

**CYNGOR SIR POWYS COUNTY COUNCIL.**

**CABINET EXECUTIVE**  
**8<sup>th</sup> September 2015**

**REPORT AUTHOR:** County Councillor Phil Pritchard  
Portfolio Holder for Equality

**SUBJECT:** Powys County Council's Strategic Equality Plan  
2012 – 2016. Annual Monitoring Report 2014-2015.

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**REPORT FOR:** Information

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**1. Summary.**

1.1 The purpose of this report and the appendices a and b is communicate the progress made during 2014-15 financial year against Powys County Council's Strategic Equality Plan 2012 – 2016.

1.2 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.

**2. Background and additional information.**

2.1 The aim of the public sector equality duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. It is an integral and important part of the mechanisms for ensuring the fulfilment of the aims of the Equality Act 2010. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

2.2 In exercising their functions, public bodies are required to have due regard to the need to:

- 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.

2.3 The Act explains that having due regard for advancing equality of opportunity in the second aim involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics

- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

2.4 The Act describes fostering good relations in the third aim as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

2.5 The nine protected characteristics are:

<b>Characteristic</b>	<b>Description</b>
sex/gender	being male or female
age	being a certain age; but often being younger or older
race	being a particular colour, ethnic origin, national origin or nationality
religion or belief	having a recognised religion or belief or a lack of belief
pregnancy and maternity	women who are pregnant or on maternity leave
disability	all disabled people, both physically and mentally
gender reassignment	people who change their gender from the one assigned at birth
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
marriage and civil partnership	being in a marriage or civil partnership

2.6 Powys County Councils Strategic Equality Plan 2012-2016 can be found at the following web address:

<http://www.powys.gov.uk/en/equalities/equalities-and-fairness-at-the-council/>  
or click on this link [Equalities & fairness at the council](#)

### **3. Annual reporting requirements**

3.1 In order to show how the authority is meeting its specific duties under the act we will first look at the progress and evaluation of the equality objectives. Second our employment information and third collecting meaningful information.

3.2.1 The attached appendix a presents the progress against each of the ten equality objectives and the associated strategic actions underneath each objective - labelled as a, b, c, d, etc. Each action is listed with accountable owners and then progress against each of these actions evaluated using the

Achievements, Issues, Actions self evaluation criteria and either a red, amber, green or blue status awarded.

3.2.2 The following table gives an overview of the progress made to fulfilling each of the authority's objectives and provides a breakdown of the number of actions/measures that were red, amber, green or blue.

<b>2014-15 Year end position</b>				
<b>Objective</b>	<b>Red</b>	<b>Amber</b>	<b>Green</b>	<b>Blue</b>
1	0	1	7	1
2	0	1	3	1
3	0	1	1	0
4	0	0	0	1
5	0	0	3	0
6	1	2	2	1
7	1	0	0	0
8	0	2	3	0
9	1	0	0	2
10	0	1	1	1
<b>Total</b>	3	8	20	7

To summarise 7 actions are complete, 20 are on schedule, 8 are behind schedule and 3 are off schedule. All actions owners whose actions that have not progressed to plan have been asked to provide migrating actions to address slippage.

3.3.1 Appendix b presents Powys County Councils employment information as of the 31st March 2015.

3.3.2 We are generally meeting the duty however we are unable to report on the protected group gender reassignment. Employees are encouraged to disclose and be supported in terms of our Equality policy statement and wider workplace equality initiatives; however, nil reports to date. We are also unable to report on employees who have applied for training and how many succeeded in their application as the authorisation of going on training courses isn't managed or recorded centrally. It is a verbal agreement between an employee and their manager.

3.3.3 Under Objective 6 - Service and Employment we have stated we will, "Improve the accessibility of our services and employment opportunities", by: Profiling staff and analysing patterns, to determine fairness within the Council's employment. This objective has been incorporated into Professional Services 15-16 Service Improvement Plan.

3.4.1 This sub-section sets out the steps the authority has taken to identify and collect relevant information. 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.

3.4.2 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.

3.4.3 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.

3.4.4 Public engagement events and consultation exercises have provided the council with good quality equality information and possible mitigation ideas and insights on the impact on specific characteristics captured on a number of projects.

#### **4. One Powys Plan**

The purpose of this report links directly to the One Powys Plan as it is one of its guiding principles. The report informs members, council employees, citizens of Powys and other stakeholders about the progress made against the Strategic Equality Plan.

The council has an annual statutory duty to report on the Strategic Equality Plan.

#### **Options Considered/Available**

The Strategic Equality Plan and its annual monitoring progress report is not optional, it is a statutory requirement.

#### **Preferred Choice and Reasons**

The Strategic Equality Plan and its annual monitoring progress report is not optional, it is a statutory requirement.

The current Strategic Equality Plan ends 31<sup>st</sup> March 2016.

#### **Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc**

Equalities is a cross cutting theme that needs to be considered by all services and policies.

#### **Children and Young People's Impact Statement - Safeguarding and Wellbeing**

Objective 1 of the Strategic Equality Plan Education and training: We will "Improve outcomes for children and young people (0-19) who underachieve within the education system"

Objective 2 of the Strategic Equality Plan Employment: We will, "Improve employment opportunities for people from disadvantaged groups"

Objective 2 of the Strategic Equality Plan Power and Voice: We will, "Increase disadvantaged people's confidence and access to political processes"

Objective 5 of the Strategic Equality Plan is Physical Security: We will, "Improve referral rates for domestic abuse and disability-related harassment"

### **Local Member(s)**

This is the Authorities Strategic Equality Plan is applicable to all areas of the county.

### **Other Front Line Services**

The appropriate front line services have informed the report.

Finance have no further comments to make.

### **Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

The appropriate front line services have informed the report.

### **Local Service Board/Partnerships/Stakeholders etc**

This reports progress against the councils Strategic Equality Plan and linkages with key partners exist where appropriate.

### **Corporate Communications**

No proactive communication action required

### **Statutory Officers**

(The views of both the Strategic Director Resources (Section 151 Officer) and the Monitoring Officer **must** be set out below)

### **Members' Interests**

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

## **Future Status of the Report**

Members are invited to consider the future status of this report and whether it can be made available to the press and public either immediately following the meeting or at some specified point in the future.

The view of the Monitoring Officer is that: The Strategic Plan on equality is both essential and a legal requirement, progress of which must be monitored with a successful conclusion in mind.

<b>Recommendation: The cabinet note progress to date and areas where work is ongoing.</b>	<b>Reason for Recommendation: To comply with statutory requirements and good business practice.</b>

<b>Relevant Policy (ies):</b>			
<b>Within Policy:</b>	<b>Y</b>	<b>Within Budget:</b>	<b>Y</b>

<b>Relevant Local Member(s):</b>	
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<b>Person(s) To Implement Decision:</b>	
<b>Date By When Decision To Be Implemented:</b>	

<b>Contact Officer Name:</b>	<b>Tel:</b>	<b>Fax:</b>	<b>Email:</b>
Beti-Jane Ingram	01597 826411		Bets.Ingram@powys.gov.uk

## **Background Papers used to prepare Report:**

## Employment information

### People employed by the authority on 31st March by protected characteristic.

#### Age

Age Band	Count	Percentage
20 and Under	106	1.77
21-30	874	14.58
31-40	1193	19.90
41-50	1805	30.11
51-60	1561	26.04
61-65	306	5.10
Over 65	150	2.50

#### Sex

Sex	Count	Percentage
Female	4340	72.39
Male	1655	27.61

#### Race

Ethnic Grouping	Count	Percentage
Asian or Asian British	5	0.08
Black or Black British	3	0.05
Mixed	10	0.17
Not Stated	2	0.03
Other Ethnic Groups	2	0.03
White	2454	40.93
Blank	3519	58.70

#### Disability

Consider Disabled	Count	Percentage
No	2853	47.59
Not Known	357	5.95
Yes	100	1.67
Blank	2685	44.79

#### Marital Status

Marital Status	Count	Percentage
Civil Partnership	10	0.17
Divorced	184	3.07
Married	2626	43.80
Not Specified	91	1.52
Partner	236	3.94
Separated	62	1.03
Single	1105	18.43
Widowed	34	0.57
Blank	1647	27.47

#### Pregnancy and Maternity

All Staff	Maternity	Percentage
5995	77	1.28

#### Sexual orientation

Sexual Orientation	Count	Percentage
Bisexual	5	0.08
Gay/ Lesbian	23	0.38
Heterosexual/ Straight	2428	40.50
Other	7	0.12
Blank	154	2.57

