

| | |
|---|---|
| Meeting of: | Cabinet |
| Date of Meeting: | Thursday, 16 February 2023 |
| Relevant Scrutiny Committee: | Learning and Culture |
| Report Title: | Annual Equality Monitoring Report 2021-2022 |
| Purpose of Report: | To seek approval of the Annual Equality Monitoring Report. |
| Report Owner: | Cabinet Member for Community Engagement, Equalities and Regulatory Services |
| Responsible Officer: | Tom Bowring, Director of Corporate Resources |
| Elected Member and Officer Consultation: | Strategic Leadership Team |
| Policy Framework: | This is a matter for Executive Decision |
| <p>Executive Summary:</p> <p>This report brings to the attention of Cabinet our progress against the equality objectives of the Strategic Equality Plan 2020 - 2024 and other actions taken to improve equality for people living and working in the Vale of Glamorgan.</p> <p>It summarises what Services have done to collect and analyse equality data on how people with protected characteristics have used their services. It notes what they have done to make improvements in the reporting period 2021 to 2022.</p> <p>It comments on progress made with each of the equality objectives and where we need to continue to focus our efforts.</p> <p>It refers to appendices which show the data collected and analysed by Services and a detailed report on employment information.</p> <p>Following consideration and approval by Cabinet, the report will be referred to Learning and Culture Scrutiny Committee for comments.</p> | |

Recommendations

1. That Cabinet approves the Annual Equality Monitoring Report 2021 - 2022 as described in the body of this report and at Appendix A.
2. That Cabinet refers this report to Learning and Culture Scrutiny Committee and that any comments be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report.

Reasons for Recommendations

1. To allow us to meet our reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whilst ensuring our equality work is available for scrutiny by the Equality and Human Rights Commission and others.
2. To enable the Scrutiny Committee to consider the report and to enable publication by 31st March to meet our statutory duties.

1. Background

- 1.1 The Equality Act 2010 includes a public sector equality duty (the 'general duty') and there are specific duties for Wales.
- 1.2 The specific duties include the requirement to publish an annual report for the previous year by 31st March each year to demonstrate the progress made on equalities issues that are contained within the Council's Strategic Equality Plan and any associated equalities activity.
- 1.3 This report provides Cabinet with the Annual Report for the period 2021-2022 for approval. The views of the Scrutiny Committee will be sought and referred back to Cabinet for their consideration.

2. Key Issues for Consideration

- 2.1 The Annual Equality Monitoring Report for 2021 - 2022 can be found in Appendix A. The report provides information relating to the ten equality objectives contained in the Council's [Strategic Equality Plan 2021-2022](#).

- 2.2 These objectives are:

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2022, and report on both annually.

Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.

Continue working on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

Provide support and development to elected members on equality issues.

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their potential.

Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

2.3 The Annual Equality Monitoring Report is structured so as to meet the requirements of the Equality Act and specific Duties for Wales. The Report therefore includes:

- Background information about the purposes of the Report and the way it has been developed;
- The steps the Council has taken to identify and collect relevant information (and any reasons for not collecting information);
- How the Council has used this information in meeting the three aims of the general duty;
- A statement on the effectiveness of the Council's arrangements for identifying and collecting relevant information;
- Progress towards fulfilling each of the Council's existing equality objectives (setting out what has been done, what has been learnt, where the challenges lie and what still needs to be done);
- A statement on the effectiveness of the steps that the Council has taken to fulfil each of its equality objectives;

- The report contains specified employment information, including information on training and pay.
- 2.4 To demonstrate how other relevant matters (outside of the specific work on the equality objectives) have contributed to this work, the annual report also includes a section on these issues and their contribution to show the wider work underway across the Council.
 - 2.5 The Annual Equality Monitoring report contains a series of appendices to provide further information and make linkages with other relevant reports.
 - 2.6 Cabinet is requested to consider the Report at Appendix A and refer the report to Scrutiny Committee (Learning & Culture).
 - 2.7 Once approved, the Annual Equality Monitoring Report will be translated so that bilingual versions are available.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1 The Strategic Equality Plan and its delivery demonstrates the five ways of working and the pursuit of the Council's well-being objectives.
- 3.2 It is a long-term plan aiming to improve equality for residents over a period of time through the achievement of its equality objectives. We have used research and evidence from the Equality and Human Rights Commission's 'Is Wales Fairer' which outlines the key challenges for improving equality in Wales.
- 3.3 It aims to prevent identified challenges from getting worse and to put in place measures which can improve fairness and equality for people who live or work in the Vale of Glamorgan. This is underpinned by our responsibilities under the 'general duty' of the Equality Act 2010 and the specific equality duties for Wales.
- 3.4 The equality objectives can only be achieved if there is collaboration across Council Services.
- 3.5 There are equality objectives relevant to most services, such as collecting and analysing data, and engaging with protected groups. Others are specific to a particular service, such as the domestic abuse objective. In turn, some of these will need collaboration with external partners. For example, our Community Safety Team works closely with Atal y Fro - an external organisation providing services for those experiencing domestic violence.

- 3.6** To develop the original Strategic Equality Plan in 2012 and to update it in 2016 and 2020, we involved people through an engagement and consultation process with stakeholders and the public to develop our equality objectives. Each of the equality objectives has an action plan to explain what we aim to do to achieve that objective. There is an equality impact assessment in place which describes the impact of this work on protected groups.

4. Climate Change and Nature Implications

- 4.1** There are no direct climate change or nature implications associated with this report. Climate change can have a greater impact on certain groups such as older people, women, poorer people, disabled people, and people in poor health particularly those with respiratory difficulties. In this context, our work to address inequality is important.

5. Resources and Legal Considerations

Financial

- 5.1** Officer time is needed to collect, analyse, and report on equality and employment information on a regular basis. The benefit is a better understanding of how to target resources to deliver services which best meet the needs of users.
- 5.2** The actions ensure that the Council complies with legislation (avoiding a potential adverse cost implication for non-compliance).

Employment

- 5.3** Officers collect, analyse and report on employment information. The benefit is a better understanding of how to target resources to provide employment opportunities which best meet the needs of staff and applicants.
- 5.4** The Plan contains equality objectives specifically related to employment (regarding the reduction of the gender pay gap and ethnicity pay gap) and makes references to the employment profile of the Council as required by the Equality Act.

Legal (Including Equalities)

- 5.5** The Equality Act 2010 created a public sector duty, replacing the race, disability and gender equality duties. The duty came into force in April 2011. The duty covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. Under the general duty, public sector organisations must have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between different groups;

- foster good relations between different groups.

- 5.6** The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership.
- 5.7** The Equality Act gives Welsh Ministers the power to impose specific duties through regulations. The specific duties are legal requirements designed to help public bodies meet the general duty. These were published in April 2011.
- 5.8** The Equality and Human Rights Commission published guidance on the public sector equality duty for Wales on 8th June, 2011. It performs a regulatory role to ensure that listed bodies comply with the duty. If the Equality and Human Rights Commission believes that the Council has not complied with a public sector equality duty, it has the power to seek compliance.
- 5.9** The Annual Equality Monitoring Report sets out how the Council has been working to meet the general duty and public sector equality duty for Wales.
- 5.10** The Council is required to collect, use, and publish equality and employment information to help understand how its policies, practices and decisions affect individuals who share one or more of the protected characteristics. This process is essential if the Council is to comply with the requirements of the public sector specific equality duties in Wales. The information is required to accurately inform the equality impact assessment process, the Strategic Equality Plan and equality objectives.
- 5.11** The work reported upon in the Annual Equality Monitoring Report will assist in promoting community cohesion by meeting the diverse needs of local people and improving equality of opportunity.

6. Background Papers

Equality and Human Rights Commission Guidance: [Annual reporting, publishing and Ministerial duties: A guide for listed public authorities in Wales](#)

Stonewall's '[What's it got to do with you?](#)' leaflet.

Welsh Government '[2012 - Collecting Equality Data and Harmonised Standards Best Practice](#)' guidance.

[Equality and Human Rights Commission's Technical Guidance on the Public Sector Equality Duty Wales](#)



No Status Draft

**The Vale of Glamorgan Council's
Annual Equality Report
2021-2022**

**You can ask for this document in other formats.
For example: larger font or on different colour paper.**

**This document is available in Welsh.
Mae'r ddogfen hon ar gael yn Gymraeg.**

Contents

| | |
|--|----|
| Introduction..... | 3 |
| Background..... | 3 |
| Steps taken to identify and collect relevant information..... | 5 |
| Reasons for not collecting relevant information..... | 7 |
| Statement on effectiveness of steps taken to fulfil each of our equality objectives..... | 7 |
| Strategic Equality Objectives | 11 |
| Other matters relevant to the general duty and specific duties..... | 36 |
| Equality Impact Assessments..... | 36 |
| Equality Training..... | 37 |
| Anti-Racism Training..... | 37 |
| Procurement..... | 37 |
| Disability Confident Scheme..... | 38 |
| Stonewall Diversity Champion..... | 39 |
| Staff Networks..... | 40 |
| Race Equality Matters..... | 41 |
| Integrated Autism Service..... | 41 |
| Vale 50+ Strategy Forum..... | 43 |
| Menopause Awareness..... | 44 |
| Vale of Glamorgan PSB Well-being Assessment..... | 45 |
| Leisure Services..... | 47 |
| Job Evaluation..... | 52 |
| The Workforce Plan..... | 52 |
| Culture Book..... | 53 |
| Specified employment information, including information on training and pay..... | 53 |
| For more information..... | 57 |

Introduction

We must report on progress towards meeting our equality objectives and other equality matters every year by 31st March for performance in the previous year. This report tells you about our equality work between April 2021 and March 2022.

We do this to meet our duties under:

- the Equality Act 2010;
- the Public Sector Equality Duty (known as the ‘general duty’); and
- the specific duties for Wales.

We tell you how we have collected and used information to:

- eliminate unlawful discrimination;
- advance equality of opportunity; and
- foster good relations.

We also tell you about:

- how we are getting on with our equality objectives;
- the people we employ
- other equality work.

Background

We have described our main equality work in our [Strategic Equality Plan 2020-2024](#).

We agreed this plan in March 2020. It progresses our work from our previous plans in 2012 and 2016. There were a number of things we had to do to develop the first plan. We list the main steps below.

- We looked at the information we had on the people using our services. We especially wanted to know which protected groups were using our services.
- We met with local organisations to see if there were areas that we could work on together.
- We looked at other plans to see if they had actions that needed to be in the Strategic Equality Plan. These included the Corporate Plan and the Equality and Diversity Plan.
- We arranged events to meet with other organisations that have an interest in the needs of protected groups. We went to their meetings if they could not come to ours.
- We consulted with the public, staff, and trade unions.
- We talked to people about what our priorities should be.

This helped us to decide on our equality objectives. These are an important part of the Strategic Equality Plan.

We consulted people again in 2019 for our 2020 – 2024 Plan. We used feedback from engagement and consultation to develop a new set of equality objectives that give us a more balanced focus between internal and external outcomes. We have developed these using more recent research such as [‘Is Wales Fairer? 2018’](#) by the Equality and Human Rights Commission. We have also made links with our corporate wellbeing objectives.

To make sure we achieve the equality objectives, we put actions in service plans. These plans guide the work of each service area (such as Housing or Visible Services). Each service has to monitor progress with these actions and report on this.

The leader of the Council leads on equality issues. There is also a Cabinet member for Community Engagement, Equalities and Regulatory Services to direct on equality issues as well as an Equalities Champion. Directors take the lead in their own service area.

We find out about the latest issues and guidance in a number of ways, including through the Equality and Human Rights Commission network.

Steps taken to identify and collect relevant information

We have been collecting information about who uses our services for some time. There is a corporate approach available for doing this so that our Services can collect data on protected groups in a consistent way. We encourage services to improve how they use this information to help them plan their work to better meet people's needs.

In this year's report, we report on the following services:

- Additional Learning Needs and Wellbeing
- Adult Community Learning
- Autism Service
- Benefits
- Communications
- Community Safety
- Customer Relations
- Disabled Facilities Grant
- Electoral Services
- Housing Solutions
- Human Resources
- Learning and Skills – School Access and Organisation
- Learning and Skills – Social Inclusion and Wellbeing
- Learning and Skills – Vulnerable Groups
- Legal and Democratic Services
- Leisure Service
- Older People – Vale 50+ Forum
- Policy and Business Improvement – Vale Public Services Board
- Procurement

- Regeneration and Planning – Disabled Facilities Grant
- Regeneration and Planning – Planning Policy
- Regeneration and Planning – Strong Communities Grant Fund
- Registration Service
- Social Services – Adult Services
- Social Services – Children’s Services
- Shared Regulatory Services (SRS)
- Strong Communities Grant Fund
- Supporting People Team (Housing)
- Tourism and Events
- Wellbeing
- Youth Service

When we look at the information gathered, we consider:

- the data gathered over the last few years;
- the systems used to gather the data; and
- how Services use this information to make improvements.

