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| **Vale of Glamorgan Council** |
| **Review of Equality Objectives** |
| **Tell us what you think** |

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| Hinton, Nicola10/26/2015 |

**Note**

If there are words or phrases that you do not understand, please look at the word list at the end of this information where we explain the main ones.

**We want to hear from you by 18 December 2015**

In 2012, we agreed our first Strategic Equality Plan and equality objectives for April 2012 to March 2016. We did this after carrying out research and talking to people about what was important to them.

We now need to review the equality objectives to see if we need to carry on working on them, make some changes, or have new ones. To do this, we need to know what you think.

Please tell us what you think on the form below.

We will use this information to help us decide what our equality objectives for April 2016 to March 2020 will be.

Thank you for your help.

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| **Objective 1** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes** **(tell us what changes you would like to see)** | **No – for these reasons** |
| **Collect data to see who is and who is not using our services.** Publish data to show how people from protected groups are using our services.Use this information to improve how people can use services.**What have we done?**We report on data that shows which protected groups are using our services every year. We put this report on our website. We improve this information each year. |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 2** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes** **(tell us what changes you would like to see)** | **No – for these reasons** |
| **Make documents for the public easier to read and understand.**Improve advice on how to write for the public so that people can understand the information we give them.**What have we done?**We have improved our guidance and put it on a web page for staff to use. We are updating a training course on using plain language. The course will tell people about this guidance.  |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 3** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes****(tell us what changes you would like to see)** | **No – for these reasons** |
| **Raise awareness of equality.**Help staff and the public understand the public sector equality duties. Help them to understand the needs of people with protected characteristics.**What have we done?**We provide training courses and e-learning so staff can find out what they need to know about equality law. We tell the public about matters that affect people from protected groups. We do this using posters, social media and events.  |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 4** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes****(tell us what changes you would like to see)** | **No – for these reasons** |
| **Involve people with protected characteristics.**Put in place advice on how to engage and consult with people from protected groups about changes to services. **What have we done?**We put in place new guidelines for engaging with people. We have agreed to use the National Principles of Public Engagement in Wales. We talk to people and ask them what we think when we are making changes to services. |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 5** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes****(tell us what changes you would like to see)** | **No – for these reasons** |
| **Harassment and discrimination reporting**Increase use of the hate crime helpline and complaints system to report harassment and discrimination. **What have we done?**We have put up posters, told people about hate crime at meetings and events, and on our website. We check how many reports of hate crime there are. We look at how many complaints we get from people with protected characteristics. We report on this each year.  |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 6** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes****(tell us what changes you would like to see)** | **No – for these reasons** |
| **Domestic Violence**Increase awareness and confidence in use of domestic abuse support services. **What have we done?**We work in partnership with Atal y Fro and others. We have put in place a plan to prevent domestic abuse, support victims and increase awareness and reporting. We have run campaigns like ‘Behind closed doors’ and White Ribbon’ campaigns. We have put in place a workplace policy to support managers and staff to deal with domestic abuse. We are working on improving data.  |  |  |  |
| **Is there anything else you would like to say?** |

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| **Objective 7** | **Should we carry on working on this?** |
| **Yes** | **Yes - but with changes****(tell us what changes you would like to see)** | **No – for these reasons** |
| **Gender Pay Difference**Develop a workforce plan with actions to reduce the gender pay gap and check on progress. **What have we done?**We have a workforce plan with actions to reduce the gender pay gap. We look at data to check on progress.  |  |  |  |
| **Is there anything else you would like to say?** |

**About you**

Please complete the questions below so we know how these objectives affect you.

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| **Gender and Gender Identity** |
| What is your gender? | [ ]  Female |
| [ ]  Male |
| At birth were you described as? | [ ]  Female |
| [ ]  Male |
| [ ]  Intersex |
| [ ]  Prefer not to say |
| **Disability** |
| Are your day-to-day activities limited because of a physical or mental health condition, illness or disability which has lasted, or is expected to last 12 months or more? | [ ]  Yes – limited a lot |
| [ ]  Yes – limited a little |
| [ ]  No |
| [ ]  Prefer not to say |
| **Age** |
| What is your date of birth?:       |
| **National Identity** |
| **National Identity – how would you describe your national identity?** |
| [ ]  Welsh | [ ]  English | [ ]  Scottish | [ ]  Northern Irish | [ ]  British |
| [ ]  Other (please specify)       | [ ]  Prefer not to say |
| **Ethnic Group** |
| **Ethnicity – how would you describe your ethnic group?** |
| **White** |
| [ ]  Welsh/English/Scottish/Northern Irish/British | [ ]  Irish |
| [ ]  Gypsy or Irish Traveller | [ ]  Any other white background (please specify):       |
| **Mixed/multiple ethnic groups** |
| [ ]  White and Black Caribbean | [ ]  White and Black African | [ ]  White and Asian |
| [ ]  Any other Mixed/multiple ethnic background (please specify):       |
| **Asian/Asian British** |
| [ ]  Indian | [ ]  Pakistani | [ ]  Bangladeshi | [ ]  Chinese |
| [ ]  Any other Asian background (please specify):       |
| **Black/African/Caribbean/Black British** |
| [ ]  African | [ ]  Caribbean |
| [ ]  Any other Black/African/Caribbean background (please specify):       |
| **Other ethnic group** |
| [ ]  Arab |
| [ ]  Any other ethnic group (please specify):       |
| [ ]  Prefer not to say |