#### Religion

Religion:People	Count	Percentage
Agnostic	65	1.08
Atheist	130	2.17
Buddhist	8	0.13
Christian (all denominations)	2114	35.26
Church Of Jesus Christ of Latter Day Saints/ Mormon	1	0.02
Confucianism	1	0.02
Hindu	2	0.03
Hinduism	1	0.02
Humanist	6	0.10
Muslim	1	0.02
No religion	577	9.62
Paganism	6	0.10
Prefer not to state	68	1.13
Quaker	3	0.05
Rastafarian	1	0.02
Shintoism	1	0.02
Sikhism	1	0.02
Taoism	1	0.02
Blank	3008	50.18

## Employment information

### People who have applied for jobs with the authority over the last year

#### Age

Age Band Applicant	Count	Percentage
20 and Under	214	7.91
21-30	811	29.98
31-40	544	20.11
41-50	595	22.00
51-60	414	15.30
61-65	48	1.77
Over 65	79	2.92

#### Sex

Sex:Applicant	Count	Percentage
Female	1137	42.03
Male	508	18.78
Unspecified	1060	39.19

#### Race

Ethnic Group:Applicant	Count	Percentage
Asian or Asian British	14	0.52
Black or Black British	10	0.37
Mixed	20	0.74
Other Ethnic Groups	6	0.22
White	2453	90.68
Blank	202	7.47

#### Disability

Consider Disabled:Applicant	Count	Percentage
No	478	17.67
Not Known	41	1.52
Yes	40	1.48
Blank	2146	79.33

#### Marital Status

Marital Status:Applicant	Count	Percentage
Civil Partnership	13	0.48
Divorced	154	5.69
Married	934	34.53
Not Specified	53	1.96
Partner	402	14.86
Separated	57	2.11
Single	816	30.17
Widowed	24	0.89
Blank	252	9.32

#### Pregnancy and Maternity

Not recorded.

#### Sexual Orientation

Sexual Orientation:Applicant	Count	Percentage
Bisexual	13	0.48
Gay/ Lesbian	31	1.15
Heterosexual/ Straight	2310	85.40
Other	9	0.33
Prefer not to say	76	2.81
Blank	266	9.83

#### Religion

Religion:Applicant	Count	Percentage
Agnostic	123	4.54
Atheist	198	7.31
Buddhist	7	0.26
Buddhist - Mahayana	1	0.04
Christian (all denominations)	1317	48.65
Church Of Jesus Christ of Latter Da	5	0.18
Hindu	3	0.11
Humanist	7	0.26
Islam	1	0.04
Jewish	2	0.07
Muslim	1	0.04
No religion	572	21.13
Paganism	7	0.26
Prefer not to state	86	3.18
Quaker	3	0.11
Scientology	1	0.04
Sikh	4	0.15
Taoism	2	0.07
Blank	367	13.56




**Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not**

**Age**

Age band	S	%	US	%
20 and Under	4	28.57	9	64.29
21-30	32	24.62	98	75.38
31-40	28	23.53	91	76.47
41-50	59	35.54	107	64.46
51-60	32	33.33	64	66.67
61-65	1	25.00	3	75.00

**Sex**

Sex	S	%	US	%
Female	126	24.09	397	75.91
Male	30	14.63	175	85.37

**Race**

Ethnic Group	S	%	US	%
White-Any other White background	3	11.11	24	88.89
White-Gypsy or Irish Traveller	0	0	9	100.00
White-Irish	1	11.11	8	88.89
White-Welsh/English/Scottish/Northern Irish/British	111	23.08	370	76.92
Blank	40	18.78	173	81.22

**Disability**

Consider Disab	S	%	US	%
No	155	24.49	478	75.51
Yes	0	0	21	100.00

**Pregnancy and Maternity**

None

**S - Successful**

**US - Unsuccessful**

**Sexual Orientation**

Sexual Orientation	S	%	US	%
Gay/ Lesbian	1	7.14	13	92.8571
Heterosexual/ Straight	107	23.73	344	76.2749
Other	0	0.00	9	100
Prefer not to say	8	19.05	34	80.9524
Blank	39	16.18	202	83.8174

**Religion**

Religion	S	%	US	%
Agnostic	3	15.00	17	85
Atheist	7	14.00	43	86
Christian (all denominations)	85	24.50	262	75.5043
No religion	17	12.06	124	87.9433
Prefer not to state	0	0.00	2	100
Blank	42	16.80	208	83.2

**Marital Status**

Marital Status	S	%	US	%
Civil Partnership	0	0	4	100.00
Married	78	24.074	246	75.93
Not Specified	1	12.5	7	87.50
Partner	9	11.392	70	88.61
Separated	1	5.8824	16	94.12
Single	32	16.667	160	83.33
Widowed	4	40	6	60.00
Blank	22	15.714	118	84.29

## **Employees who have applied for training and how many succeeded in their application**

The authorisation of going on training courses isn't managed or recorded centrally e.g. Trent. It is a verbal agreement between an employee and their manager or sometimes a employee signs on to a course on trent but should their line manager ask them to cancel its done direct with Learning Development team. The authorisation of going on an external training courses again isn't managed or recorded centrally. It is a verbal agreement between an employee and their manager.

## Employees who completed the training

### Age

Age Band	Count
20 and Under	86
21-30	536
31-40	747
41-50	1138
51-60	1049
61-65	214
Over 65	128

### Sex

Sex	count
Female	2598
Male	1300

### Race

Ethnic Origin	count
Asian/Asian British-Any other Asian background	1
Black/African/Carribbean/British-African	1
Black/African/Carribbean/British-Any other Black/African/Caribbean background	1
Mixed/Multiple Ethnic Group-Any other mixed/multiple ethnic background	3
Mixed/Multiple Ethnic Group-White & Asian	7
Other Ethnic Group-Any other ethnic group	1
Other Ethnic Group -Arab	2
White-Any other White background	40
White-Irish	9
White-Welsh/English/Scottish/Northern Irish/British	1554
Blank	2279

### Disability

Consider Disabled?:People	count
No	1836
Not Known	220
Yes	72
	1770

### Pregnancy and Maternity

Mat leave	Count
84	33

### Sexual Orientation

Sexual Orientation:People	count
Bisexual	5
Gay/ Lesbian	23
Heterosexual/ Straight	1608
Other	4
Prefer not to say	100
Blank	2158

### Religion

Religion:People	count
Agnostic	52
Atheist	89
Buddhist	6
Christian (all denominations)	1366
Confucianism	1
Hindu	1
Hinduism	1
Humanist	5
Muslim	1
No religion	388
Paganism	5
Prefer not to state	49
Quaker	2
Blank	1932

### Marital Status

Marital Status:People	count
Civil Partnership	10
Divorced	126
Married	1670
Not Specified	44
Partner	172
Separated	46
Single	741
Widowed	16
Blank	1073

## Employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made

### Age

Age Band	Count	Percentage
31-40	1	25
41-50	1	25
51-60	2	50

### Sex

Sex:People	Count	Percentage
Male	4	100

### Race

Ethnic Grouping:People	Count	Percentage
White	2	50
Blank	2	50

### Disability

Consider Disabled	Count	Percentage
No	3	75
Not Known	1	25

### Sexual Orientation

Sexual Orientation:People	Count	Percentage
Heterosexual/ Straight	2	50
Blank	2	50

### Religion

Religion:People	Count	Percentage
Christian (all denominations)	2	50
Blank	2	50

### Marital Status

Marital Status:People	Count	Percentage
Divorced	1	25
Married	1	25
	2	50

## Employees subject to disciplinary

### Age

Age Band	Count	Percentage
21-30	3	9.09
31-40	10	30.30
41-50	5	15.15
51-60	10	30.30
61-65	4	12.12
Over 65	1	3.03

Sex	Count	Percentage
Female	10	30.30
Male	23	69.70

### Race

Ethnic Grouping	Count	Percentage
White	18	54.55
Blank	15	45.45

### Disability

Consider Disabled	Count	Percentage
No	14	42.42
Not Known	1	3.03
Yes	3	9.09
Blank	15	45.45

### Sexual Orientation

Sexual Orientation:P	Count	Percentage
Heterosexual /Straight	21	63.64
Blank	12	36.36

### Religion

Religion	Count	Percentage
Agnostic	1	3.03
Christian (all denominations)	13	39.39
No religion	5	15.15
Prefer not to state	2	6.06
Blank	12	36.36

### Marital Status

Marital Status	Count	Percentage
Divorced	3	9.09
Married	10	30.30
Partner	3	9.09
Separated	3	9.09
Single	9	27.27
Blank	5	15.15

## Employees who have left an authority's employment

### Age

Age Band	Count	Percentage
20 and Under	42	4.88
21-30	168	19.51
31-40	116	13.47
41-50	179	20.79
51-60	224	26.02
61-65	91	10.57
Over 65	41	4.76