This helps managers to identify gaps in the information and take appropriate action.

To clarify why managers need to collect the information, we use guidance from Stonewall. You can see the guidance in Appendix 1. The form we used to gather information is in Appendix 2.

You can find the equality information that Services have collected in [Appendix 4](#). Each Service says how it has used the information to meet the three aims of the general duty.

The form we use to gather information for this report encourages Services to show how they have used the information to make improvements to services.

Reasons for not collecting relevant information

Some of the reasons for not collecting information include

- staff asking users for personal information face-to-face;
- users not wanting to complete another form;
- users not wanting to provide additional information;
- concern that limited surveys do not reflect a true picture;
- not having systems to collect the information;
- inappropriate to collate the information; and
- availability of data.

We encourage managers to explain the importance of this information to service improvement.

Statement on the effectiveness of steps taken to fulfil each of our equality objectives

Here is a short outline of how we developed our original objectives. You can find full details of this in our first [Strategic Equality Plan](#).

- We used national research to help us understand the issues. For example, we looked at 'How Fair is Wales' and 'Not Just Another Statistic' reports. The Equality and Human Rights Commission produced these reports.
- We looked at whether we had any information in the Council to tell us more.
- We talked to groups who know about the interests of protected groups
- We consulted with our own staff and the public.

- We agreed the equality objectives that we would work on for the next four years.

To review our objectives, we looked at more recent research such as 'Is Wales Fairer? 2018' by the Equality and Human Rights Commission. We also carried out engagement and consultation.

Following this, we agreed our equality objectives, listed below. We show what work we have done on these below.

Strategic Equality Objective One – Improve how we involve, engage, and communicate with protected groups about our work and decisions

Strategic Equality Objective Two – Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2022, and report on both annually.

Strategic Equality Objective Three – Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.

Strategic Equality Objective Four – Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

Strategic Equality Objective Five – Provide support and development to elected members on equality issues.

Strategic Equality Objective Six – Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Strategic Equality Objective Seven – Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Strategic Equality Objective Eight – Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Strategic Equality Objective Nine – Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Strategic Equality Objective Ten – Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

Strategic Equality Objective 1

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

The Communications Team has conducted a number of public engagement exercises during this period including surveys and consultations which have informed a wide range of Council decisions and actions. Response rates to public surveys are usually high. We collect equalities data to monitor the accessibility of public engagement work.

- We held a consultation period for the Local Development Plan from November 2021 to January 2022. We encouraged residents to get involved by viewing and commenting on the relevant documents via the Council's website. The consultation was advertised on the Council's website and social media. Views and comments were accepted digitally, via email, and over the phone.
- We held a consultation in December 2021 on the budget for 2022/2023 and potential Council Tax increases. Again, this was advertised on the website and via social media.
- We ran a survey in February 2022 in partnership with the Public Services Board (PSB) to obtain residents' views on how the Vale can become more age-friendly.
- The PSB ran the Well-being Assessment consultation, which will inform the development of the Well-being Plan.

Response rates to public surveys are usually high.

The Communications Team has been involved with the Council's staff networks, GLAM and Diverse. Their work has included setting up internal web pages, communicating information, and promoting events. The networks help to raise

awareness of issues faced by colleagues from protected groups and to ensure the Vale of Glamorgan is a positive, inclusive, and nurturing place to live and work.

Our Customer Relations Team monitor responses to ensure that everyone in the community has equal access to the complaints process and other customer services, ensuring that we don't discriminate against those with protected characteristics. Where people who share a protected characteristic are not represented in the feedback, we undertake targeted promotion to ensure that those groups are not being unfairly disadvantaged through lack of access to the complaints process. Where we receive complaints from those who share a protected characteristic, we can ascertain how services are delivered to that group ensuring no discrimination.

We have continued to work on our response times to complaints. In quarter 1, 63.04% of complaints were addressed within timescale against a target of 75%, a significant improvement when compared with performance in the same period of 2020/21, 59.8%. The Public Services Ombudsman for Wales has begun to publish comparative performance figures for complaints resolved within 20 working days. Based on this measurement, the Vale of Glamorgan Council is placed 9th in Wales overall with 84.78% resolved in 20 days, against the Welsh average being 78.05%.

We have invested in digital platforms to enhance our reach and engagement with citizens, service users, learners, and partners.

We have developed a public engagement database and rolling calendar of activities and adopted a new 'Participate Vale' portal for e-petitions and engagement activities as part of the Council's Public Participation Strategy.

We have renewed our focus on building in the voice of young people in all aspects of Council business: strengthening the partnership between young people and the Council in shaping our recovery priorities and developing sustainable services.

We implemented the first phase of a project to improve customer experience at C1V. This has added new functionality, such as using maps to better identify incident

locations, the ability to create an account so that residents can track transactions, and better email communication.

Teams in Social Services have involved their service users in different ways, including staff appointments, consultations, and tender processes. Children's Services provided opportunities for young people to participate in the recruitment process for Operational Managers and Social Service strategic posts, as well as the recruitment and interview process for Youth Offending Service Prevention Officers. Adult Services set up a Service User Panel of citizens with learning and/or physical disabilities for Supported Living tender evaluations. The panel devised questions and exemplar answers and were supported throughout by colleagues from the Contracts Team and Vale People First.

We have explored different ways to engage with service users, including social media as a tool for communicating information and sharing surveys with young people and families. We have involved children and young people to help develop child friendly and accessible versions of mission statements, self-assessment questionnaires, and surveys.

The Adult Placement Service consulted with service users and carers, working out the most appropriate and convenient means of communication for each party. This included telephone calls, emails, and focus groups, as well as providing support with completion of surveys and questionnaires. We involved service users in the response to the regional Dementia Plan, focusing on the specific needs of individuals and carers at memory clinics hosted at the Vale Community Resource Centre. Similarly, Residential Services have introduced intergenerational activities, helping to establish a dementia friendly local community as well as links between different age groups. Day services provide activities to promote interaction and are tailored to individual need, following feedback from service users.

Electoral Services does not monitor equalities data every time for new registrations but works hard to reach various demographics. To encourage eligible residents of the Vale of Glamorgan to register to vote, we have undertaken various activities to ensure registering to vote is available to all:

- We used social media campaigns for International Youth Day and Local Democracy Week.
- We facilitated a point of contact in each Vale of Glamorgan care home to ensure that vulnerable adults can register without barriers.
- We use the weekly movement sheets provided to us to by the Homelessness Department so we can encourage homeless residents to register to vote. We started an incentive of £10 shopping voucher for any successful registration for anyone in homeless or supported accommodation
- We distribute all our social media output for sharing to the Vale of Glamorgan's Regional Resettlement Officer, who works with Syrian and Afghan nationals who have resettled in the Vale of Glamorgan.
- We have used social media and a resources pack for schools which was shared for distribution on Google classroom and other platforms to encourage registration for young people.
- We have utilised bus stop advertising aimed at young people and qualifying foreign nationals.
- We ran a competition to encourage young people between 14-17 to register.
- We carry out an annual house to house canvass to enable anyone that might need assistance to have the opportunity to register to vote.

Shared Regulatory Services (SRS) identifies and collects equality data to seek feedback from businesses and properties with regards to customer satisfaction and service improvement. We collect details of first-language use during food inspections and subsequently utilise the Wales Interpretation and Translation Service (WITS) for non-Welsh and non-English speaking service users. We provide access to NoiseApp as an initial response to the majority of domestic noise complaints, but provide a

different version for customers with specific needs or disabilities as well as a paper Noise Diary for customers without digital access. We also arrange to meet service users in their home if they have difficulty accessing the office or virtual meetings. We ensure that we respect religious events when timing visits and inspections. Within SRS, we also monitor equality information in terms of communicable disease. This helps us to identify certain risk groups and to properly target interventions.

Strategic Equality Objective 2

Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2022, and report on both annually.

We monitor the gender pay gap on a quarterly basis. We have seen a significant decline in the median gender pay gap which we report to the Welsh Government. The mean gender pay gap has remained similar over the last few years. We report on this quarterly through performance indicators and annually through this report.

The gender pay gap has increased slightly from last year. The difference in mean hourly rate between male and female employees is £0.71, an increase from £0.60 last year. The mean gender pay gap as a percentage of men's pay is 4.67% and the median gender pay gap as a percentage of men's pay is 5.73%, which is less than the UK median gender pay gap.

We also monitor the ethnicity pay gap on a regular basis, reporting as part of the Council's Quarterly Performance Indicators. The difference in mean hourly rate between White British and Ethnic Minorities is £0.29, which is less than last year. The mean ethnicity pay gap is 1.97%. The difference in median ethnicity pay gap is £0.15 which is 1.17% as a percentage.

The last pay review in 2019 in relation to the revised NJC spine had a positive impact on the gender pay gap. We are undertaking work to review the current pay structure and we will again consider both the gender and ethnicity pay gaps. When

recruiting to roles, we consider where we advertise to ensure we are getting representation across all applicant groups. We continue to work on improving our diversity profile.

Strategic Equality Objective 3

Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.

We have explored how we reach different groups in relation to posting job adverts such as using different outlets and more varied imagery. We will continue to work with our staff networks to look at ways in which we can attract a more diverse range of applicants. We plan to consult with both internal and external groups to identify barriers to employment.

The Children and Young People's Service (CYPS), part of Social Services, has worked in partnership with Human Resources and other Council departments to ring-fence the availability of Foundation Modern Apprenticeship (FMA) positions for looked-after children and those leaving care. The numbers are still low, as there were no apprenticeships during the pandemic but there is currently one apprentice working at a primary school in the Vale of Glamorgan. There is also a care leaver on the Welsh Government internship/apprenticeship with the Department for Works and Pensions.

CYPS has provided opportunities for young people and care leavers to participate in the recruitment process for Operation Managers and Social Services strategic posts. Similarly, the Youth Offending Service (YOS) involved young people in the recruitment and interview process for YOS Prevention Officers.

The Vale Communities for Work Team trains its project staff to be aware of their responsibilities under equality legislation so that they can challenge any unlawful discrimination, harassment and victimisation or other inappropriate conduct. The programme targets those furthest from the job market. This includes a high number

of people who face additional barriers, some of which are health-related such as mental health and special needs. We provide resources for people with complex barriers and aim to provide an inclusive service.

Vale Courses continue to run a wide-ranging programme of courses for adults aged over sixteen, designed to enhance wellbeing and opportunities to develop interests which enrich quality of life. Courses are held at accessible community venues across the Vale of Glamorgan. As enrolment is completed over the phone, 100% of learners have completed equality monitoring. We ask about disabilities so we can identify any support needed with learning.

We ask about the age of our learners as we need to make sure learners are over sixteen years old to access the courses. We noted that no learners aged between 16 and 25 enrolled in September 2021, so we pursued support through the Winter of Wellbeing funding in March 2022 to attract young people. We also ask about gender and have found that only 22% of enrolment is from learners identifying as male. We will therefore need to look at the programme of courses and consult with the community to identify barriers to learning and potential courses to attract more men. Working with our residents to improve their wellbeing and develop interests through the courses on offer can help boost employability and confidence in seeking work.

Similarly, Learn Welsh the Vale based at Palmerston Centre use equalities monitoring data to plan future promotional work. We compare our data to Vale-wide statistics to expose differences and where future classes or advertising can be targeted. This year, Learn Welsh the Vale advertised on Bro Radio to reach a wider audience, provided prospectuses to schools to target young people, and worked alongside Families First.

We continue to support those experiencing barriers to employment and training opportunities through our Communities for Work (C4W) schemes. The project finished this year at 126% against target, with 76 actual enrolments against a target of 60 people. We worked with the JobCentre in 2021 to deliver outreach sessions to engage more people in the Communities for Work scheme. More people engaged than last year.

The number of Vale of Glamorgan young people not in education, employment, or training (NEET) is at a record low. Contributory factors have been the success of the European Social Funded (ESF) Inspire to Achieve and Inspire to Work programmes and effective partnership arrangements, particularly with Careers Wales. During the latter half of this period, between 125% and 175% against target of young people were engaged through the Inspire to Work scheme. In the first quarter of 2021/22, the Kickstart initiative saw over 100 of 146 placements across 51 local businesses filled. By winter, over 45 young people aged 16 to 24 had taken part in the Kickstart scheme at the Council. Of these, three participants have obtained permanent positions.

