful system proposed

How will we do it?

All measures will be met through the work of Legal and Democratic services

Objective 5: Improve access to mental health services to people experiencing poor mental health

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 5 are to improve access to mental health services and reduce the rate of suicide especially amongst men.

What you told us

Older people were considered to have worse experiences regarding access to care and support with pregnant women or those with young children having better experiences. The self-reported results showed variance in some cases, with much worse experiences reported by disabled, LGB and transgender people. Carers were much more likely to think disabled and older people had worse experiences.

We will

We will work with PTHB and other key partners to implement the Powys Hearts and Minds Delivery Plan which aims to promote mental and emotional health and wellbeing for all and to enable the provision of truly integrated care services for those who need them, thus making a positive difference in their lives and the lives of carers. We will:

- a. Work with PTHB to enact new duties from implementation of the Social Services Act
- b. Work together with PTHB and the third sector to implement safeguarding legislation and policies
- c. Work together with PTHB and the third sector to provide services that strive to improve the experience of all service users in line with Doing Well, Doing Better
- d. Put into place integrated assessment and care management systems based on clinical need (Older people's mental health services)
- e. Work together with PTHB and the third sector to ensure evidence based risk assessment training is provided for appropriate staff to cover all settings, client groups and ages

- f. Work with PTHB staff to establish links and contacts with debt advice services to assist people in managing their finances
- g. Implement Supporting People Programme Guidance ensuring that commissioning decisions take account of mental health needs
- h. Work with PTHB and the third sector to ensure all their services embed a culture of dignity and respect
- i. Work with PTHB and the third sector to adopt evidence based team working with emphasis on clinical networks and locality teams

How will we know if we are successful?

Progress will be monitored and reported to the Mental Health Planning and Development Partnership which sits under the Health and Adult Social Care Integrated Leadership Board of the Local Service Board.

- a. Number of resources highlighting mental health
- b. Ongoing national audits, inquiries and reviews. Annual report to Chief Nursing Officer/Nurse Director for Wales on Fundamentals of Care
- c. Service User Satisfaction Surveys
- d. Service User satisfaction surveys
- e. Monitoring of action taken by Local Health Boards and Local Authorities in relation to Health Inspectorate Wales homicide reports
- f. Care and Treatment Plans identify finance, where appropriate
- g. Regional commissioning plans submitted by regional co-ordinating authorities
- h. Percentage of NHS and council workforce trained. Service User Surveys
- i. Staff surveys on organisational climate, employee engagement and wellbeing

How will we do it?

We will meet all measures through the Powys Hearts and Minds delivery Plan.

Objective 6: Prevent abuse, neglect and ill-treatment in care

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priorities in challenge 6 are to prevent the abuse, neglect and ill-treatment of children and older people in hospitals and care homes. And protect human rights of people held in detention.

What you told us

Older people were considered to have worse experiences regarding access to care and support with pregnant women or those with young children having better experiences. The self-reported results showed variance in some cases, with much worse experiences reported by disabled, LGB and transgender people. Carers were much more likely to think disabled and older people had worse experiences.

Older, transgender and disabled people are the groups considered to have the worst health experiences. LGB people self-report worse experiences than public perceptions. Significantly, respondents with caring responsibilities thought both disabled and older people had worse experiences than the overall results suggested.

We will

- a. Deliver Adult Safeguarding improvements to ensure that Safeguarding Adults becomes everyone's business and that seeking advice, information and action where concerns exist is done efficiently and effectively
- b. Further progress a multi-agency model of delivery to ensure the safeguarding of children and vulnerable adults

How will we know if we are successful?

- a. The percentage of Adult Protection referrals completed where the risk has been managed
- b. New project plan developed and measures to decided

How will we do it?

A will be achieved through the Adult Services Improvement Plan.

B will be achieved through the Children Services Improvement Plan.

Objective 7: Eliminate violence, abuse and harassment in the community

Why is this important?

The *Is Wales Fairer?* report identified this as one of the seven key challenges that is needed to be addressed in Wales over the next 5 years to help improve equality and human rights.

The priority of challenge 7 is to eliminate the incidence of violence, abuse and harassment particularly against women, disabled people, ethnic minority people, Muslim people and lesbian, gay, bisexual and transgender people.

What you told us

Regarding crime and access to justice a number of the protected characteristics are thought to have worse experiences than others, in particular, younger, BME and transgender people. In terms of self-reported experiences, the results for BME, disabled, LGB and transgender people are all worse than the way others perceive their experiences.

We will

- a. Commission an integrated response to domestic violence prevention and early intervention including a response for families who are victims of domestic violence
- b. Help departments, organisations and people to understand hate crime, help victims make reports and get appropriate support

How will we know if we are successful?

- a. Ways of knowing if we are successful are currently being reviewed but the total number of all Powys Domestic Crimes and Incidents and the number of people referred by a third party will serve as current indicators.
- b. Structures are in place and evidencing scrutiny of progress locally and regionally
- c. Number of hate crimes and number of Hate crime incidents measured against disability, race/ethnicity, sexual orientation, gender reassignment and religion or belief

How will we do it?

A will be achieved through the Children Services Improvement Plan

B will be progressed through Community Cohesion National Delivery Plan 2016-17

Monitoring and informing of progress

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 and keeping people informed. The current governance structure will continue with a progress report taken twice yearly to Cabinet. We will monitor how we are doing against our objectives, actions and measures through our Service Improvement Plans, One Powys Plan, project highlight reports and named owners. This will ensure that each objectives' actions and measures are being progressed, challenged and improvement tracked. We will publish a monitoring update report every six months on our website.

Impact assessments

Impact assessments are a process of assessing how our services and policies impact upon different types of people. The aim of an assessment is to better understand the needs of people who want to access our services.

As a council we are subject to a number of pieces of legislation which require us to carefully consider how we make decisions, one of these is the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. We have incorporated equalities, Welsh language, Well Being of Future Generations Act, sustainable development principles, communication and engagement, safeguarding, corporate parenting, community cohesion and risk management into one, integrated impact assessment, supporting effective decision making and ensuring compliance with respective legislation.

Assessments should be conducted on:

- 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)

Employment

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 staff, and those who apply for positions. We will publish an employment information report at the end of each financial year based on the figures as of the 31 March which can be found on our website:

<http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/>.

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. Furthermore, work around single status and the council's adoption of the principles of the Living Wage have contributed to addressing the issue.

However robust research and statistics across Wales, the UK and Europe shows, 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 addressed through processes such as Job Evaluation which do promote like-for-like pay but do not address other issues such as part time and flexible working. To address this the Welsh regulations require all public sector bodies to set a gender pay objective, or to reasonably justify why one has not been set.

It is still not clear whether gender inequality is generated by the way employment is provided by the council. National research shows that it is the lowest paid types of work that can generate gender inequality in pay over-time. We now need to finish conducting our research on the lowest paid groups and then focus on strategies to address inequality.