### Sex

Sex	Count	Percentage
Female	622	72.24
Male	239	27.76

### Race

Ethnic Grouping	Count	Percentage
Asian or Asian British	1	0.12
Black or Black British	2	0.23
Mixed	3	0.35
White	238	27.64
Blank	617	71.66

### Disability

Consider Disabled	Count	Percentage
No	331	38.44
Not Known	43	4.99
Yes	17	1.97
Blank	470	54.59

### Pregnancy and Maternity

None

### Sexual Orientation

Sexual Orientation	Count	Percentage
Bisexual	4	0.46
Gay/ Lesbian	2	0.23
Heterosexual/ Straight	248	28.80
Other	1	0.12
Prefer not to say	15	1.74
Blank	591	68.64

### Marital Status

Marital Status	Count	Percentage
Civil Partnership	1	0.12
Divorced	23	2.67
Married	322	37.40
Not Specified	5	0.58
Partner	22	2.56
Separated	2	0.23
Single	155	18.00
Widowed	7	0.81
Blank	324	37.63

### Religion

Religion:People	Count	Percentage
Agnostic	10	1.16
Atheist	14	1.63
Buddhist	2	0.23
Christian (all denominations)	240	27.87
Hindu	1	0.12
Humanist	1	0.12
Muslim	1	0.12
No religion	61	7.08
Prefer not to state	8	0.93
Blank	523	60.74

**Men and women employed, broken down by:  
- job, grade, pay, contract type, working pattern.**

**Positions**

Service area	Female	%	Male	%
Adult Services	444	83.93	85	16.07
Board Business	1	50.00	1	50.00
Business Services	294	87.24	43	12.76
Childrens Services	194	76.38	60	23.62
Children & Young People's Partnership	32	82.05	7	17.95
Communications	8	57.14	6	42.86
Co-Opted Member	9	64.29	5	35.71
Customer Services	68	88.31	9	11.69
Elections	20	66.67	10	33.33
Executive Support	7	100.00	0	0.00
Highways, Transport & Recycling	81	14.04	496	85.96
Housing	50	37.88	82	62.12
Independent Members	3	75.00	1	25.00
Information Services	33	45.83	39	54.17
Legal	9	64.29	5	35.71
Leisure & Recreation	1131	76.11	355	23.89
Member Support	6	85.71	1	14.29
OLD Adult Services	16	76.19	5	23.81
Professional Services & Commissioning	81	48.21	87	51.79
Programmes & Governance	7	41.18	10	58.82
Regeneration Property & Commissioning	103	44.40	129	55.60
Registration Services	28	84.85	5	15.15
Risk & Resilience	1	20.00	4	80.00
Schools	2929	82.62	616	17.38
Schools Service	110	75.34	36	24.66
Scrutiny Services	2	66.67	1	33.33
Shire Committee	21	28.77	52	71.23
Welsh Language & Translation	6	85.71	1	14.29
Chief Officers	22	61.11	14	38.89

Pay bandings	Female	%	Male	%
20,000 and Under	2975	76.93	892	23.07
20,001-30,000	1200	64.07	673	35.93
30,001-40,000	1091	70.89	448	29.11
40,001-50,000	104	66.24	53	33.76
50,001-80,000	80	54.79	66	45.21
80,001-99,999	1	25.00	3	75.00
100,000+	0	0.00	1	100.00

Contract type	Female	%	Male	%
Casual by Claim	1214	76.35	376	23.65
Consultancy	3	23.08	10	76.92
Fixed Term	992	78.61	270	21.39
Joint Working Partnership	3	75.00	1	25.00

<b>Permanent</b>	3757	71.41	1504	28.59
<b>Secondment</b>	9	69.23	4	30.77
<b>Blank</b>	17	77.27	5	22.73
<b>Contract type</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>
<b>Full Time</b>	846	43.47	1100	56.53
<b>Part Time</b>	4278	81.22	989	18.78
<b>Grade</b>	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>
Go Wales Placement	1	50.00	1	50.00
APT&C	25	56.82	19	43.18
Single status	3654	72.06	1417	27.94
Senior Managers & Above	8	32.00	17	68.00
Hourly - Locally Agreed	1	50.00	1	50.00
Annually - Locally Agreed	5	50.00	5	50.00
Senior Managers	9	56.25	7	43.75
Teachers	918	76.12	288	23.88
Teachers Hourly Rates	495	77.22	146	22.78
Soulbury	16	59.26	11	40.74
Youth & Community	51	66.23	26	33.77
Youth Service / Instructors	155	62.00	95	38.00
Engineering craftsmen	1	5.00	19	95.00



Reporting period	2014 - 2015
Objective 1	Education and training: <b>We will "Improve outcomes for children and young people (0-19) who underachieve within the education system" by</b>
Lead Portfolio Holder :	Cllr. Arwel Jones

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
1.a.i	Improving the numeracy and literacy of children who are eligible for free school meals.	Quarter 1	Yellow	At key stage 2, there are indications of improved performance by Free School Meals (FSM) pupils. In the Core Subject Indicator (CSI) there was an increase of 3.6%, in English a 2% increase, a 1.6% increase in maths and 3.5% increase in Science. There was a decrease in Welsh but the very low cohorts size needs to be taken into account. This is evidence of the Pupil Deprivation Grant beginning to impact. This will however continue to be an area of focus. There was a good increase in the % of pupils in receipt of FSM achieving the CSI . At 64.3% this is an improvement of 9.4% from 12/13 and 12.4% from 11/12. At KS3, there was a good increase in the % of pupils in receipt of FSM achieving the CSI . At 64.3% this is an improvement of 9.4% from 12/13 and 12.4% from 11/12. At KS4 FSM Level 2 inclusive Eng/We and Ma there was a good increase in FSM pupils achieving rising from 31% in 2012-13 to 38% in 2013-14.	There is a need to improve the performance of learners entitled to Free School Meals(E-FSM). The gap with non FSM in the Foundation Phase Outcome Indicator increased by 6.17% with the performance of E-FSM learners decreasing from 74.2% to 73.4%. This needs to be a continued area of focus to improve the overall performance of FSM pupils and to ensure value for money in terms of increased pupil deprivation grant.		LA Core Data Set 2013-2014.	Yan James
		Quarter 2						
		Quarter 3						
		Quarter 4						
1.a.ii	Improving the numeracy and literacy of children who are looked after children (LAC)	Quarter 1	Green	At key stage 2 – 63% Achieved CSI (Wales 51.6%) of the 36% that did not achieve CSI all were in Special education. In KS2 Powys has improved from 42.8% in '12/13 to 63% achieving the benchmark levels. This is 11% above All Wales LAC average. At key stage 3 – 53% achieved CSI which is 16% above the All Wales LAC average. Of the 47% that did not achieve CSI again all were Special Education. In KS3 Powys has improved from a low 25% in 12/13 to 53% achieving the benchmark levels. At key stage 4 - 27% achieved a benchmark of 5 GCSE A*-C equivalent, 45% achieved 5 A*-G equivalent passes and 72% passed one or more GCSE's or equivalent. The Powys wider points score for academic year 2013/14 was 251 which 63% achieved in excess of. The Authority remains above the All Wales average figure on all three measures of 5 GCSE A* - C, 5 GCSE A* - G and those with one GCSE pass.	Mitigating circumstances in KS4:- Some of the Yr. 11's did not sit any external assessments and thus negatively influenced the overall average scores. Some of the cohort had a full Statement of Educational Needs, some were in residential care homes, some in Complementary Education/PRU, some in a Special school for Emotional & Behavioural Difficulties (EBD), others out of school for valid reasons and as a consequence was not in education for a considerable period.	It is of concern that our LAC in Special schools do not seem to study or be entered for qualifications that carry a point score. Factors that progress Numeracy & Literacy are as follows: Personal Education Plans being regularly updated. Targeted interventions e.g. 'Letterbox Club' which enhances Numeracy & Literacy skills. 'Catch Up' programmes, 'Read, Write , Inc', Rapid Reading, Nessie, Numicom, Success Maker. School Effectiveness Grant LAC funding to provide for extra tuition/resources/materials/support which increase Numeracy & Literacy skills.	Evidence of progress in Numeracy & Literacy can be seen in the results of National tests, in house school tests results e.g. NFER, WRAT and in National Curriculum Levels. All this evidence is collected and monitored through the twice yearly Personal Education Plans (PEPs) that the LAC Education Coordinators complete in schools.	Steve Adams
		Quarter 2						
		Quarter 3						
		Quarter 4						
1.a.iii	Improving the numeracy and literacy of children who are eligible for disabled children (without special educational needs)	Quarter 1	Green	The Local Authority through ERW, the regional consortium for South West and Mid Wales through its deployment of challenge advisors will monitor the performance of all vulnerable groups of learners, including those registered as disabled through the core visit programme as defined by the regional ladder of support and intervention. Monitoring will include academic attainment and school attendance.				Ian Roberts
		Quarter 2						
		Quarter 3						
		Quarter 4						
1.a.iv	Improving the numeracy and literacy of children who are eligible for black and minority children	Quarter 1	Green	Key Stage 2 level 2 Core Subject Indicator shows that non-White British pupils achieved 88.1% and the White British pupils achieved 86.4% when looking at a 3 year average between 2012-14. The non-White British average is an improvement of 3.3% when comparing it to the previous 3 year average (2011-14). Analysis of Key Stage 4 level 2 inclusive results show that White British pupils achieved 60.4% significantly above the non-White British pupils with 52.9% when looked at as an average between 2012-14. The achievement for the non-White British pupils has decreased by 0.3% when compared with the 2011-13 average. The results for non-White British pupils are based on small numbers typically around 100 pupil which may account for the large swings in the results.			LA Core Data Sets	Imtiaz Bhatti
		Quarter 2						
		Quarter 3						
		Quarter 4						