Strategic Equality Objective 4

Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

We continue our work as a Stonewall Diversity Champion using the Stonewall Workforce Equality Index to guide our work. Submissions to the index were suspended in 2020 due to the pandemic but restarted in 2021.

We continue to monitor and evaluate improvements towards further inclusion of our LGBTQ+ workforce. Once again, have improved our standing in the Workplace Equalities Index. This is particularly impressive given that the number of organisations taking part had significantly increased. We were awarded a silver award for 2021/22 and rank 190th out of 403, with a score of 63.5 out of 200.

We work with the GLAM staff network to raise awareness of LGBTQ+ issues, seek feedback on workplace issues, and to make our workplace more inclusive.

We also work with the Diverse staff network to promote positive experiences for staff from ethnic minorities. We took part in Race Equality Matter's Race Awareness Week event for the first time in 2022. We became a spotlight organisation when we made an early commitment to certain actions including running a Safe Space Meeting in February 2022.

We have continued to promote staff health and wellbeing through a range of activities and initiatives from remote exercise sessions to online courses. Wellbeing champions are supported to promote health living and wellbeing.

We have a broad range of self-enrolled courses available to staff on iDev, which can be accessed from both corporate and personal devices. These courses can help staff improve their knowledge and awareness of protected groups, inclusivity, and discrimination. This can then help improve experiences for staff with protected characteristics. We have promoted the Council's sexual harassment policy which is covered in the Council's Grievance and Resolution Policy. We also post articles on Staffnet that highlight and explain days of awareness or significance, including National Inclusion Week, LGBTQ+ Month, and Black History Month.

We have considered how we could promote employment opportunities in ways that challenge stereotypes. Our Social Care advertising has included both male and female imagery, which is important in ensuring we obtain as many suitable applicants as possible. Likewise, we have ensured there is fair representation in the imagery used in adverts for other Council positions on our social media as well as graphics in our Careers in Care job fair advertisement to encourage applications from all genders, ages, races and regardless of disability. We also ensure that any messages communicated via social media challenge gender stereotypes.

We have also started to address the six areas of action for pregnancy and maternity discrimination, focusing on the Recommendations for Change report for March 2024.

Strategic Equality Objective 5

Provide support and development to elected members on equality issues.

Members have access to iDev where they can find a range of e-learning modules on equality issues. They are also able to access previous sessions and presentations via MemberNet. Information has been provided during the year specifically in relation to race awareness.

We keep Members' training and development under review and arrange to meet identified needs. We are planning for Equality and Diversity training to be mandatory for all members from 2022 with an initial session to be held as part of the new Member Induction programme. This will include information from the staff networks, GLAM and Diverse. The training will take place from June 2022 after local elections.

Strategic Equality Objective 6

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

We have developed and implemented actions in a number of ways to address attainment gaps for children and young people who may have barriers to attainment and engagement linked to their protected characteristics.

Each year the Council consults with residents on school admission arrangements where there are significant proposed changes to admission arrangements to help inform equality impact assessments.

There were two statutory consultations between April 2021 to March 2022 which resulted in two Equality Impact Assessments. In Penarth, the proposed changes were to close Bute Cottage Nursery and Cogan Nursery schools and to incorporate them into Evenlode Primary School and Cogan Primary Schools respectively. In Penarth, the proposed changes were to incorporate Bute Cottage Nursery and Cogan Nursery schools into Evenlode Primary and Cogan Primary schools

respectively. In St Nicholas, the proposal involved the school being rebuilt onsite at a larger capacity, to also include nursery provision.

Both proposals were found to have either a positive or neutral impact upon protected groups. The Penarth plans found that there would a positive impact on age and disability criteria, but no or neutral impact on other protected characteristics. The St Nicholas plans echo the Penarth findings and in addition, as a Church in Wales school, increasing provision would allow more children to be taught in a faith school. In terms of socio-economic disadvantage, the proposals would have a positive impact due to increased employment opportunities at the school and nursery provision in the area helping parents with child-care solutions.

Children were also invited to give their views in consultation workshops, as well as drop-in sessions for parents, carers, guardians, and members of the community.

During 2021/22, we delivered the following school buildings in line with the low and net zero carbon projects as part of the School Investment and the 21st Century Schools Programme: Pencoedtre High School's new build which opened January 2022, the Whitmore High School Specialist Resource Base in September 2021, South Point Primary opened in March 2022 as Wales' first net carbon zero school, Ysgol Sant Baruc construction started in January 2022, and the Additional Learning Needs (ALN) Resource Base Gladstone was established.

The Inclusion team are trained by the Resilience Project in supporting mental health needs and offering support for learners who are transitioning or who experience mental health difficulties linked to their sexual orientation. They support learners, their families, and school professionals, and share resources from organisations including Mermaids and Stonewall. Staff were provided with specialist training to provide an appropriate service that meets the needs of young LGBTQ+ people.

We have undertaken multi-agency working to ensure schools which have identified issues around attendance have received the appropriate support and signposting to agencies or professionals to effectively address any issues. This is shown by

targeted work with St Cyres and Pencoedtre around issues related to race and mental health disabilities.

We monitor the rates of attendance for pupils who are entitled to free school meals (eFSM) as this an indicator of social economic disadvantage and key to promoting equality of opportunity. We also monitor additional learning needs (ALN) and gender. We have identified reduced attendance rates for children with certain protected characteristics coming out of the pandemic which is exemplified by the reduction in eFSM attendance.

We received approximately 3100 Pupil Development Grant applications in the 2021/22 academic year, and paid out 2759 Pupil Development Grants, 69 of which were for looked-after children. The total spend on Pupil Development Grants was £368,125. Welsh Government extended qualifying conditions to all school years in 2021, meaning we received more applications and awarded more grants than previous years. Parents, carers, and independent young people can claim the Pupil Development Grant if they meet the qualifying criteria for free school meals via the same application form, so this is a good indicator of the number of children entitled to free school meals.

The Council has responded proactively with targeted support to those schools where there has been a reduction in the attendance of non-white British learners.

There has also been use of Elected Home Education (EHE) grants to support and ensure EHE learners who have vulnerabilities and/or protected characteristics have access to support and services. Increased and targeted support from the EHE team has resulted in increased engagement with families and take-up of support sessions.

We have placed an emphasis on a training roll-out relating to inclusion / exclusion issues and Pastoral support plans. The Attainment Wellbeing and Engagement (AWE) team was created to support vulnerable families, many with protected characteristics, and has enabled enhanced access and engagement with schools. This is in line with the Council's wider trauma-informed approach to addressing pupil's needs related to early childhood trauma. This approach encompasses a focus

on understanding and meeting the specific needs of vulnerable learners rather than adopting a punitive approach to incidents involving these learners.

The Children and Young People's Partnership continue to commission and develop services for children, young people, and families, including in-house projects and other projects funded by Families First. They also deliver the Youth Wellbeing Service. Young people and service users are encouraged to be involved in the redesign or recruitment of staff, such as participating in shortlisting and interviewing panels, as took place in the recommissioning of three services in this period.

Individual projects and services collect equalities data, and where relevant, it influences the design and provision of services. We use data to check on the educational outcomes and wellbeing of vulnerable groups. Schools and community-based counselling data reported a 3% increase in young people identifying as female accessing services, which is now above the national average. They have also noted an increase in non-white young people, which again will be monitored. Families First report data per project and following the creation of new monitoring processes, they have seen a decrease in the number of 'prefer not to say' returns.

Following training on 'No Outsiders' offered to schools, the Children's and Young Peoples' Partnership purchased a copy of the 'No Outsiders' course book and forty-five recommended different book titles. Aimed at primary age pupils, the books cover a vast array of topics challenging stereotypes and areas of discrimination. For example: books on sexuality, gender expression, discrimination, race, age, and acceptance. A selection of thirty books were distributed to every primary school.

Schools were provided with a Model Anti-Bullying policy in January 2021. This looks at all forms of 'traditional' bullying as well as one-off prejudice related incidents that focus on protected characteristics, such as racism, transphobia, sexism, misogyny, Special Educational Needs (SEN), and disability.

In December 2021 ESTYN published a report in response to a national victim's campaign, 'Everyone's Invited'. The report is entitled 'We don't tell our teachers' and focuses on peer-on-peer sexual harassment in secondary school settings. This

report also highlighted the worrying presence of homophobia, transphobia, and biphobia in school settings. In response, the Welsh Government published a list of eleven recommendations for schools, Local Authorities and Welsh Government. We are currently working to progress these actions with our schools.

From November 2021, the collection and analysis of school bullying data and data of one-off prejudice incidents has become an automated process with an ICT system called 'Clarity'. This can extract anonymised data from the 'My Concern' ICT system which is a bespoke record management system used by all schools in the Vale of Glamorgan to manage any safeguarding concerns. Analysis of this data shows the following:

- 133 incidents of bullying were recorded across all schools.
- The bullying category with highest recorded levels was 'bullying focussed on appearance' (29 records), followed by Homophobic/Biphobic/Transphobic bullying (18 records).
- The most common method used for carrying out bullying was verbal (56 records), with only 1 record where any form of physical force was used.
- A total of 48 'one-off prejudice incidents' were recorded, the highest recording for a particular category was for 'race' with 27 being recorded.

We are currently unable to complete any comparable data examination on an academic yearly/termly basis, as the new way of reporting has only been active since November 2021. This should be possible in the 2022/2023 reporting period.

We actively engage with third sector providers to gain support for schools in raising awareness of racism and other forms of prejudice.

A pilot which included the temporary appointment of a Family and Community Engagement (FaCE) officer, targeting ethnic minority learners has been undertaken

by the Vulnerable Groups Team in conjunction with St Cyres School. It was very insightful and produced meaningful suggestions in response to the findings, including a proposed framework for anti-racism practice. The framework forms the basis of how St Cyres School, the local authority and other schools can raise the aspirations, attainment, and attendance of ethnic minority learners across the Vale of Glamorgan.

Alongside the pilot, St Cyres School was the first school in the Vale of Glamorgan to achieve the School of Sanctuary award in March 2022. This has led to the Vulnerable Groups Team becoming active members of the Schools of Sanctuary UK network, showing our other schools how they can welcome all children and support pupils to feel seen, supported, and included.

The 14 Plus team in Children and Young People's Services have worked to increase engagement with care leavers. We have promoted the team's Facebook page which can only be accessed by care leavers. The page is subsequently used more than previously and is a good way to share useful information for care leavers as well as providing the opportunity to communicate through Messenger. Following consultation with foster carers, young people, and Social Service quality assurance, we now send questionnaires via text or email with a link, which makes it easier for young people to respond and engage with the survey, improving the scale and number of responses received.

Family and secure home life are crucial to addressing attainment gaps and providing support to overcome barriers to reaching full potential. To help ensure that children and young people have the best possible start in life, we have taken action with our adoption and fostering strategies.

We have been working on the Adoption service recruitment strategy and how to attract applications from wider demographics. As such, we carefully monitor protected characteristics of applicants, in particular the marital status of the applicant and faith or belief. In this respect, we have been in contact with Christian and Muslim adoption groups to establish working relationships. Similarly, we have been involved with New Family Social, an LGBTQ+ adoption agency. This work is reflected in

Tweets by the Council in October 2021 and July 2022 where photos, text and emojis of same-sex couples were used in adoption-related promotion posts.

We have worked to promote the fostering service and to provide clear and accessible information about becoming a foster carer. This has involved doing more to monitor protected characteristics. We have run myth-busting campaigns and used under-represented groups in promotion work to challenge perceptions about foster carers. We posted articles on our external website in September 2021 to promote the Foster Wales initiative to keep cared-for children in the same area. We continue with work that started in 2019 to update the Children's Information document following consultation with professionals, foster carers, and young people. We have also updated fostering service questionnaires to include young peoples' viewpoint and have adapted questions in terms of age and ability.

A foster carer award ceremony organised by the Children and Young People's Service was held in the Summer at Sully Sports and Social Club to recognise and celebrate achievements. This was a positive opportunity to interact with foster carers and staff from other departments including Education.