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| **Welsh Language** |
| Please describe your Welsh language ability by ticking the relevant box(es) below. |
|  | Understand | Speak | Read | Write |
| None | [ ]  | [ ]  | [ ]  | [ ]  |
| Basic | [ ]  | [ ]  | [ ]  | [ ]  |
| Competent | [ ]  | [ ]  | [ ]  | [ ]  |
| Good | [ ]  | [ ]  | [ ]  | [ ]  |
| Fluent | [ ]  | [ ]  | [ ]  | [ ]  |
| **Sexual Identity**  |
| **Which of the following options best describes how you think of yourself?** |
| [ ]  Heterosexual/straight  | [ ]  Gay or lesbian | [ ]  Bisexual |
| [ ]  Other | [ ]  Prefer not to say |
| **Religion** |
| **What is your religion?** |
| [ ]  No religion | [ ]  Christian (all denominations)  | [ ]  Buddhist |
| [ ]  Hindu | [ ]  Jewish | [ ]  Muslim | [ ]  Sikh |
| [ ]  Any other religion (please specify):       | [ ]  Prefer not to say |
| **Pregnancy and Maternity** |
| Are you currently pregnant or have you been pregnant within the last year? | [ ]  Yes |
|  | [ ]  No |
|  | [ ]  Prefer not to say |
| Have you taken maternity leave within the past year? | [ ]  Yes |
|  | [ ]  No |
|  | [ ]  Prefer not to say |
| **Marriage and Civil Partnership** |
| What is your legal marital or same sex civil partnership status? | [ ]  Single, that is never married and never registered in a same sex civil partnership |
|  | [ ]  Married and living with husband/wife |
|  | [ ]  Separated but still legally married |
|  | [ ]  Divorced |
|  | [ ]  Widowed |
|  | [ ]  In a registered same-sex civil partnership and living with your partner |
|  | [ ]  Separated, but still legally in a same-sex civil partnership |
|  | [ ]  Formerly in a same-sex civil partnership which is now legally dissolved |
|  | [ ]  Surviving partner from a same-sex civil partnership |
|  | [ ]  Prefer not to say |

Thank you for taking the time to tell us what you think. We will put the new objectives on our website in April 2016 for you to see. If you would like us to send you a copy, please contact us. Our contact details are below.

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Equality Team

Performance and Development

Resources

Civic Offices

Barry

Vale of Glamorgan

CF63 4RU

**Word list**

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| complaints system | The formal system people can use to make a complaint to us. |
| data | The numbers, facts and figures about how many and what types of people use our services; or apply for or have jobs with us.  |
| discrimination | This means not treating someone worse because of who they are or what they look like. If we did, that would be discrimination.  |
| domestic abuse or violence | Domestic abuse is when the behaviour of someone close, like a partner or family member, causes you harm. It can be one event or a pattern of events. The abuse can be physical, psychological, sexual, financial or emotional. |
| e-learning | This is training that someone can do on the internet on their own. |
| equality law | The Equality Act 2010; the public sector equality duty; the specific duties for Wales. |
| equality objective | This is a target that helps us focus on the areas of equality work that we have decided are most important. We decide what they are by looking at research and talking to people who work for us and who live this local authority. |
| gender pay difference or gap | This is the difference between wages earned by men and wages earned by women. It shows the difference between the average earnings of men and women as a percentage of men’s earnings. |
| guidance | This is help or advice on how to do something. |
| harassment | We must not intimidate, humiliate or degrade anyone. We must not be hostile or offensive to anyone. If we did, that would be harassment.  |
| hate crime | This is a crime that targets people and communities because of their disability, race or ethnicity, sexual orientation, religion or belief, or gender identity. |
| National Principles of Public Engagement in Wales | These principles tell us what we should do when we ask people to take part in: planning for services; thinking about how and when services are provided; thinking about who will provide the service. |
| plain language | This means writing simply, in a way that people can easily read and understand. |
| protected characteristics | These are characteristics that the law protects: age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. |
| protected groups | ‘Protected groups’ are people who are protected under equality law. People in a protected group share one or more of the protected characteristics. We all belong to more than one of these groups. |
| public documents | Information that we give people who live or work in the Vale of Glamorgan. |
| public sector equality duty | Public authorities, like the Council, must have due regard to stop discrimination and harassment that is against the law; treat people from different protected groups fairly; and help people from different protected groups to get along well. There are also specific duties for Wales. |
| social media | This is a range of tools on the internet that help people to share information. |
| Strategic Equality Plan | This is a plan to tell people about the local authority, the equality work that we are already doing and what we intend to do to improve equality for staff and people who live here. |
| workforce plan | This is a plan about the staff we employ with targets to make improvements in different areas of our work. |