b.	Improving the achievement of children with ALN (additional learning needs) in line with the post-estyn inspection 'ALN strategic plan'.	Quarter 1		<p>Reviews completed in ALN and Behaviour through 2013/14 and into 2014/15. Political decision after consultation shaped direction of service and provision. However the direction of travel towards capacity building through greater confidence, skills and knowledge in schools is being progressed through the start of the Special Education Needs advisory Service, the Educational Psychology Assistant role and appointment of Behaviour Support Manager all working to the Senior Manager for ALN and Inclusion. A further review of specialist centres has been undertaken on an individual basis and will report in Jan 15. This will form part of a wider paper on the graduated response to need in Powys within the ALN Strategy that was published in September 2014.</p> <p>Data re numbers registered at SA /SA+ (school action plus ) :-                      The Foundation phase Results - % of pupils at school action plus or statemented who achieve CSI: 38.3%.                      Key Stage 2 Results - % of pupils at school action plus or statemented who achieve CSI: 37.4%.                      Key Stage 3 Results - % of pupils at school action plus or statemented who achieve CSI: 40%</p>			<p>Willan Report 2013 and strategic agreement to implement ALN Strategy published June 14. Response to Consultation regarding closure of primary specialist centres. Posts of Behaviour Support Manager, 5 Advisory teachers and 2 Assistant Ed Psychologists all appointed to from September 14 through to Feb 15. Draft report discussed at ALN Consultative Group 5.2.15. For internal circulation 23 Feb. Teacher Centre/core data.</p>	Keith Brelstaff
		Quarter 2						
		Quarter 3						
		Quarter 4						
c.	Tackling bullying in schools relating to a pupil's identity	Quarter 1		<p>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. The Behaviour Support Manager is in post who in the immediate term is focusing on the Complementary Education Service and its ability to support schools to improve learners social and emotional abilities which relates strongly to the perception of bullying and abuse of power in relationships.</p>				Imtiaz Bhatti
		Quarter 2						
		Quarter 3						
		Quarter 4						
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.	Quarter 1		<p>The use of Teachers Centre has been rolled out to all schools with the functionality to track achievement, attainment and engagement including attendance. The system enables reports to be generated for specific cohorts of pupils including those with additional learning needs and those in receipt of free school meals. School service and school based staff have received appropriate training in the use of Teachers centre with it being increasingly used to challenge school and performance at a pupil level.</p>				Ian Roberts
		Quarter 2						
		Quarter 3						
		Quarter 4						
e.	Piloting of Youth Intervention Scheme workers, providing support for vulnerable children and young people within schools (taking particular account of LGBT young people).	Quarter 1		<p>The Youth Intervention Service is now an established, successful and effective service. In April 2013 it integrated with the Youth Service and Youth and Family Information Service. This new service now delivers a range of universal services available for all young people (including youth clubs, projects, holiday activities), targeted support for more vulnerable young people facing particular challenges in their lives and a range of information and advice services.</p> <p><i>This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</i></p>				Mike Griffiths
		Quarter 2						
		Quarter 3						
		Quarter 4						

f.	Implementing the 'families first plan' to support children and young people to achieve	Quarter 1		A total of 10,004 individuals accessed a Families First commissioned service during Q1.				
		Quarter 2		A total of 12,820 individuals accessed a Families First commissioned service during Q2.				
		Quarter 3		A total of 7,827 individuals accessed a Families First commissioned service during Q3.				
		Quarter 4		<p>A range of services have been strategically commissioned as part of the 'families first plan' to support young people to achieve; including;</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> School based and online counselling</li> <li><input type="checkbox"/> Family and Behaviour Support Services</li> <li><input type="checkbox"/> Play Therapy</li> <li><input type="checkbox"/> Referral Scheme</li> <li><input type="checkbox"/> Young Carers Service</li> <li><input type="checkbox"/> 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.</li> </ul> <p>Up to December 2014 there has been a slight dip in the number of JAFF assessments during the period but overall the amount of activity has remained fairly static i.e. number of TAF's and open cases.</p> <p>In 2013/14, 32,845 individuals accessed a Families First commissioned service. Up to December 2014, 30,651 individuals have accessed a Families First commissioned service, so it is likely that 2014/15's figure will be higher than the previous year's.</p>				
		<b>Period</b>	<b>ACTUAL Fin year 14/15. Ac year 13/14.</b>	<b>Achievements / Story behind the data</b>	<b>Issues</b>	<b>Mitigating actions</b>	<b>Evidence</b>	<b>Owner</b>
	Foundation phase Results - FSM		74.5% (P)	See action				
	Foundation phase Results - LAC		83.3%	<p>Powys figure is 83.3% - Story behind - There are few LAC at Foundation phase but given earlier intervention possible by fostering services and access to early reading and catch up, plus increased likelihood of positivity towards education attitudinally, improved results are to be expected.</p> <p><i>These figures include all LAC in Powys schools (including those LAC from other LA's) not just LAC accommodated by Powys.</i></p>				
	Foundation phase Results - % of pupils at school action plus or statement who achieve CSI		38.3%	See action				

Have we been successful? How well did we do it?	Foundation phase Results - BME		86.0%	See action				
	Key Stage 2 Results - FSM		82.8% (P)	See action				
	Key Stage 2 Results - LAC		37.5%	Powys figure is 63% - Story behind - significant emphasis on Lit and Num. through use of 'Letterbox CLUB' to aid reading at home and Number games. Personalised parcels aimed at motivating LAC to extend range of reading and practise number. Leads to increased confidence in school. Additionally 'Catch Up' programmes employed for specific LAC aiming to close the learning gap. Use of 'Rapid read', Numicon and 'Nessie' for LIT/Num intervention. <i>37.5% figures include all LAC in Powys schools (including those LAC from other LA's) not just LAC accommodated by Powys</i>				
	Key Stage 2 Results - % of pupils at school action plus or statemented who achieve CSI		37.4%	See action				
	Key Stage 2 Results - BME		88.1%	See action				
	Key Stage 3 Results - FSM		64.3%	See action				
	Key Stage 3 Results - LAC		53.8%	Powys figure is 53.8% - story behind - Constant regular monitoring through <i>Personal Education Plan</i> planning process and use of "School Effectiveness Grant for LAC" funding to support extra targeted tuition has resulted in a number of LAC having higher academic targets. These figures include all LAC in Powys schools (including those LAC from other LA's) not just LAC accommodated by Powys				
	Key Stage 3 Results - % of pupils at school action plus or statemented who achieve CSI		40.0%	See action				
	Key Stage 3 Results - BME		74.6%	See action				
	Key Stage 4 Results - FSM		38.0%	See action				
	Key Stage 4 Results - LAC		28.6%	Powys figure is 28.6% story behind- Average wider points score of 251 of 11 LAC in Yr.11. Three LAC achieved in excess of 501 points which is the all Wales average for all pupils. Continued regular monitoring via <i>Personal Education Plan</i> process; laptop pc's supplied strategically to aid revision and GCSE research. Targeted home tuition or additional tuition in school to target Maths or English GCSE. Mentoring support to aid confidence and offer support and guidance for specific LAC. <i>These figures include all LAC in Powys schools (including those LAC from other LA's) not just LAC accommodated by Powys</i>				
	Key Stage 4 Results - % of pupils at school action plus or statemented who achieve CSI		17.0%	See action				
	Key Stage 4 Results - BME		52.9%	See action				
	Children with ALN show increased improvement							
	Bullying aimed at a pupil's identity has decreased		Not recorded					
	County-wide school data gaps are being filled		Not recorded					

Reporting period	2014 - 2015
Objective 2	Employment: We will, "Improve employment opportunities for people from disadvantaged groups, by:
Lead Portfolio Holder :	Cllr. Phil Pritchard and Cllr. Darren Mayor