We monitor data on protected characteristics for the Families First Advice Line as the service is personalised depending on the family's needs and concerns. Likewise, FACT (Families Achieving Change Together) monitors protected characteristics to identify appropriate agencies who can help develop a plan of action for the family. Both teams support and help empower families to implement changes to help children and young people overcome barriers to fulfil their potential. The Flying Start team also provide an important role in supporting families to give children a better start in life and improving children's development, health, and wellbeing in preparation for school. Childcare settings, support services, and health visitor services have returned to pre-pandemic ways. The service engages with parents and carers through surveys and questionnaires, finding that social media is an indispensable tool in connecting families with the right services.

The Youth Offending Service (YOS) have developed a child-friendly version of their mission statement and self-assessment; and have involved young people in focus

groups and consultations. Children and young people have also been involved in the recruitment and interview process for YOS Prevention Officers. The YOS assess all children and young people within the service to identify any needs or protected characteristics that need additional assistance or referral to appropriate services, ensuring each service user is given the right support to reach their full potential.

We implemented an Anti-Social Behaviour Early Prevention Programme for young people. This has helped to reduce first time entrants into the criminal justice system by 48.25%.

Over 1,400 vulnerable young people accessed youth work projects, interventions, well-being support, well-being mentoring and homelessness prevention digitally and face-to-face.

Strategic Equality Objective 7

Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

The Vale of Glamorgan Council is committed to the provision of services to prevent, protect, and respond to domestic abuse. The Council works in collaboration with Cardiff Council, the Cardiff and Vale University Health Board, and other partners to deliver actions in line with the Violence Against Women Domestic Violence and Sexual Violence (VAWDASV) 5-year Regional Strategy (2018-2023). The strategy recognises the need to focus on ensuring services are equitable for those with protected characteristics. It places an emphasis on honour-based violence or forced marriage, ensuring that we work to improve understanding of how forced marriage affects individuals with protected characteristics. The Community Safety team has been working with VAWDASV colleagues in Cardiff to prepare for the refresh of the VAWDASV strategy in 2023.

The Council has a Domestic Abuse Assessment Referral Co-ordinator (DAARC) who receives reports of police incidents of domestic abuse. We carry out a robust risk

assessment and offer victims support and signposting, dependent on their wishes and needs. We have recently started to ask more questions to fully appreciate the correlation between domestic violence and protected characteristics including race.

We are also responsible for co-ordinating the Multi Risk Assessment Conferences (MARAC) which are held fortnightly to discuss high-risk domestic abuse cases. A variety of agencies, including Council departments, work together to devise action plans to best support victims and their families, and ensure risks are mitigated. Over the year, 100% of domestic abuse victims reported that they felt safer in their own homes because of target-hardening and safety measures.

We recommissioned Atal y Fro in 2021/22 as the specialist support provider in the Vale of Glamorgan. Atal y Fro work with the Vale Council and the Supporting People Team to ensure that victims of domestic abuse have access to help, support, and protection. This includes refuge; second stage and dispersed housing; and counselling and relevant programmes including outreach support. We work with several specialist services to signpost victims who may require different support:

- Bawso – generic and specialist services for Black and minority ethnic communities affected or at risk of domestic abuse and all forms of violence including female genital mutilation, forced marriage, honour-based violence, human trafficking, and modern slavery.
- Safer Wales Dyn Project – support services for straight, gay, bi and trans men who experience domestic abuse from a partner.
- Rainbow Bridge – a Victim Support run service that specifically supports victims of domestic abuse who identify as lesbian, gay, bi or trans.
- Live Fear Free – a Welsh Government service providing help and advice about violence against women, domestic abuse, and sexual violence.

- New Pathways – delivers current and historical sexual abuse counselling for women, men and children.

The Safer Vale Partnership has continued to work with the Vale of Glamorgan Council to create a safer environment for people to live, work, and visit, free from crime, disorder, and the fear of crime. The 2020-2023 Safer Vale Partnership strategy focuses on anti-social behaviour, domestic abuse, community cohesion, and community engagement, responding actively to any other community issues that arise.

We have increased engagement with members of the public regarding community safety advice, support, and awareness. Social media membership with the Safer Vale Partnership has increased to 935 Twitter followers, 557 Facebook followers, and 155 Instagram followers, receiving over 350 tweets, over 440 Facebook posts, and over 40 Instagram posts. This represents a positive increase in the number of advice and support messages being issued. We let people know about community safety engagement events; we educate and inform about anti-social behaviour and security and fraud alerts; and we raise awareness of local and national campaigns and significant days including Home Shouldn't Be A Place of Fear, International Women's Day, LGBT History Month, Call Out Only, and Mental Health Awareness Week.

We host a Community Cohesion Officer who engages with members of the community to promote inclusivity and eliminate discrimination, harassment, and victimisation. They also work on increasing membership of the Community Cohesion Group, and share community safety information to help create safer, more cohesive communities. They work closely with the South Wales Police Hate Crime Officer to keep hate crime figures in the Vale lower than the South Wales average. The Community Cohesion Officer also acts with regards to the Tension Monitoring Process in the Vale. There were 43 Tension monitoring forms received last year, which is a 72% increase on the previous year. This reflects the promotion work carried out by the team to provide earlier intervention to community issues, working alongside colleagues from South Wales Police and the Housing department.

The Community Safety Team is responsible for driving forward the Contest Agenda across the Vale. This year, we began a restructure of the Prevent Board, who monitor the Channel Panel. The Channel Panel is a multi-agency board where individuals thought to be at risk of radicalisation are discussed and provided with support and interventions to prevent them being drawn into extremism or terrorist behaviour. It is crucial for understanding trends and sharing resources. The restructure will also include a refreshed Prevent Action Plan.

Members of staff from Education Learning & Skills have attended different anti-racism training sessions to ensure the most appropriate and useful workshops are delivered in Vale schools.

Strategic Equality Objective 8

Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

A broad review of the Homes4U Scheme is in process, to ensure all social housing is allocated proportionately. We have begun initial discussions with partners about consultation initiatives.

We have reviewed and amended the allocation process for households with accessible housing needs to ensure that disabled applicants are considered for a greater number of homes.

Homelessness prevention continues to be a priority. We have commissioned officers through the Council's Supporting People Service/Housing Support Grant to aid the Welsh Government Rapid Rehousing approach to emerging from the pressures of the pandemic.

We continue to follow Welsh Government guidance to remove priority need investigations, which were historically important in managing demand. The number

presenting as homeless and applying for housing has increased since the removal of this test, particularly in single males. This has added pressure on temporary accommodation and procurement of hotel accommodation. 126 hotel rooms were block-booked up to 31 March 2022.

Colleagues from Regeneration and Planning have worked with Housing as part of the Replacement Local Development Plan for Gypsy and Traveller accommodation assessments. The work is ongoing but started during this period.

The Children and Young Persons' team (CYPS) identified a gap in accommodation provision for young people involved with the CYPS team over the age of sixteen and with complex needs. Subsequently, in partnership with the Housing department and a third sector provider, we opened a supported accommodation provision for young people and adults with complex needs. This helps the Council provide appropriate accommodation for young people and adults who would otherwise be at risk of homelessness.

Customers wishing to claim Housing Benefit and Council Tax Reduction now do so via online application forms. We include equalities monitoring questions as part of the online application so the move from paper applications means we can now more closely examine protected characteristics such as sex, age, and disability. Customers are also able to select their nationality or ethnic group, which has no bearing on their benefit entitlement but can be monitored for equalities reasons. Customer satisfaction questionnaires generally have a poor response rate, especially as the in-person counter service has had reduced opening since 2020 due to the pandemic.

We extract and examine data regarding the age, disability, and income status of benefit customers throughout the financial year to monitor caseload and trends. It is also used to report on accuracy and caseload to the Department for Works and Pensions. This data also assists with budgetary planning for Council Tax Reduction and Discretionary Housing Payments budgets, as these are local schemes and not fully funded by central government. Data extraction also helps us to future-plan and consider staffing levels.

We continued to see a decrease in the working-age Housing Benefit caseload during this period, as well as an increase in working-age Council Tax Reduction claims for those who do not get a benefit that entitles them to maximum Council Tax Reduction. These findings highlight the increase in the number of people claiming Universal Credit in the Vale of Glamorgan, the majority of whom are also working. This helps us understand the socio-economic demands of our communities.

Benefits staff also work closely with colleagues from Homelessness and Housing including the Money Advice Team, to ensure positive outcomes for mutual clients. Additionally, the Disabled Facilities Grant helps people stay in their own homes and remain living in their own communities. The high satisfaction levels from customers during the delivery of the disabled facilities grant shows how the scheme is effective in involving customers and families with protected characteristics at all stages of design and decision making.

We approved plans to develop Council housing stock across three sites in Barry, which includes adapted housing in Clos Holm View for disabled residents and families with disabilities. We provided eleven units of modular eco-friendly housing at Court Road, with outdoor space to help encourage social interaction and community building. These are self-contained temporary accommodation for homeless clients moving on from bed and breakfast hostel accommodation. This has benefited single men and women. We have approved plans to develop older peoples' apartments in Penarth.

We have continued to deliver the One Stop Shop advice service and have returned to in-person provision. We provide a full range of housing related support, advice, and assistance for residents in areas like tenancy support, access to employment, mental health, homelessness, and budgeting. This has helped tenancies to last longer for lots of residents, including disabled people.

During 2021, we fulfilled our pledge to rehouse Syrian families via the UKRS scheme and have made a further pledge to support two Afghan families affected by the current crisis in Afghanistan.

Strategic Equality Objective 9

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

The 2022 survey by the Vale 50+ Forum reveals that following health, transport is the top topic which members wish to receive information about or attend meetings to discuss, showing how important transport is to older people. Nearly a quarter of respondents agreed that public transport in the Vale is reliable, safe, accessible, and well connected.

We have secured funding to further secure the future of Greenlinks community transport in rural and urban areas. This includes accessible buses, helping residents without transport to access services and enable social interaction. We also provide a bus to Dinas Powys Voluntary Concern, a grass roots community support service.

After missing a year due to covid restrictions, the Barry Island Customer Satisfaction was carried out in 2021. From this survey, 26% of respondents stated parking was 'poor' or 'very poor', 12% gave these classifications to road access, and 19% believed public transport to be 'poor' or 'very poor'. Over 30% of respondents were over 55, so it which highlights shows that transport and accessibility to local facilities are important and require attentionconsideration.

We provide free parking for disabled people with a blue badge. We have also installed tactile pavement crossings near to bus stops to assist those with sight difficulties and raised kerbs at bus stops to assist less able people getting on and off buses.

We worked in collaboration with Welsh Government, the Regional Transport Authority, and the Cardiff Capital Region to explore opportunities for transport improvements throughout the Vale of Glamorgan. We have progressed projects at

Barry Docks and Cogan, and Cogan and have made further access adaptations to Barry and Cadoxton stations to enable step-free access to platforms via a lift.

We made a further commitment to supporting staff to choose healthier and more sustainable forms of transport in line with our Healthy Travel Charter. To mark Healthy Travel Wales Day in September, we launched a programme of events and activities for our staff including the Cycle2Work scheme, a cycle maintenance session at the Civic Offices with opportunity to trial an e-bike, train and bus discounts, promotion of walking maps and the free trial of e-bikes through OVObike. We also installed three cycle repair kits at the Alps, Civic Offices and Docks Offices enabling staff to make emergency repairs to their bikes. We have also promoted active travel in schools with 18 schools participating in Living Street's WOW project, to walk one day a week to school.

Strategic Equality Objective 10

Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

The Strong Communities Grant Fund helps to empower organisations across the Vale to take the lead in identifying, developing, and delivering projects that serve their communities. All projects must demonstrate how they will benefit groups with protected characteristics and consider the socio-economic disadvantage, to provide a more inclusive environment that can be enjoyed by a diverse range of people. Several projects benefit people from more than one protected characteristic. It is also important for organisations that apply to the fund to have an appropriate equalities policy to ensure they are eligible for support.

Applications in this period came from a variety of organisations including community centres, music and arts groups, and sports clubs. The range of projects shows that the fund is helping to improve engagement with protected groups, working in

partnership to consider accessibility needs, social inclusion, and promoting natural and built environment and cultural heritage.

The Barry Island Customer Satisfaction survey allows us to obtain feedback from tourists and visitors to ensure the needs of all communities are met. If any particular group show a change in trend or notable reaction to specific aspects, then we are able to identify and consider appropriate action.

The Replacement Local Development Plan will inform planning and development in the Vale for the next fifteen years. We held public consultation between November 2021 and January 2022 to obtain the views of stakeholders. We monitored equalities information via the online consultation form, which has helped develop a clearer picture of the range of people engaging and identifying groups who may need to be targeted to diversify and widen the scope of public engagement.

Creative Rural Communities funding ended on 31 December 2021. Some previous projects were still live from March to December 2021, but we did not issued any new funding in this period. Projects that were still operational at this time had to demonstrate that the project addressed one or more of these themes: Equal Opportunities including the Welsh Language; Sustainable Development; and Poverty and Social Exclusion. Since Creative Rural Communities ended, the grants and funding team within Regeneration and Planning have been in the process of setting up a new team to oversee new similar functions. The new schemes are funded by the central government and have detailed criteria about characteristics to capture, so the new 'Creative Communities' will only have scope to influence the equality aspect in the design of new projects.

We have helped communities in the St Luke and St Paul's estate in Penarth to make the area cleaner, greener, and healthier as part of the 'Clean Slate' project. This work has helped develop the food pod, information hub, play area, and community garden. We have planted similar community gardens and allotments at Palmerston Learning Centre creating new accessible opportunities for volunteers and learners.

We involved residents in local environmental improvement projects including St David's Crescent play area, Belle Vue pavilion, and the Penarth Historic Shelter public art scheme.

Other matters relevant to the general duty and specific duties

You will see in [Appendix 4](#) how which services have collected data and promoted equality.

In addition, we report below on other matters that help us to promote equality.

Equality Impact Assessments

We assess the impact of our work on protected groups. We publish the results of our assessments on our website.

The process for carrying out equality impact assessments links to guidance, research, and data. Only officers may start the process before contacting the Equality Team for further advice. We hope this process will improve the quality of the assessments.

We continue to support managers to think about their work in this way. We provide training on how to carry out assessments. There is an e-learning module for people to learn how to do it. We ask them to show their considerations in a formal record that we can publish.

It is important for us to consider how budget changes and increased pressure on budgets might affect our services. As we prepare budgets, we think about how changes might affect protected groups. We also think about how we can minimise adverse impacts on them. We publish on our website the assessment of how the budget impacts on protected groups.

In preparation for the introduction of the Social-economic Duty which came into force on 31 March 2021, we amended our equality impact assessment process and guidance to take account of socio-economic disadvantage. At the same time, we also reflected Welsh language considerations in the assessment process.

Equality Training

We continue to offer e-learning modules on a range of equality topics. This training covers areas including equality and diversity; discrimination; the Equality Act; how to assess the impact of our work on protected groups (equality impact assessments); disability awareness; and LGBTQ+ and trans issues.

Staff can access the e-learning modules from their Council provided computers and from their personal devices. This can make it easier for some people to do the training. We are also able to monitor who has completed the training.

Anti-Racism Training

We explored how we could best deliver anti-racist awareness training with a view to piloting options in schools and on a corporate basis in 2022/2023.

Procurement

The Council's corporate procurement process ensures that procurement processes consider the Public Sector Equalities Duty and are compliant with statutory legislation. This includes due diligence through tender documentation. Corporate Procurement is planning for a review of Procurement Policy and Strategy.

The selection stage of the Council's procurement process has seven scored questions which can become mandatory pass or fail if required. The first question is:

“As an employer, do you have a policy and provisions in place to ensure that your organisation and staff comply with your statutory obligations under the Equality Act 2010, and accordingly, is it your practice not to discriminate directly or indirectly on grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in relation to decisions to recruit, select, remunerate, train, transfer and promote employees? Yes / No”

The award stage of the procurement process can also include equality and diversity requirements for evaluation.

We receive all Welsh Government and UK Government updates and are part of the Local Authorities Head of Procurement Network for Wales. This includes the introduction of the new procurement lifecycle tool; National Themes, Outcomes, and Measures (TOMs) for Wales, providing further opportunities to deliver on the requirements of the Well-being of Future Generations Act.

Work to revise the Procurement Strategy will be undertaken in the coming year.

Disability Confident Scheme

We are proud to be a member of this scheme. It recognises employers who help disabled candidates into work and support employees if they suffer ill health during their working lives.

Under the scheme, we help people with disabilities in a number of ways:

- **Accessible interviews**

We remove barriers to interviews by providing things like car parking; signers; Braille; wheelchair access; a loop system; or interpreter.

- **Prior Consideration**

We guarantee an interview to people with disabilities so long as they meet the essential requirements of the person specification for the post.

- **Interview location**

We can arrange for a visit to the interview location before the interview. We can then make adjustments or adaptations before the interview if needed.

- **Developing abilities**

We make sure there is an opportunity for people to develop and use their abilities. We do this through our Personal Development Review system, #itsaboutme.

- **Supporting employees**

We support staff to stay in employment if they become disabled. We provide an occupational health service and a counselling service.

- **Raising awareness**

We arrange training to help staff know more about disability. We also advertise our commitment on Staffnet and on posters in the building.

- **Reviewing the scheme**

We check regularly how the scheme is running and plan improvements. We have been able to trial a job experience scheme and have offered placements to several job seekers.

Stonewall Diversity Champion

We continue to be a member of Stonewall's Diversity Champions Programme. We developed an action plan to improve the workplace for lesbian, gay, bisexual and trans people. This helps us to make sure that we treat people fairly when they are employees or when they are applying for jobs.

Our work has included supporting an LGBTQ+ and allies' network, relaunched in January 2019 as 'GLAM'. We also have LGBTQ+ Champions at both Member and senior management level.

We take part in Stonewall's Workplace Equality Index. The WEI provides a framework to improve lesbian, gay, bi and trans inclusion in the workplace.

As part of our work for the Workplace Equality Index and with support from Stonewall, we have drafted a Transitioning at Work Policy and trans question and answer document.

During the previous three years, the Council has continued to improve its standing in the Workplace Equalities Index. This is particularly impressive given that the number of organisations taking part has significantly increased. The Vale of Glamorgan Council was awarded a silver award for 2021/22 and ranked 190th out of 403 organisations..

Staff Networks

Our staff networks work collaboratively with many Council departments and staff members as well as providing support to Council employees. They also contribute to the Council's Stonewall Workplace Equality Index submissions.

GLAM

The LGBTQ+ staff network, GLAM, welcomed a new chairperson in 2021 and presented a new constitution, terms of reference, and committee. The network welcomes LGBTQ+ members from across the Council, as well as allies. There are around 40 members, made up of staff members, senior leadership, and councillors. Plans are in place to address membership and engagement, as well as to encourage participation in local Pride events. GLAM also supports management training sessions on Equality, Diversity, and Inclusion as well as promoting pronouns in email

signatures. It works with the Diverse network to ensure the Vale of Glamorgan is a positive, inclusive, and nurturing place to live and work.

Diverse

The Diverse staff network was established during 2020 and formally launched in 2021. It aims to raise awareness, provide a social and supportive environment, and have a positive impact for colleagues from ethnic minorities in the workplace. All Council employees and members are welcome to join. The Diverse network works with different Council departments in relation to the implementation of the race equality action plan and to improve employment and service delivery for ethnic minority employees and communities. The Diverse network also supports mandatory race awareness and unconscious bias training for staff as well as supporting anti-racism workshops in schools.

Race Equality Matters – Race Awareness Week

We took part in Race Equality Matter's Race Awareness Week event for the first time in 2022. We became a spotlight organisation when we made an early commitment to certain actions including running a Safe Space Meeting in February 2022.

Integrated Autism Service

The Integrated Autism Service is a multiagency team of local authority and health staff covering the Cardiff and Vale of Glamorgan area. We provide diagnosis and support for adults with autism. We deliver preventative services and support that meet the requirements of the Social Services and Well-being (Wales) Act 2010.

To encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low, we collect information about available services. These services come from local authorities, external service providers, and third sector organisations. We then support clients to access these services and provide more targeted support if there are barriers.

This work helps clients to access support or opportunities available in the wider community. Without this low-level support, they may not have known about the support opportunities or felt able to access them.

The Integrated Autism Service delivers short-term, targeted interventions to encourage people to be independent and not dependent on the team. Such autism specific support is essential when taking steps to meet the needs of people from protected groups as these may be different from the needs of other people.

As we move out of Covid, face-to-face appointments have been gradually reintroduced. However, learning from our experiences over the past year, support is still available online through a Virtual Advice Hub. This allows access to people who cannot attend in person.

As well as signposting and support to access other opportunities, we also runs a range of groups. These help to remove or minimise disadvantages experienced by people due to their protected characteristics. Currently the groups include:

- a post diagnostic group where adults learn about the condition they have been diagnosed with and how it may affect their lives;
- a social skills communication workshop;
- mindfulness;
- healthy eating and balanced diet;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

During Covid, we worked to convert the groups into virtual on-line versions. We recognise the availability of virtual versions has actually increased our reach.

Vale 50+ Strategy Forum

The Forum speaks up for the needs of people aged fifty and over in the Vale of Glamorgan. Members are in contact with many local and national working groups.

Executive meetings are open for all Forum members to attend. Members can then benefit from a range of interesting presentations on available services. Members express their opinions on service developments and planning. Executive meetings are held digitally every month with alternative formal and informal meetings.

Throughout 2021/22, the Forum has continued to be proactive in ensuring older people's voices are heard in consultations and decision making. We raised concerns and issues directly with speakers including the Older People's Commissioner and the Minister for Social Justice.

We continued to stay in contact with members both online and via letters to ensure they are aware of the key support services available as access to information was affected by the pandemic. We produce monthly e-bulletins which include local updates and information. These are sent to all members and distributed to the wider 50+ population via local networks and contacts through other Council services, the Cardiff and Vale University Health Board, Glamorgan Voluntary Service (GVS), Newydd Housing and Safer Vale. The monthly e-bulletin is in addition to the weekly newsletters on the [Forum's website](#) which is regularly updated.

During February and March this year we came together with the Vale Public Services Board (PSB) to hold a joint survey. This was to find out what older people would like to see from the Forum going forward, to help it to grow and develop, and

see what older people think of aspects of the Vale related to the 8 age friendly community domains.

There are 8 domains that are essential features in age friendly communities:

- Outdoor space and public buildings
- Transport
- Housing
- Social participation
- Respect and social inclusion
- Civic participation and employment
- Communication and information
- Community support and health services

We will consider the findings in informing the structure of the Forum going forward as well as the Age Friendly Vale application. This is being developed by the Vale PSB to help make the Vale of Glamorgan a more age-friendly place where people can live happily and healthily, especially as we grow older. More information on the work to become an Age Friendly Vale can be seen [here](#).

You can join the Forum if you are over fifty and live, work or volunteer in the Vale of Glamorgan.

Menopause Awareness

The Council recognises that a large and increasing proportion of its workers will be working through and beyond the menopause. To increase understanding and enable everyone to talk about menopause openly and without embarrassment, the Occupational Health team planned and prepared Menopause Awareness sessions for staff throughout 2022. We recognise that by raising awareness and offering support and acceptance, the sessions can contribute to a more inclusive workplace.

Vale of Glamorgan Public Services Board Well-Being Assessment

The Well-being Assessment is a statutory duty placed on Public Services Boards (PSB) by the Well-being of Future Generations (Wales) Act 2015. The 'View of the Vale of Glamorgan: An Assessment of Current and Future Well-being' is the second assessment undertaken by the Vale of Glamorgan Public Services Board. The Well-being Assessment is conducted every five years and must consider the state of economic, social, environmental, and cultural well-being in an area as a whole and for distinct community areas. The community areas used in the 2022 well-being assessment are Barry, Eastern Vale and Western Vale. The PSB must publish a Well-being Plan by May 2023 which must be informed by the findings of the Well-being Assessment. Statutory guidance sets out the process by which PSBs must produce an Assessment of the state of well-being in the PSB area. This Assessment must be published twelve months before the publication of the PSB's Well-being Plan, therefore by May 2022.

The Well-being Assessment has drawn-on a range of national and local data, research, evidence alongside the findings of the 'Let's Talk' engagement survey to develop an analysis of the experiences of well-being in and across the Vale of Glamorgan. A data catalogue was developed with PSB partners to ensure the information considered through the Assessment was reflective of the different elements of well-being. The data set includes the national well-being indicators that accompany the Act. Data is presented at both a Vale of Glamorgan level and at a community level where available and appropriate.

For many, well-being in the Vale of Glamorgan is good. Against a number of key indicators, and when compared to other areas of Wales, we can see that we have good educational outcomes, earnings above the Welsh national average, people live in good health, have lower experiences of crime and disorder, are satisfied with where they live and have access to high quality green and blue spaces. However, this experience is not consistent. For some, their well-being continues to be affected by experiences of financial hardship, poorer health, crime and disorder and an unequal exposure to environmental risk. While the coronavirus pandemic has had an impact on all lives in the Vale of Glamorgan, research, data, and people's shared experiences suggest that this impact has been experienced disproportionately by certain people, groups, and communities. It has placed increased pressure on the economic, social, cultural, and mental and physical well-being of residents who may have reported good well-being prior to the pandemic; while for those who were already struggling under the burden of poor well-being, the pandemic has weighed heavy.