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
2.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).	Quarter 1	Blue	Work Clubs have been superseded by the implementation of the Youth Engagement & Progression Framework which is the Welsh Government strategy to support young people most risk of disengagement, enabling them to fulfil their potential and reduce the number of young people not in Education, Employment or Training. Support is now provided to these young people by a range of practitioners both on an individual and where appropriate group settings. The number of young people leaving statutory education in 2013 known not to be in Education, Employment or Training was 2.7%, below the Welsh average of 3.7%. <b>This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</b>				
		Quarter 2						
		Quarter 3						
2.b	Increasing the number of people with learning disabilities who are supported secure a placement on the 'supported employment scheme' of the Council.	Quarter 1	Yellow	The supported employment booklet has been distributed to Powys schools and also Coleg Elidyr, Derwen College and NPTC throughout Powys. The fairer recruitment process developed for jobs in the councils in the cleaning and catering departments for people with LD/MH has proven to be very successful and has enabled 6 service users either with LD or MH to demonstrate their capabilities at carrying out the job, which would not have been possible via the traditional interviewing process. Brecknockshire supported employment service have 33 service users, 18 in paid employment and, 5 on work placements/experience, 6 being new referrals and 4 actively seeking paid employment which is an increase on last year.	Regarding the Service working in partnership with Project Enable, 'Cwm Taff' and the NHS on an apprenticeship scheme in order to provide experience and the necessary qualifications required to obtain paid employment. Due to Social care restructure and insufficient job coaches to carry out the project successfully this is currently on hold, however, as soon as social services (supported employment) restructure has been implemented this will be up and running	This will be actioned after the restructure is completed.		Claire Palladin
		Quarter 2						
		Quarter 3						
		Quarter 4						
2.c	Creating a structured programme for apprenticeships and work experience opportunities, taking particular account of disadvantaged groups.	Quarter 1	Green	* Up to and including Q3 3 apprentices have been recruited within HTR with one of these being a young person who had completed the Positive Action Traineeship via the Leaving Care team and the other 2 were Trainees placed via Powys Training. 2 apprenticeship positions have been advertised within Leisure and discussions are being held with 2 other services to explore the possibility of 2 further apprenticeships. * 64 work experience placements have been provided to young people from schools, Powys Training, NPTC Group, Go Wales. 3 Traineeships have been offered via the Positive Action Traineeship (Leaving Care Team)				Lynne Griffin
		Quarter 2						
		Quarter 3						
		Quarter 4						
2.d	Providing workplace traineeships for 'Looked after Children'.	Quarter 1	Green	Out of the October 2013 to October 2014 recruits all three young people have gone on to secure full time employment. One young person has gained a two year apprenticeship with Powys County Council and two young people are working in private sector organisations. One of our year 1 trainees went on to successfully gain an apprenticeship, has recently completed this apprenticeship and has been successful in gaining a permanent contract with the local authority. We appointed four trainees to the scheme in 2014-2015, one withdrew. We have had initial difficulties securing work placements for young people, young people have now all had placement opportunities.	Difficulties securing work placements due to many departments within the local authority undergoing a restructuring.		Reports to Corporate Parenting Group with regards to traineeship progress and updates on a bi-annual basis.	Claire Williams
		Quarter 2						
		Quarter 3						
		Quarter 4						

2.e	Implementing the 'Families first plan' to provide coordinated support to young people, including those who are 'not in education, employment or training (NEET)'.  	Quarter 1		20 NEETs accessed Face to Face Counselling Service in Q1 which is provided by the Families First programme				John Morgan (Mike Griffiths)
		Quarter 2		9 NEETs accessed Face to Face Counselling Service in Q2 which is provided by the Families First programme				
		Quarter 3						
		Quarter 4		<p>Key partners have worked together to support and prepare young people to enter further education and training. This has included:</p> <ul style="list-style-type: none"> <li>• the early identification of young people needing support,</li> <li>• multi agency support via the Families First model and</li> <li>• transition planning between key partners such as Careers Wales, Youth Intervention Service, training providers and Youth Service etc.</li> </ul> <p>Powys are now implementing the youth engagement and progression framework - the welsh government strategy to improve the progression and achievement of young people and reduce the number of young people who are not in education, training or employment.</p> <p>Also a range of services have been strategically commissioned as part of the 'families first plan' to support young people to achieve; including;</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> School based and online counselling</li> <li><input type="checkbox"/> Family and Behaviour Support Services</li> <li><input type="checkbox"/> Play Therapy</li> <li><input type="checkbox"/> Referral Scheme</li> <li><input type="checkbox"/> Young Carers Service</li> <li><input type="checkbox"/> 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.</li> </ul>				
		<b>Period</b>	<b>ACTUAL Fin year 14/15</b>	<b>Achievements / Story behind the data</b>	<b>Issues</b>	<b>Mitigating actions</b>	<b>Evidence</b>	<b>Owner</b>
<p><b>Have we been successful? How well did we do it?</b></p>	The number of young people in Powys who aren't in education, employment or training will have reduced	Quarter 1		The latest figure for yr 11 is 2.7 against the welsh average of 3.7 however it has increased by 0.5 on 2012. Yr 12 is 1% and welsh average 2.1%. Yr13 is 5.4% and welsh average 4.7%. (destinations as at October 2013 from those in years 11 to 13 in the previous academic year).			The local authority data is from the Careers Wales destinations survey:- <a href="http://destinations">http://destinations</a> .	
		Quarter 2						
		Quarter 3						
		Quarter 4	2.70%					
	There is an increase in the number of people securing a supported employment scheme placement.	Quarter 1		Delete measures as there is no supported employment scheme placement.				Claire Palladin
		Quarter 2						
		Quarter 3						
		Quarter 4						
	Take-up of apprenticeships, work experience and traineeships	Quarter 1		5 apprenticeship positions offered; 64 work experience opportunities offered; 6 Traineeships. There have been ten young people accept places on the 'looked after' children / care leavers traineeship over the first three completed years of the scheme. 6/10 are in employment, 2/10 are not working due to significant health reasons, 1/10 is in education and 1/10 is unemployed.				Lynne Griffin
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015							
<b>Objective 3</b>	Transport: We will, "Assist disadvantaged groups to access transport", by:							
Lead Portfolio Holder :	Cllr. John Brunt							
Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
3.a	Developing innovative transport projects in the geographic areas where the most significant disadvantage exists in Powys.	Quarter 1	Green	Equality Impact Assessment completed and report presented to Cabinet with outcomes of review	Report was rejected by Cabinet and recommendations not implemented	To conduct a further review as part of a wider transport review with a view to reduce spend by £1.9m	Northgate were appointed as Councils Efficiency Partner in January / Feb 2014	John Forsey
		Quarter 2						
		Quarter 3						
		Quarter 4						
3.b	Reviewing our bus routes, and making amendments to them where significant inequality and a good business case exists.	Quarter 1	Yellow	A further review of public transport routes has been carried out and findings will be presented early 2015.	Consideration of the EqIA will be required when proposals are implemented following public consultation in 2015.	Conduct a EqIA		Northgate / John Forsey
		Quarter 2						
		Quarter 3						
		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
Have we been successful? How well did we do it?	Innovative projects have been set-up.	Quarter 1	Red	For the reasons given above, no progress has been to date with this objective	In the context of a reducing budget, it may prove to be very difficult to set up innovative projects in the absence of any sustainable funding			John Forsey
		Quarter 2						
		Quarter 3						
		Quarter 4						
	Amended bus routes show increased passenger numbers	Quarter 1	Red	For the reasons given above, no progress has been to date with this objective	In the context of a reducing budget, it may prove to be very difficult to increase passenger numbers with a reducing number of local bus services			John Forsey
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015
Objective 4	Power and Voice: We will, "Increase disadvantaged people's confidence and access to political processes", by:
Lead Portfolio Holder :	Cllr Phil Pritchard