It is clear, that although we now appear to be emerging from the worst of the pandemic, it will continue to have a long-lasting impact on many aspects of our lives. Some changes may help us to meet future challenges such as the need to reduce emissions; others have further exposed the unequal nature of the experiences of well-being. A number of challenges and opportunities will shape the future of life in the Vale of Glamorgan, it is most likely that the climate and nature emergency will have the largest impact. It is likely to shape key aspects of our future well-being, not only our interaction with the natural environment but to the way the economy develops and how we think about and deliver health and social care. It is critical that the changes necessary to address the climate and nature emergencies are undertaken in a way that addresses disparities in well-being and improves opportunities and well-being as whole.

The Well-being Assessment brings together data and evidence from a number of different sources, this data and evidence provides a good source of evidence to enable colleagues to meet the general duty.

The Well-being Assessment will inform the development of the PSB's Well-being Plan. The Plan will set out the steps through which the PSB will work to maintain and improve social, economic, cultural, and environmental well-being in the Vale of Glamorgan over the next five years. This will include improving outcomes for protected groups.

The data, evidence, and analysis set-out in the Well-being Assessment underpins the importance of the equality objectives from the Strategic Equality Plan 2020-2024. Many of the issues highlighted through the assessment align to the equality objectives, as such work to address the issues set out in the assessment through the Well-being Plan will also work towards the Strategic Equality Plan equality objectives.

The Well-being Assessment is an on-going process. Work will continue to enhance and develop the PSB evidence base. This will include continuing to improve our knowledge base through new data and evidence, further developing our existing data and research and enhancing our engagement findings through more in-person interactions with residents and other stakeholders

Leisure Services

The Healthy Living and Performance Team, like many Council departments, experienced a very different year due to the continuing covid-19 pandemic. However, this also gave opportunity for new activities including 'Summer of Fun' and 'Winter of Well-being'. These had inclusive provision as a key objective.

We quickly adapted services to the changing world and ensured that objectives are met in the best possible ways, despite the challenges this involved. Initiatives that targeted communities and residents with fewer opportunities include:

- Summer of Fun

We provided taster activities with local partners as part of Welsh Government Summer of Fun targeting the least active (only 10% of participants met government guidance for activity levels) and those unable to afford community summer provision. The sessions impacted on 699 children and young people, over 134 sessions. As a result, 87% of participants felt more motivated and confident to take part in more activity and 60% wanted to join local clubs to continue activity.

- Winter of Wellbeing

As part of a Welsh Government project to re-engage young people post Covid, we worked with 44 different organisations to deliver sport and physical activities, impacting on at least 4630 children and young people from pre-school age to 24 years.

- Best Start in Life

This was formed of projects with partners including Public Health Wales, pre-schools and Early Years Wales to deliver family activity sessions for least-active children, to encourage activity in early years, to develop family resources, and to provide equipment loan bags for families in most-deprived areas, encouraging them to be more active.

- Active at Home

This is a partnership food and physical activity project with Newydd Housing HAPI project which impacted on 39 families to be more active and provide access to food. 95% of participants reported improved health and wellbeing, with 75% reporting increased activity levels after six months.

- Active Education Beyond School Day

This is a successful InSport Wales and Welsh Government pilot project to extend physical activity beyond the school day. As a result, at least 115 sessions were delivered to over 150 pupils in secondary school, serving high numbers of pupils eligible for free school meals.

The National Exercise Referral scheme moved to an online presence during Covid but is now returning to a near normal service. The demand has been understandably high for referrals, and we are working hard to see as many customers as possible.

General sports and play provision have returned. These are often targeted at specific groups often linked to the Council's strategic equality objectives.

- Social running

New run leaders and coaches were supported to create more social running opportunities, which has resulted in two new running groups.

- Park Run

Junior Park Run was supported with equipment to assist with developments post Covid. Equipment was provided to help set up Cosmeston Park Run.

- Walking Netball

Walking netball was re-established to engage those wanting to get more active in a low-impact social activity. 100% of those taking part felt more confident to take part in another physical activity and 100% felt more motivated and healthier.

We also worked with the Leisure Centre delivery partner, Legacy Leisure, to ensure that Leisure Centres have been able to quickly and efficiently return to a normal operating model.

Initiatives that continued throughout the pandemic remain a high priority and continue to be oversubscribed. One example is play schemes for children with disabilities. The changes previously made to the service, with a greater emphasis placed on venues across the Vale of Glamorgan to alleviate transport difficulties and other issues, are now delivering a more balanced programme of play activities across the area as planned.

Women and girls

Women and girls' access and participation remained a key target during lockdowns. We still have concerns about the gender gap of levels of physical activity. Building on previous research, specific to the Vale of Glamorgan, new activities have been provided to reduce the participation gap. The school sports survey that is currently underway should demonstrate if these initiatives are working.

- We carried out consultation with female residents to identify motivations and barriers to taking part in more physical activity. This has resulted in a new female-only swim session, as well as plans for more water-based activities and leader-led walks.
- We have worked with Hindu Cohesion Mandal to increase activity levels for women and families
- We have held girls-only community physical activity sessions targeting girls who are least active. These have resulted in 100% feeling healthier and more confident and motivated to take part in other activities.

Disability and inclusion

- Regional partnership working to deliver online physical activity sessions during lockdowns

- 115 primary age pupils attending Admiral Play Together Awareness training, given them the knowledge to support their disabled peers in physical activity.
- Vale clubs have been encouraged to be part of the Insport programme to develop inclusive community opportunities
- Three of our run leaders have been trained to assist visual impaired residents in accessing running opportunities

Older people – the Golden Pass

This partly linked with a new initiative launched due to the pandemic, the ‘60+ project’, in partnership with the Vale Healthy Living Team, Sport Wales and Public Health Wales. The pilot stage of the Golden Pass project in Barry has proved extremely successful and will be rolled out across the whole of the Vale of Glamorgan in 2022. It encompasses thirteen different activities with the aim of increasing physical activity opportunities to the targeted age group.

- 140 Barry residents aged 60+ engaged in the Golden Pass program
- Key targets to reduce the time spent sitting, time walking, and time engaged in moderate activity were all met
- Wellbeing targets were met as participants recorded feeling optimistic ‘often’ rather than ‘some of the time’

Job Evaluation

We have a job evaluation scheme in place. This scheme is for staff paid under the Single Status collective agreement. It makes sure that there is a systematic way of deciding the pay and grade for a job. This results in equal pay for work of equal value. The results of job evaluation are linked to our pay and grading system. We put

in place a formal pay and grading system in March 2012 following conclusion of an extensive job evaluation process.

It has helped us to pay people fairly and in a consistent way.

There are other factors that affect people's pay such as the type of jobs that they choose to do. Men and women often choose to do jobs that men and women have traditionally done. We call this occupational segregation. It often plays a part in there being a gap between the pay of men and women – a gender pay gap.

As part of our Workforce Plan, we continue to look for ways to reduce the gender pay gap. We think about the knowledge, skills, and experience people need to do the job. We also need to consider the impact of reorganising departments and finding new best practices to work. Using job evaluation helps keep pay and grading fair and consistent.

The Workforce Plan

We have a workforce plan. This plan makes sure that we have:

- the right people
- with the right skills
- in the right place
- at the right time

This helps us to continue to provide our services at a time when there are great financial challenges and increasing demand for our services. We plan to make sure that the make-up of our workforce reflects the make-up of the local community in terms of protected groups. We are currently reviewing the Council's workforce plan.

We have put in place a way of recording the protected characteristics of our staff. This means we can compare our statistics with local and national statistics to see what progress we are making. We can then plan how to make improvements.

As part of the workforce plan, we have a strategy to look at increasing the diversity of our employees across all protected groups. As part of the strategy, we are building relationships and developing offerings with local education institutions, including Cardiff University, University of South Wales, and Cardiff and Vale College. We are striving to offer the full range of apprenticeships available in Wales.

Culture Book

During 2021, we launched our digital Culture Book. The Culture Book encompasses and builds on the Staff Charter. It highlights the diversity of our organisation, the exceptional work our staff do, and showcases us delivering our values in action. The book has been developed by the Organisational Development and Learning team who have worked with Engagement and Innovation Champions and representatives from every area of the Council. As part of the launch, the Managing Director hosted a special question time session in September 2021.

Specified employment information, including information on training and pay

We have been collecting employment data for many years. We have collected information on the following protected characteristics:

- gender;
- race;
- disability; and
- age.

We have continued to develop new systems. This will let us report on more protected characteristics in the future. We will be able to collect and record information on:

- sexual orientation;
- gender reassignment;
- gender identity;
- national identity;
- religion or belief; and
- marital status

We wanted to focus on some key actions. To help us, we used guidance from the Welsh Government. The name of the guidance is 'Collecting Equality Data: Harmonised Standards and Best Practice'.

We also changed the form we use to collect information about people when they apply for jobs with us.

We now ask about all protected characteristics on the form. You can see the form in Appendix 3.

We developed a staff survey and used this to ask staff about their protected characteristics.

We improved the way we record this information. Doing this helps to improve what we know about protected groups within our workforce.

We have looked at the information that we have collected. You can see what we have found out in [Appendix 5](#) of this report. Here is a summary of the headlines by protected characteristic below. The following figures refer to corporate staff and do not include staff employed in schools.

Age

- We employ more people but the number of 16 - 24 years, 35 - 39 years, and 45 - 49 years has decreased since the previous year.
- The age range with the most employees is 55 - 59 years.
- The highest percentage of applications was from people in the 25 - 29 age band (15.6%). This was also the highest band in the previous year (21.6%)
- The highest proportion of people attending training came from the 50 - 54 age group - 300 or 17.1%. This is the same as the previous year where the highest proportion of people attending training was the 50 - 54 age group at 202 or 15.3%.
- Most people who left were between 20 and 24 years of age. This increased from 14 to 48 in number and from 6.6% to 16.1% in percentage. There was an increase in the number of people leaving in all age brackets, apart from the 50 – 54 age group, which decreased from 16 to 14.
- There was a slight drop in the average salary for employees in the 16 - 19 age group, 35 – 39 age group, and 60 – 64 age group. The average salary for people in other age ranges increased.
- People between 40 and 44 years of age had the highest average salary.

Disability

- 78.1% of our staff did not have a disability. 2.5% said they had a disability that limited them a little.
- The number of people employed who told us they had a disability that limited them a lot has increased since the previous year.
- The percentage of applicants who said they had no disability was 78.3%, a decrease from 89.0% the previous year. The percentage with a limited disability increased from 3.3% to 4.5%. The percentage who did not record a response increased from 5.1% to 14.5%.
- The average salary for those with disabilities, disabilities that limited a lot, and no disabilities all increased from the previous year.
- The average salary for those who said they had a disability was £27,445 compared to £26,954 for those with no disability, £28,080 for those with a disability that limited them a little, and £28,429 for those with a disability that limited them a lot.
- The average salary for those who did not record a response or who preferred not to say decreased.
- 2.9% of people who attended training had a disability that limited them to some extent. 82.5% of people who attended training had no disability. These percentages are similar to last year.
- The number of leavers who said they had no disability increased from 159 to 234 since the previous year, a percentage increase from 75.0% to 78.5%.

Marital Status

- The number of those who are married has decreased from 1171 to 1150 but remains the highest category in marital status for employed staff, followed by single people at 940.

- Most applications were from married people, at 23.7%. Most applications were from single people, at 43.7%..
- The number of divorced leavers has increased from 5.7% to 9.1%, but most leavers were single (43.0%).
- The highest average salary was for those in a civil partnership, at £38,972.
- Average pay increased for all groups except for those who said they were living together, those who prefer not to say, and widowed, which all decreased on the previous year.

Maternity, Paternity, and Adoption

- There were 63 corporate employees who had maternity, paternity or adoption pay and leave during 2021/2022, an increase 3 compared to the previous year.
-

National Identity

- Most employees said they were British (1119) or Welsh (983).
- The number of applicants who said they were Welsh remains the highest identity for applicants at 48.0%.
- The highest national identity for leavers is Welsh, at 42.6% which has increased from 34.4% last year.
- The group with the highest average salary remains Northern Irish at £42,576, although this has decreased from £43,325 the previous year.
- All other groups apart from other and prefer not to say had an increase in average salary.

Race and Ethnicity

- Most employees were White - over 83%. The highest group was White and British, at 63.6%.
- White and British remains the highest category for applicants at 72.6%. 79% of people applying for jobs were White, less than the previous year (88%).
- The number of applicants choosing not to record their race or ethnicity has increased to 14.4%.
- The number of people who attended increased in all categories. The percentage of White and Welsh increased from 11.1% to 15.4%.
- For people with White ethnic backgrounds, pay increased for those in seven out of the nine groups since the previous year. White and Scottish and White and Black African both had a decrease.
- There was a decrease in pay for people in the Bangladeshi and not disclosed groups. There was an increase in pay for all the other ethnic groups and those who chose not to record their ethnicity.
- The difference in median hourly rate between White British and Ethnic Minorities is £0.15 (£12.82 for White British and £12.67 for Ethnic Minorities) which is a reduction compared to the difference of £0.35 last year (£12.56 for White British and £12.21 for Ethnic Minorities). The median ethnicity pay gap as a percentage is 1.17%.
- The difference in mean hourly rate between White British and Ethnic Minorities is £0.29 which is less than the previous year. The median ethnicity pay gap as a percentage is 1.97%.

- Over 81% of leavers were White. There was an increase in the percentage of White and British leavers which remains the highest group at 69.1%.

Religion or Belief

- Most staff either had no religion (37.0%), were Christian (28.8%), or did not record their religion or belief (29.4%).
- The number of staff who have no religion, prefer not to say, or did not record their religion or belief all increased.
- Most applicants stated that they had no religion (48.9%) which was a decrease compared to the previous year (57.6%).
- There was an increase in the number of applicants who prefer not to say or opted not to record their religion or belief, and those who said they were Jewish or Sikh.
- Most employees who attend training have no religion (37.4%) which is a decrease on the previous year (38.8%). The next highest group is Christian (32.6%).
- More leavers recorded no religion, 40.6% compared to 37.7% last year.
- The highest average salary was for those who told us they are Hindu at £34,833.
- There has been an increase in the average salary for those who said they are Buddhist, Christian or Hindu. There has been a decrease in the average salary for those who said they were Jewish or Muslim.

Gender

- Our corporate workforce was 67.3% (1793) female and 32.7% (873) male. The number of female employees has increased from 1744 to 1793 and the number of male employees has also increased from 872 to 873.
- Over two thirds of the people we employ are female. It is typical to find that more women than men work in local authorities.
- Most females continued to work in permanent full-time jobs (644 employees in 2021/22). This has increased from the 615 in the previous year. The number of females in permanent part-time jobs has stayed the same at 556.
- Most males continued to work in permanent full-time permanent jobs (577 employees in 2021/22). This has increased from the 563 in the previous year. The number of males in the relief positions has increased from 129 to 140 since the previous year.
- 32.0% of women and 25.7% of men held jobs paid between £15,000 - £19,999. 29.9% of all jobs are paid between £15,000 and £19,999 which is a decrease on the previous year where 32.0% of all jobs were paid at this salary band. This is the highest overall salary range and the highest for women, but the highest salary band for men is £20,000 - £24,999, at 27.9%.
- Average pay for males remains the highest average salary. The average salary for male and females has increased, but more so for males. This was the same as the previous year. There was a £409 rise for women compared to £576 rise for men.
- The difference in mean hourly rate between male and female is £0.71 (£15.21 for male and £14.50 for female) which is an increase from £0.60 last year. The mean gender pay gap as a percentage of men's pay is 4.67%.
- The difference in median hourly rate between male and female is £0.77. The Median gender pay gap as a percentage of men's pay is 5.73%.

- More than 66% of the people who attended training were female. This is a decrease from 76.3% the previous year. The percentage of people who attended training and are male has increased from 23.7% to 33.5%.
- More people applying for jobs were female (57.4% or 1883). This is in comparison to 28.2% or 924 that were male. The number not disclosing their gender has increased from 5.1% to 14.5%.
- More women than men left their jobs. We would expect this as we employ more women than men. The percentage of people who left their jobs and were female decreased (63.8% compared to 67.9%) and the percentage of people who left their jobs and were male increased from 32.1% to 36.2%.

Sexual Orientation

- Most of our staff said they were heterosexual (66.4%). There was an increase in the number who said they were gay, lesbian, or bisexual. There were fewer employees who did not tell us their sexual orientation, but more a higher proportion of employees chose not to record their sexual orientation (28.8%) than last year (27.0%).
- When looking at the pay of LGBTQ+ employees, 38% were employed in the salary band £20 - £29,999. The highest salary band has changed from last year, which was 33% in band £0,000 to £19,999.
- The average salary for those who prefer not to say or who are bisexual decreased. Other groups saw an increase in average salary.
- We monitor the success of lesbian, gay, and bisexual people from application to successful appointment. For 2021/22, there were 160 applications and 33 successful appointments (21%) compared to 19 out of 163 in the previous year (12%). This covers both internal and external vacancies.

- The total percentage of applicants who said they were bisexual, gay or lesbian slightly decreased to 4.7% from 4.9% in the previous year. The percentage of applicants who said they were heterosexual remains the highest (72.2%). The number of applicants not recording their sexual orientation has increased from 5.1% to 19.9%.
- Over 66.8% of leavers were heterosexual. This has increased from 62.3%. There have been increases in all other fields, including gay, lesbian, and bisexual.

Welsh Language

- Over two-fifths of our staff have some level of Welsh language skills: understanding 40.3%; speaking 42.1%; reading 44.1%; and writing 47.8%.
- Of those employees with Welsh language skills, those who have a good understanding of Welsh had the highest average pay (£35,145).
- Welsh language skills for applicants were as follows: understanding 45.9%; speaking 40.4%; reading 36.6%; and writing 31.1%.

We will continue with this work. We want to be able to report on all protected characteristics.

We do not have all the information that we need to collect to meet the general and specific duties. The reasons for this are:

- reporting systems need further updating;
- some staff choose not to disclose personal information;
- extra and up-to-date data on protected characteristics needs to be collected;

- limited guidance meant we had to clarify what we had to report on.

We have improved our data on Welsh language. We intend to survey staff in 2022/2023 to get up to date information on Welsh language skills.

Even when we make improvements, we may not get the information we need. We think some people choose not to tell us about some of their protected characteristics. We encourage people to do so by explaining:

- why we are asking for this information; and
- how we can use it to better meet their needs.

The information for this report comes from systems in Human Resources. This means that the information is as correct and complete as possible. We know that we will need to continue to work on this information for future reports. This will help us meet the requirements of the general duty.

For more information

Visit our website

www.valeofglamorgan.gov.uk

News and Updates – directly to your inbox

You can subscribe to Vale Connect and keep up to date with news, events and other updates, including weekly waste and recycling collection reminders. Sign up on the Vale of Glamorgan Council website.

Social Media

Keep up to date with all the latest news, events and information from the Vale of Glamorgan Council.

Follow @VOGCouncil on Twitter or like Vale of Glamorgan Council on Facebook.

If you have a query about Council services, please contact us:

- Email c1v@valeofglamorgan.gov.uk
- Call 01446 700111

Guidance on Equalities Monitoring in Service Delivery



So what is this all about?

The Equality Act 2010 brought together and replaced the previous anti-discrimination laws with a single Act.

The Act requires the Council 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; and
- foster good relations between people who share a protected characteristic and those who do not.

These three requirements are collectively referred to as the **general duty**.

Having **due regard** means:

- being aware of our responsibilities under the duty;
- making sure we have adequate evidence (including from consultation and engagement, if appropriate) to enable us to understand the potential effects of our decisions on different people covered by the duty, that is, people with **protected characteristics**;
- consciously and actively considering the relevant matters, in such a way that it influences decision-making;

- doing this before and at the time a decision is taken, not after the event ;
- being aware that the duty cannot be delegated to third parties who are carrying out functions on our behalf.

The general duty covers the following **protected characteristics**:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race – including ethnic or national origin, colour or nationality;
- religion or belief – including lack of belief;
- sex; and
- sexual orientation.

It applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

To help public authorities meet the requirements of the general duty, the Welsh Government has put in place specific duties that Welsh listed bodies must undertake. The Equalities and Human Rights Commission subsequently published guidance on these specific duties which includes guidance on relevant equality information.

The specific duties require us to have due regard to relevant information at certain points, namely:

- when assessing policies and practices for their impact on protected groups (equality impact assessments);
- when assessing our work and activities in relation to fulfilling the three aims of the general duty;

- when preparing and publishing equality objectives; and
- when making or revising our [Strategic Equality Plan](#).

The desired outcome is that we have the best information to enable us to produce evidence-based policies, set meaningful objectives and carry out fully informed impact assessments.

More recently, the Welsh Government implemented the Socio-economic Duty. This duty aims to deliver better outcomes for those who experience socio-economic disadvantage. It requires us to take account of the potential impact of our work on those who are socio-economically disadvantaged.

Publishing this information helps to make policy development more transparent and to explain how and why decisions are made. This will be particularly useful when making difficult resource decisions.

Those consulted on our Strategic Equality Plan felt that gathering effective monitoring data was essential to identifying discrimination. They emphasised that it must be clear from the outset why we are collecting data, what it will be used for, and that the same process and categories must be used across all services. It is important that people can see how outcomes have changed for them as a result of us collecting, analysing, and using this data.

This guidance does not apply to employment, pay, and training data, which is subject to separate guidance.

So what do I have to do?

You need to identify relevant equality information in your service area. As part of this process, you will need to assess how your work and activities may help in fulfilling the three aims of the general duty. You are also required to publish your reasons for not collecting relevant information that you have identified, but do not hold, that is, any gaps in data.

How do I collect data?

Useful evidence may include qualitative and quantitative research, for example:

- the Census;

- surveys;
- focus groups;
- administrative data;
- service user monitoring information;
- service user feedback and complaints;
- satisfaction surveys;
- information on those who are not using services as well as those who are.

Relevant national reports may also be useful. Sources include:

- the [Office for National Statistics](#) - including the Census and the Labour Force Survey;
- [Welsh Government statistics and research](#);
- Equality and Human Rights Commission, including the Triennial Review: '[How fair is Britain?](#)', '[Is Britain Fairer?](#)', '[How fair is Wales?](#)', '[Is Wales Fairer? \(2015\)](#)', '[Is Wales Fairer? \(2018\)](#)', and '[An Anatomy of Economic inequality in Wales](#)'; and
- third sector organisations, many of which hold useful information on protected groups.

You may also find it useful to pool information with other public authorities by sector or area (for example, within Public Service Boards).

You will need to decide on the best sources and methods for collecting equalities data. However, it is imperative that the Council uses a consistent approach to gathering information on protected characteristics throughout the Council. Request the most up to date form from the Equalities Team to gather equalities data when you undertake surveys. It is modelled on the 2011 National Census categories, good practice guidelines and on advice from the Welsh Local Government Association, the Equality and Human Rights Commission, and others.

Using this standard format will help you make comparisons between those who are using our services and the local population and assist in identifying where gaps in service uptake exist.

How do we keep this information safely?

On 25 May 2018 the General Data Protection Regulation (GDPR) came into force in the UK along with a new Data Protection Act 2018. This is the largest change to Data Protection in twenty years, and includes a power to fine up to £17 million pounds for non-compliance.

The Council has a responsibility to ensure that all staff are aware of their responsibilities with regards to data protection and information management. The Council has adopted a policy which outlines how it will comply with its responsibilities under the General Data Protection Regulation (GDPR).

You can find further information about this on the [Data Protection webpage](#) of StaffNet.

The Data Protection Act will override any issues that arise in terms of collecting and processing equality data.

Confidentiality and security of information is key so that personal information will not be unnecessarily disclosed under any circumstances and will only be processed on a need-to-know basis. You will need to ensure that safeguards are in place to prevent the inadvertent disclosure of personal information, for example by publishing data from a small group of subjects where someone might be able to identify a subject.

Please contact Tim Cousins, Information Manager, Freedom of Information Team, if you need guidance.

Isn't this just more paperwork?

You should only ask the public for data where it is useful to the Council, and this should not interfere with their desire to simply use the service. For example, someone who visits a leisure centre during their lunch period would not want to spend ten minutes completing an equality monitoring form. However, they may be happy to complete a user satisfaction survey from time to time (with monitoring categories included) or to take a survey away with them and return it at a later stage.