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
4.a	Piloting an Elected Member mentoring scheme for people from the protected characteristic groups (based upon the Welsh Government 'Step-up Cymru' scheme).	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.						
4.b	Engaging young people from Powys with an understanding of democratic process and becoming an Elected member.	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting. However Powys Youth Forum has approximately 42 members aged between 12 and 22 years. These young people are elected/selected by their peers from schools and youth organisations across Powys to represent the voice of young people. As part of the training they receive the young people learn how to be an effective representative; how the council works; the role of County Councillors and how the Welsh Assembly and the Welsh Government work. This year members took part in the British Youth Councils Make Your Mark campaign, just under 4000 young people in Powys voted for the issues to be discussed at the UK Youth Parliament sitting in the House of Commons. Once a year Powys Youth Forum take part in a members development session with the County Councillors. This work is supported by the CYPP Youth Participation Officers.						
4.c	Piloting of 'webcasting' of key council meetings with consideration for long-term implementation.	Quarter 1		From April to December 2014 we have webcast 4 of our public meetings, including the AGM, a scrutiny meeting, a planning meeting and a full council meeting. In the last public webcast we ran a live social media conversation alongside the webcast with viewers who were watching, enabling viewers to engage with the democratic process from home. As the pilot nears completion, we have considered future webcasting options and council has now agreed to webcast council, planning and scrutiny meetings throughout the year. We have upgraded our audio and video equipment and are in the process of recruiting an officer to run a programme of webcasts going forward. This will both lower our revenue costs (and the cost per webcast) and increase the number of webcasts we are able to provide. <b>This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</b>			View most recent webcasts at: <a href="http://www.powys-public-i.tv/core/portal/home">http://www.powys-public-i.tv/core/portal/home</a>	Becky Morgan
		Quarter 2						
		Quarter 3						
		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
Have we been successful? How well did we do it?	Webcasted meetings show good public take-up	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.						
		Quarter 1	Total webcast views in Q1 - Q3: 11099	Since 2012 we have webcast 19 of our public meetings on a variety of subjects. Initially these centred around windfarm related meetings, due to the high level of public interest. Since then we have webcast a variety of meetings, from a young persons engagement conference (which has attracted 7201 views to date) to our full council budget setting meeting, which attracted 2035 live views and a total of 3344 views altogether. We compare well with other Welsh councils in terms of the number of webcast views we have received: Powys Average live views: 398; Wales Average live views: 270; Powys Average archive views: 1,451 ;Wales Average archive views: 1,112; Powys Average total views: 1,849 Wales Average total views: 1,382 (Powys average is higher in each cat: +47% +31% +34% )			Can be viewed in the admin section of the council's web portal	Becky Morgan
		Quarter 2						
		Quarter 3						
Quarter 4								



Reporting period	2014 - 2015
<b>Objective 5</b>	Physical Security: We will, "Improve referral rates for domestic abuse and disability-related harassment", by:
Lead Portfolio Holder :	Cllr. Darren Mayor

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
5.a	Launching an internal and external communications campaign on domestic abuse, to raise awareness and increase referral rates.	Quarter 1	Green	Following the successful poster campaign in 13/14 a further campaign was launched focussing on young people. It was decided that a School Pack should be developed, focusing on a whole school approach to Respectful Relationships. Lottery money was gained in order to proceed with the project and Hafan Cymru, who deliver the Welsh Government Spectrum program were enlisted to produce the content for the pack. A meeting is now being arranged involving School Nurse representation and clinical input to ensure school participation.			Powys Primary Schools pack	Margaret Richards
		Quarter 2						
		Quarter 3						
		Quarter 4						
5.b	Work within our services to make adjustments to assist the referral-making process.	Quarter 1	Green	The Domestic Abuse Project is in progress which will re-commission all age DA services in Powys. The project will include a work stream to look at ways to improve and enhance the referral pathway for all services who may come into contact with people experiencing domestic abuse. The project will involve third sector agencies as well as the main statutory authorities, the Council, Health Authority and the Police.			Domestic Abuse Project update paper	Margaret Richards
		Quarter 2						
		Quarter 3						
		Quarter 4						
5.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.	Quarter 1	Green	The MARAC process works particularly well in Powys and monthly MARACs in the North and South of the County are held consistently on a monthly basis. The Powys MARAC has been upheld as an example of good practice by Co-ordinated Action Against Domestic Abuse (CAADA) now rebranded as SafeLives and representatives from the Powys MARAC were invited to give a presentation in London. The MARAC attendance and representation has improved significantly over the years.			CAADA Figures for Powys MARAC 0914 (2) Powys Domestic Abuse Forum Statistical Information	Margaret Richards
		Quarter 2						
		Quarter 3						
		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
Have we been successful? How well did we do it?	The number of people who self-refer has increased Amend measure too "Reporting rate"	Quarter 1	Green	The statistics for Powys show that there has been an increase in the reporting rate from the previous year. The average monthly reporting rate now stands at 53. In December 2014 the Dyfed-Powys Police reporting statistics showed a 39% increase in Incidents reported on the same period last year. However the reporting mechanism does not evidence whether this was self referral of by a third party.			CAADA Figures for Powys MARAC 0914 (2) Powys Domestic Abuse Forum Statistical	Margaret Richards
		Quarter 2						
		Quarter 3						
		Quarter 4						
	The number of people referred by a 3rd party has increased.	Quarter 1	Green	With regard to MARAC cases - of the 271 High Risk cases discussed at Powys MARACs in 2014 - 159 were referred by the Police and the rest were as a result of third party referral. 27 cases were referred by Health professionals but the majority were through support agencies.			CAADA Figures for Powys MARAC 0914 (2) Powys Domestic Abuse Forum Statistical	Margaret Richards
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015
Objective 6	Service and Employment Accessibility: We will, "Improve the accessibility of our services and employment opportunities", by:
Lead Portfolio Holder :	Cllr Phil Pritchard

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
6.a	Generating a modernised approach to Equality impact assessment (EqIA) within Education, Social Services and Housing to assist ongoing service improvement.	Quarter 1	Yellow	The need for EqIA is now embedded in key processes for the council (budget setting and service improvement planning). Further work will be conducted in 2015/16 to further integrate the requirements for impact assessments. This will provide a more pragmatic toolkit for application by frontline services.				Peter Jones & Bets Ingram
		Quarter 2						
		Quarter 3						
		Quarter 4						
6.b	Setting-up an 'equality data' internal working group to improve data recording, collation, analysis and recording.	Quarter 1	Yellow	Setting-up an 'equality data' internal working group to improve data recording collation" sits with service areas to think about collecting data from service users regarding equality.  The second part of the objective "analysis and recording" sits with both service areas and the BI team. The first part would be for each service area to analyse and record their own findings from the equality data they collect. The BI team would then need to collate data from across the Council to assess need when all data is collated. Obviously this second part cannot happen until the first aspect are in place.				Service & Diane Reynolds
		Quarter 2						
		Quarter 3						
		Quarter 4						
6.c	Producing a simple guide to our services and how to access them.	Quarter 1	Blue	The website is the directory of all services available to the public. It is organised around the tasks people want to complete with us and is based on evidence developed with service areas. The site was developed and Powys disability group consulted with in order to improve accessibility not just by allowing bigger fonts etc., but by designing pages and navigation to be as clear as possible and using a reading age of 12 so that even those with poor English skills can still access the information. The website advice changes frequently throughout the year, and any paper based directory will become out of date as soon as it is published. Powys County Council is investing resources in producing good quality and up to date advice electronically. The website is now actively kept up to date and web pages provide clear and succinct advice on how to access our services. During Phase 2 of the Web Development Project all content on the website was reviewed. Page count has decreased from approx. 3000 to approx. 1000; this content is now reviewed and maintained by the E-Access team in collaboration with relevant Web Champions to ensure accurate and up-to-date information. <i>This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</i>				Allen Hart
		Quarter 2						
		Quarter 3						
		Quarter 4						
6.d	Profiling staff and analysing patterns, to determine fairness within the Council's employment	Quarter 1	Red	This objective has been incorporate into Professional Services 15-16 SIP to ensure delivery before March 2016.				Steve Holdcroft
		Quarter 2						
		Quarter 3						
		Quarter 4						
6.e	Reviewing our recruitment process.	Quarter 1	Green	Improvements made in time it takes to place advert. System access improved for New Employees .	Ensure redeployees are treated fairly and consistently	Redesign redeployed process	121 meetings	Jim Rees/Jason Lewis
		Quarter 2						
		Quarter 3		Ongoing, look at process following appointment, to ensure new employees commence employment as soon as possible, following safeguarding checks.	Currently there are delays in employment start date whilst waiting for checks to be confirmed	Map process and seek to implement any efficiencies identified		
		Quarter 4		Instigate employee asset register for Authority	No central control of assets, authority unaware of total employee assets	Build register to ensure all employee assets are logged. Ensure these assets are recovered from employee at the end of employment		
6.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	Quarter 1	Green	<ul style="list-style-type: none"> <li>Assisted places supported 65 children from low income families access childcare throughout the year. Each child accessed a maximum of two sessions a week in either holiday, after school or pre school childcare.</li> <li>The referral scheme supported 77 children with additional needs to access Childcare provision which was short of our target number this was mainly due to a change in provider mid way through the year.</li> <li>Childcare Sufficiency audit completed and actions included in the Childcare Strategy</li> </ul>				Mair Wilson
		Quarter 2						
		Quarter 3						

		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
	with disabled children.	Quarter 4		<p>Embedding equality into all processes and services in the Equality Strategy plan for 2014-2017.</p> <ul style="list-style-type: none"> <li>Flying Start successful expansion into the Llandrindod area taking on a further 180 families offering the full Flying Start entitlements of Enhanced Health Visiting, Free 12.5 hours childcare for 2 year olds, Early Language Development support.</li> </ul>				
Have we been successful? How well did we do it?	Modernised EqIA practice is embedded.	Quarter 1		The need for EqIA is now embedded in key processes for the council (budget setting and service improvement planning). Further work will be conducted in 2015/16 to further integrate the requirements for impact assessments. This will provide a more pragmatic toolkit for application by frontline services.				Garry Hudson
		Quarter 2						
		Quarter 3						
		Quarter 4						
	The public report they are better informed through our engagement processes.	Quarter 1		Every webpage has the option for the customer to provide feedback and this is analysed monthly. To date figures are showing an improvement in the % of positive feedback compared to negative which is showing a higher proportion of successful visits to the web site. Those expressing negative feedback regarding the website has decreased since the re-launch of the website from 0.7% to 0.24% of all websites visits.				Allen Hart & Jonathan Evans
		Quarter 2						
		Quarter 3						
		Quarter 4						
	Staff profiling and analysis is complete.	Quarter 1			No progress.	This objective has been incorporate into Professional Services 15-16 SIP to ensure delivery before March 2016.		Steve Holdcroft
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015
<b>Objective 7</b>	Gender Pay: We will "Conduct research on one of the lowest paid type of council work, to consider whether that are historical employment differences that generates gender disadvantages", by:
Lead Portfolio Holder :	Cllr Phil Pritchard

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
7.a	Conduct research on some of the lowest paid type of council work, to consider whether that are historical employment differences that generates gender disadvantages	Quarter 1			This objective has been incorporate into Professional Services 15-16 SIP to ensure delivery before March 2016.			Steve Holdcroft
		Quarter 2						
		Quarter 3						
		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
Have we been successful? How well did we do it?	An analysis report is complete with an accompanying action plan where this is necessary and required	Quarter 1			This objective has been incorporate into Professional Services 15-16 SIP to ensure delivery before March 2016.			Steve Holdcroft
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015
<b>Objective 8</b>	Engagement and Involvement: We will, "In partnership with the local health board, improve the engagement with the local community, to better inform us about issues of inequality and possible solutions", by:
Lead Portfolio Holder :	Cllr Phil Pritchard

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
8.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. Conduct consultation exercises and events to provide the council with good quality equality information".	Quarter 1	Green	Alternative consultation exercises and events have provided the council with good quality equality information and possible mitigation ideas and insights on the impact on specific characteristics captured on a number of projects including the consultation on the future of library services in Powys, The budget consultation conducted in January 2015 and responses to an omnibus survey sent to Citizen Panel members asking questions on a mix of services issues including domestic abuse and the e-books service. Interesting insights include lack of awareness of domestic abuse in older generation, advantages of using e-books service for some people with visual impairments as scope to increase font size as opposed to being able to read a traditional library book. Scope to promote the service to this particular audience. Action to be re-written as "conduct consultation exercises and events to provide the council with good quality equality information".	Having conducted two series of events in 2011 and 2013 the council feels confident that those stakeholders affected by the projects listed under the Strategic Equality Plan will be engaged and their voices heard via a mix of alternative methods including more direct communications, some focused stakeholder events, surveys and forums either run by those leading on a project, their partners or the third sector. The two 'How Fair is Powys' events were successful to a point in raising awareness about the projects listed in the plan. However it would be accurate to say that as some projects were just starting it was difficult for those attending to scrutinise and feedback on their experiences or provide additional community intelligence.	The events were more feedback events which have a place but a more intelligent approach is required subsequently to ensure those affected by the different projects are given the change to influence and feedback their views at the most appropriate time and not wait for a specific event to take place. This will then allow the service to consider and reconsider any changes that may reduce disadvantage in the future. As each project had a specific target audience/s it was deemed important to ensure issues requiring stakeholder input were captured as appropriate and an annual event would be perhaps more useful in the final year of the plan to challenge any slippage and ensure stakeholders had insights into project progress. A number of projects cross over with the One Powys Plan too which sets out the key priorities for the council going forward. These projects have their own engagement and communication plans so the How Fair is Powys events are superfluous to requirements. The three events may well become more as work progresses both in the arena's of 'community delivery' and 'neighbourhood management'. Going forward this may well allow for further exploration of how the 'How Fair is Powys' events and the neighbourhood management multi-agency project work can support each other.	Summary report - key finding from 2013 events	Sue Glenn
		Quarter 2						
		Quarter 3						
		Quarter 4						
8.b	Gathering 'How fair is Powys?' feedback at other relevant public events in Powys.	Quarter 1	Green	Further to the above commentary against 8a. 'How Fair is Powys' data and the characteristics listed in the Equality Act are given due consideration whenever the council is conducting public events so as to ensure all relevant stakeholders are given the opportunity to comment and contribute to policy/service issues and changes. Equality data is collected and analysed by the council whenever public consultation events or surveys are conducted so as to assess any disadvantage that a policy or service change may bring and that may require further consideration or mitigations. The two phase budget consultation project which consisted of events in 8 locations across the county were targeted at specific interested stakeholders and organised as joint events with our partners - the Powys teaching Health Board. A follow up PCC online survey captured data on all the recognised characteristics and asked and sought views around any specific disadvantages that could impact on a specific group/category. A number of other projects with Powys teaching Health Board are being realised having captured residents voices including the Glan Iffron integrated health care centre in Builth Wells.			Library consultation 2014, e books research project 2014, eligibility criteria consultation exercise 2014.	Sue Glenn
		Quarter 2						
		Quarter 3						
		Quarter 4						
8.c	Promoting wider ongoing feedback by e-mail,	Quarter 1	Yellow	Work was progressed to enlist some members of the Citizens Panel onto a How Fair is Powys network. 57 members agreed to join the network and were sent introductory information about their potential role to scrutinise and feedback their views on the key projects as they progressed. However as projects under the Strategic Equality Plan had not been progressed at the point of the second series of How Fair is Powys events there was a limited role for said stakeholders. The idea of involving the third sector			Have your say webpages and LSB consultation portal.	Sue Glenn
		Quarter 2						
		Quarter 3						

	phone, facebook, and postal reply cards.	Quarter 4		There has been a limited role for said stakeholders. The idea of involving the third sector and additionally service contacts and our own staff has not been progressed any further due to constraints of the postholder and pressures of other work. However the members of the Citizens Panel will be contacted again and given an opportunity to feedback their views on progress made against the objectives during this forthcoming financial year once feedback has been collated from each project lead.					
8.d	Generating a 'How Fair is Powys?' engagement network utilising service contacts, 3rd sector contacts, and our staff.	Quarter 1		Work was progressed to enlist some members of the Citizens Panel onto a How Fair is Powys network. 57 members agreed to join the network and were sent introductory information about their potential role to scrutinise and feedback their views on the key projects as they progressed. However as projects under the Strategic Equality Plan had not been progressed at the point of the second series of How Fair is Powys events there was a limited role for said stakeholders. The idea of involving the third sector and additionally service contacts and our own staff has not been progressed any further due to constraints of the postholder and pressures of other work. There are several engagement forums and mechanisms in place to ensure some of the more disadvantaged members of our society are heard. Around 60 members of the Powys Citizens Panel make up a sub group interested in equalities. Any consultation exercise consists of a thorough stakeholder mapping exercise working closely with key third sector partners who help to facilitate and capture views. Examples of where good equality data has been collected and used to inform decision making include the library consultation, the changes to the eligibility criteria consultation and the e-books project for Scrutiny.			Omnibus survey sent to citizens panel 2014.	Sue Glenn	
		Quarter 2							
		Quarter 3							
		Quarter 4							
8.e	Implementing the CYP participation strategy to enable better engagement of young people within our service provision.	Quarter 1		In relation to implementing the CYP participation strategy, to enable better engagement of young people within our service provision, the following has been implemented: <ul style="list-style-type: none"> <li>With regard to the CYP participation strategy action plan this went through governance during 14-15. Which has delivered a clear line of accountability and are now signed off by the relevant Senior Manager.</li> <li>Training for young people and our workforce.</li> <li>Awareness raising activities.</li> <li>A Powys Youth forum continues to meet 4 times a year to discuss issues relevant to young people and engage in consultations. Powys Youth forum took for project concept documents on issues relevant to Young people in Powys to the CYP meeting to raise awareness and sponsorship sign up. <ul style="list-style-type: none"> <li>ka Eats carrots be safe from elephants)</li> </ul> </li> <li>Advice and guidance for services in how to effectively support young peoples participation</li> <li>A Peer support network via the Participation Group</li> <li>Young Inspectors for those aiming for accreditation against the Children and Young Peoples National Participation Standards.</li> </ul> Began training for a young commissioners program. Work has commenced on the reviewing the current CYP participation strategy with a view to publish a revised strategy next year. This underway with the Powys Youth forum and the participation group (a multi agency officer peer support). Powys Youth Forum have meet with elected members as part of members development which enables both parties to understand each others roles.	Lack of guidance and direction from WG has meant progress is slower than hoped.	The CYP participation team have developed a Powys Participation website which now hosts the online self assessment for the nations participation standards in Powys.	CYP participation strategy CYP participation strategy action plan Multi agency officer peer support terms of reference CYP participation Team Scorecard. Powys Participation website Training modules	Janet Bidgood	
		Quarter 2							
		Quarter 3							
		Quarter 4							
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner	
Have we been successful? How well did we do it?	Robust evidence is being generated providing evidence to people to determine the Council's effectiveness at meeting people's needs.	Quarter 1		Reports on feedback from community delivery events held in September/October 2014. Reports attached to cabinet papers provide evidence to support decision making. Additional learning needs consultation 2014. Joint Strategic Needs Analysis - focus on poverty. Learning disability consultation 2014 including 3rd party facilitation and actively involvement in reducing inequality of access to the consultation.				Sue Glenn & Janet Bidgood	
		Quarter 2							
		Quarter 3							
		Quarter 4							

Reporting period	2014 - 2015
Objective 9	Physical Activity: We will, "Increase the number of people from low socio-economic groups who participate in healthy physical activity, by:
Lead Portfolio Holder :	Cllr. Graham Brown

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
9.a	a. Reviewing the Leisure 'Access to Fitness Scheme' to establish a subsidised model to create ease of access to target groups.	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.					Access to fitness Portfolio Report 27.9.13	Gwyn Owen
9.b	b. Investigating existing/potential policies that affect/benefit low socio-economic groups and those most in need.	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.					Access to fitness Portfolio Report 27.9.13	Gwyn Owen
9.c	c. Exploring the potential standardisation of prices for targeted schemes to encourage low socio-economic groups to participate	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.					Access to fitness Portfolio Report 27.9.15 Leisure service pricing policy composed through dialogue with neighbouring authorities	Gwyn Owen
9.d	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).	Quarter 1	[Red]	The scheme has been promoted throughout Powys Services and its partners e.g. Health Board / Housing / Powys Social Services to encourage more people from low socio-economic groups to participate. Powys Leisure Services is a member of the south west and mid wales region 'facilities' sub group which is part of the Regional Leisure services arrangement where the Access to fitness scheme along with other similar regional initiatives are discussed. <a href="#">This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</a>			Letters advising users of change. Posters on new 'Access to Fitness' Scheme	Gwyn Owen
		Quarter 2						
		Quarter 3						
		Quarter 4						
9.e	e. Promoting the 'Access to Fitness' scheme.	Quarter 1	[Red]	Letters have been sent all Access to Fitness customers to advise them of the changes to the scheme. Bilingual posters have been issued to all sport / leisure centres to advise new and existing Access to Fitness Customers of the changes to the service. The scheme has also been widely publicised on centre web sites and social media. <a href="#">This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</a>			Powys Leisure centres individual web sites, facebook, Twitter accounts	Gwyn Owen
		Quarter 2						
		Quarter 3						
		Quarter 4						
9.f	f. Supporting the 'Access to Fitness' scheme through access to transport.	Quarter 1	[Red]	PCC has undertaken a transport review of services and dialogue has taken place with PCC Transport Manager as to how the scheme can be further enhance by considering the provision of free transport for those who are members of the Access To Fitness scheme. However this has now been incorporated into the further review of public transport routes that is being carried out - please see detail under objective 3.				Gwyn Owen
		Quarter 2						
		Quarter 3						
		Quarter 4						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
Have we been successful? How well did we do it?	Increased take-up of the 'Access to Fitness' scheme	Quarter 1	[Red]	The registration data 1.4.14 - 31.12.14, when compared to 2013/14 evidences that there were 323 registrations in 2013/14 and in the period 1.4.14-31.12.14 229 registrations. Seven sites have seen a decline in the number of registrations. Ystradgynlais, Gwernyfed and Brecon centres have increased their number of registrations, whilst Llanfyllin and Llanidloes currently match the previous year.	In some sites the number of persons on Job Seekers allowance has reduced as a result of less promotion by some Job Centres. Centre Managers are also reporting that the fee has proven to be a prohibitive factor ; however at Maldwyn cost does not appear to be the sole factor as participants now pay the normal membership fee.	Centre Managers will be consulted on what further actions can be taken to raise the number of registrations. Dialogue with the Jobcentres will be undertaken to determine why they are not referring as many potential participants as they have done so previously.	Summary tables of 'registrations' and 'participation' rates.	Gwyn Owen
		Quarter 2						
		Quarter 3						
		Quarter 4						

Reporting period	2014 - 2015
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:
Lead Portfolio Holder :	Cllr Phil Pritchard

Reference	Objective	Period	RAG status	Achievements	Issues	Mitigating actions	Evidence	Owner
10.a	Training our most senior staff, senior managers and elected Members on 'Leadership and management of equality improvement'.	Quarter 1	Yellow		A workshop for Directors and Heads of service was planned for Feb 2015 however this has had to be postponed because the training needs analysis has not taken place due to a key member of staff being on long term sick. This action will carry forward into 2015-16 and the OD&PS manager and Culture Leadership development team have taken ownership.	<ul style="list-style-type: none"> <li>•A meeting has been scheduled with the Scrutiny Services team to agree appropriate training for elected members and a proposal on how to embed equalities training throughout the authority is to be taken to Management Team by OD&amp;PS Senior Manager.</li> <li>•Initial discussions held with University of South Wales as to strategic training for senior officers around equalities.</li> </ul>	Discussion had with WLGA regarding date and workshop content (Anna Morgan). SP. Members development meeting to take place 26th Jan.	Sarah Powell
		Quarter 2						
		Quarter 3						
		Quarter 4						
10.b	Developing within the Powys level 3 managers Programme, sections on the management of equality	Quarter 1	Blue	Equalities is embedded throughout the Institute of Leadership Management programmes and is part of the whole learning process. Participants are required to complete the e-learning module as part of course and also is discussed on the programme. <a href="#">This strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.</a>			Details of ILM are hosted on PCC intranet. Page 7244	Sarah Powell
		Quarter 2						
		Quarter 3						
		Quarter 4						
10.c	Embedding 'equality improvement' throughout the council's new competency framework	Quarter 1	Green	Leadership competency framework in place and used as part of the 360 degree tool for all staff at tiers 1 to 4.			Details of ILM are hosted on PCC intranet. Page 6385.	Sarah Powell
		Quarter 2						
		Quarter 3						
		Quarter 4						
10.d	Training our customer service staff on the practical skills required to meet people's needs.	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.						
10.e	Provided basic online training to all other staff, with verbal briefings provided to those without access to PCs	As stated in the "Annual Monitoring Report 2013-2014" of the "Strategic Equality Plan 2012 – 2016" this strategic step has now been completed and will therefore not feature in future progress monitoring and reporting.						
		Period	ACTUAL Fin year 14/15	Achievements / Story behind the data	Issues	Mitigating actions	Evidence	Owner
	Senior staff and Elected Members have been trained to meet the requirements of the Equality Act in relation to their role.	Quarter 1			A workshop for Directors and Heads of service was planned for Feb 2015 however this has had to be postponed because the training needs analysis has	A meeting has been scheduled with the Scrutiny Services team to agree appropriate training for elected members and a proposal on how to embed		Sarah Powell
		Quarter 1						
		Quarter 3						



<p>Have we been successful? How well did we do it?</p>		Quarter 4	0		not taken place due to a key member of staff being on long term sick. This action will carry forward into 2015-16 and the OD&PS manager and Culture Leadership development team have taken ownership.	equalities training throughout the authority is to be taken to Management Team by OD&PS Senior Manager. Initial discussions held with University of South Wales as to strategic training for senior officers around equalities.		
	<p>Staff at completing the online training and verbal briefings are being provided</p>	Quarter 1		<p>For the 3 years spanning Nov. 2011 to Nov. 2014, 200 staff had completed the face to face training and 19 completed the eLearning package.</p>	<p>Listed as mandatory but no governance in place and not being monitored by line managers.</p>	<p>A proposal on how to embed equalities training throughout the authority is to be taken to Management Team by OD&amp;PS Senior Manager.</p>		<p>Sarah Powell</p>
		Quarter 1						
		Quarter 3						
		Quarter 4	200					