Relating the survey to protected characteristics could then provide useful information not only in terms of who is using the service but whether it is catering for their specific needs, for example, in terms of disability access. Always respect the individual's right to privacy and their right not to

disclose information. The individual should also be able to provide their details in private, so only offer help when someone asks for it.

It is important to ensure that when people are asked to provide monitoring details that they can be given the reason why you are collecting the data, that is, how the Council will use the data. For example, you may be using it to improve service delivery by making sure our services are accessible and that we are providing them fairly to all sections of the community.

Some people may feel uncomfortable in disclosing certain details such as their sexuality or religious beliefs. It is essential that supporting advice is readily at hand for all employees who have the responsibility of requesting data. It is useful to provide copies of Stonewall's 'What's it got to do with me?' leaflet with monitoring forms (<http://www.stonewall.org.uk/sites/default/files/wigtdwy.pdf>). You can order these from Stonewall (<http://ston.live.thankqcrm.co.uk/public/shop/resourceRequest.aspx>). Managers should also seek to provide relevant training to staff with this responsibility. Monitoring forms should include the option of 'prefer not to say'. Relevant employees must be aware that people cannot be compelled to disclose their personal information.

What do I do with all the data?

You can use data to:

- understand the effect of policies, practices and decisions on people with different protected characteristics and to plan more effectively;
- identify where there is a risk of discrimination and identify action to remedy this;
- identify key equality issues for the Council;
- identify whether services are reaching all sections of the community;
- develop equality objectives and measure progress;
- make practices more transparent and help to explain how and why decisions are taken;
- demonstrate the Council's equality achievements;

- demonstrate to public sector regulators and inspectorates that the Council is monitoring its performance; and
- benchmark performance against similar organisations nationally or locally.

You need to provide your data and analysis to the Equalities Team on the form – ‘Equalities Monitoring – Data, Analysis and Equality Information for 1 April 2021 – 31 March 2022’. You must include details of any gaps in data and what you intend to do to address those gaps.

The specific duties require us to publish relevant information we hold and which we consider appropriate to publish. When publishing the assessments of impact on protected groups (equality impact assessments), there is a requirement to publish a summary of the information used.

We publish equality information on the Council’s website, where it is easily accessible for both internal and external use.

Plan for the future

You will need to think of the data you are currently collecting and how you can collect it in a way that complies with the corporate standards for protected characteristics.

Think about what information you are trying to obtain, for example, seeking to compare people who are using a service against those who are not using the service.

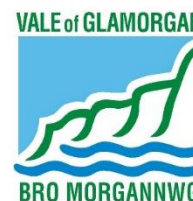
Consider how you are going to get the information, for example, by a survey of service users.

Think about when you need the information. For example, if you are thinking about developing a new policy or changing an existing one, you will need to collect qualitative and quantitative data at the earliest opportunity to inform and shape the draft policy.

Decide who will analyse the information and report it to the Equalities Team for inclusion in the Council’s Annual Equality Monitoring Report.

Submit the information each year using the ‘Equality Monitoring in Service Delivery’ form.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|--|--------------------------|--|--------------------|--|
| 1. Department and Service Area | | | | | |
| | | | | | |
| 2. Function | | | | | |
| | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | | Pregnancy and Maternity | | Religion or belief | |
| Disability | | Race – ethnic group | | Sex | |
| Gender Reassignment | | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| | | | | | |

6. What was the response rate, if applicable?

7. For what purpose was the data collected?

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

9. What does analysis of the data tell you?

10. If you have comparable data for other years, what does the trend tell you?

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

| |
|---|
| 13. What have you achieved in respect of equality objectives from the Strategic Equality Plan 2020 – 2024 that are relevant to your service? |
| |
| 14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work. |
| |

Please email the completed form and data analysis by 28th June to:

ehannah@valeofglamorgan.gov.uk

If you have any queries, please contact:

- Nicola Hinton, Corporate Equality Officer
nhinton@valeofglamorgan.gov.uk;
- or
- Elyn Hannah, Equality and Welsh Language Officer
ehannah@valofglamorgan.gov.uk;
- or
- Tim Greaves, Equality Co-ordinator
tsgreaves@valeofglamorgan.gov.uk.

Thank you for taking the time to provide this information.

Appendix 3: Equality Monitoring Form for Employment

| Gender and Gender Identity | | | | |
|--|---|--|---|----------------------------------|
| What is your gender? | <input type="checkbox"/> Female | | | |
| | <input type="checkbox"/> Male | | | |
| At birth were you described as? | <input type="checkbox"/> Female | | | |
| | <input type="checkbox"/> Male | | | |
| | <input type="checkbox"/> Intersex | | | |
| | <input type="checkbox"/> 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? | <input type="checkbox"/> Yes – limited a lot | | | |
| | <input type="checkbox"/> Yes – limited a little | | | |
| | <input type="checkbox"/> No | | | |
| | <input type="checkbox"/> Prefer not to say | | | |
| Age | | | | |
| What is your date of birth?: | | | | |
| National Identity | | | | |
| National Identity – how would you describe your national identity? | | | | |
| <input type="checkbox"/> Welsh | <input type="checkbox"/> English | <input type="checkbox"/> Scottish | <input type="checkbox"/> Northern Irish | <input type="checkbox"/> British |
| <input type="checkbox"/> Other (please specify) | | <input type="checkbox"/> Prefer not to say | | |
| Ethnic Group | | | | |
| Ethnicity – how would you describe your ethnic group? | | | | |
| White | | | | |
| <input type="checkbox"/> Welsh/English/Scottish/Northern Irish/British | <input type="checkbox"/> Irish | | | |
| <input type="checkbox"/> Gypsy or Irish Traveller | <input type="checkbox"/> Any other white background (please specify): | | | |
| Mixed/multiple ethnic groups | | | | |
| <input type="checkbox"/> White and Black Caribbean | <input type="checkbox"/> White and Black African | <input type="checkbox"/> White and Asian | | |
| <input type="checkbox"/> Any other Mixed/multiple ethnic background (please specify): | | | | |
| Asian/Asian British | | | | |
| <input type="checkbox"/> Indian | <input type="checkbox"/> Pakistani | <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Chinese | |
| <input type="checkbox"/> Any other Asian background (please specify): | | | | |
| Black/African/Caribbean/Black British | | | | |
| <input type="checkbox"/> African | <input type="checkbox"/> Caribbean | | | |
| <input type="checkbox"/> Any other Black/African/Caribbean background (please specify): | | | | |
| Other ethnic group | | | | |
| <input type="checkbox"/> Arab | | | | |
| <input type="checkbox"/> Any other ethnic group (please specify): | | | | |

Prefer not to say

Welsh Language

Please describe your Welsh language ability by ticking the relevant box(es) below.

| | Understand | Speak | Read | Write |
|-----------|--------------------------|--------------------------|--------------------------|--------------------------|
| None | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Basic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Competent | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Good | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Fluent | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

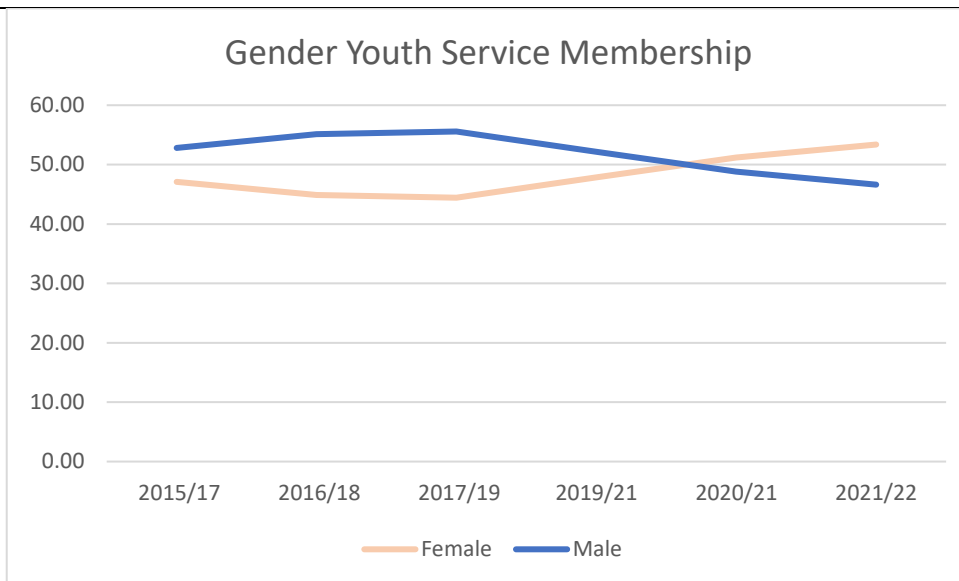
- What is your legal marital or same sex civil partnership status?
- Single, that is never married and never registered in a same sex civil partnership
- Married and living with husband/wife
- Separated but still legally married
- Divorced
- Widowed
- In a registered same-sex civil partnership and living 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

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|---|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Standards and Provision-Youth Service | | | | | |
| 2. Function | | | | | |
| The Youth Service offers social and informal educational opportunities for young people in the age range of 11 to 25. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| We use a management of information system called Capita ONE in line with other departments within education. Data contained here is collated from schools and updated as appropriate. Our European Social Fund (ESF) project uses CEMP to collate its data. The data provided is young people who have accessed the service April 2021 – March 2022 | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | x | Pregnancy and Maternity | | Religion or belief | |
| Disability | | Race – ethnic group | x | Sex | x |
| Gender Reassignment | | Race – national identity | | Sexual orientation | |

| | | | |
|--|--|--|--|
| Socio-economic disadvantage | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | |
| We work with young people under 25 years of age, predominantly 11-16, at this present time we do not record the other characteristics due to the age group. | | | |
| 6. What was the response rate, if applicable? | | | |
| | | | |
| 7. For what purpose was the data collected? | | | |
| We collect data for Welsh Government Audit purposes, for funding providers and to monitor and improve provision. | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. Where you have collected information for more than one year, please provide analysis of trends. | | | |
| With regards to Youth Service engagement 53% are female, 47% male. 49% of our membership are 11- 13, 29% are 14-16, 15% are 17-19 and 7% are 20 – 25. Analysis of this year's data shows that 92% of our membership identifies as White (White, White British, White Welsh, Any Other White background. 0.1% of the membership were registered disabled. | | | |
| 9. What does analysis of the data tell you? | | | |
| Recording of disability data is limited. Consideration of how this is monitored should be made to ensure we have up to date data recorded on the system. | | | |
| 10. If you have comparable data for other years, what does the trend tell you? | | | |



In relation to the Youth Service the trend for gender over the last few years indicates an increase in females accessing the service. During the pandemic period boys were less likely to engage digitally than girls which would account for an increase in the last two years. In addition an increased number of activities aimed at girls will have supported the increase such as a girls rights project, and programmes aiming to make fitness sessions more accessible.

Membership identifying as White (White, White British, White Welsh, Any Other White background) has remained at around 90% for the last three years.

The service continues to see the majority of members between 11 and 16. The trend for 17 plus has seen a slow decline.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

We provide universal, open access provision to all young people and look to target provision to those in greatest need through referrals. We look to ensure we have a cross section of young people represented on forums and when we survey young people.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

We recognise that improvements to data collection and the introduction of Capita ONE have given us a more accurate picture especially around ethnicity. We will look to further improve the collation of equalities data specifically around disability as this is an area that requires development. We are developing a new membership form to address this. We have increased opportunities to access Welsh language provision for speakers and learners by working with the Urdd and continue to seek further opportunities to develop this work. We recognised a lack of older members and working on opportunities that are specifically aimed at this group.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

We produce young person friendly documents such as consultation results and feedback and annual reports. We distribute this information through paper copies and digital media.

We have an active participation unit that supports a number of forums and the youth cabinet across the Vale and supports us to consult with protected groups and those hard to reach young people.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

The Youth Service runs a LGBTQ youth group and an 18 plus additional needs youth club. We provide informal Welsh language youth activities. Our teams work with individuals to assess their needs and work on bespoke activities to ensure they are able to achieve.

We have provided staff training on LGBTQ+, Show Racism the Red Card and disability awareness and continue to include these in our training calendar. We are also supporting our staff to access basic Welsh sessions to support more Welsh language in our activities.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2020 – 31 March 2021**



| | | | | | |
|--|-----|--------------------------|-----|--------------------|-----|
| 1. Department and Service Area | | | | | |
| Tourism & Events Team, Regeneration | | | | | |
| 2. Function | | | | | |
| Tourism | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2020 – 31 March 2021 or as at 31 March 2021. | | | | | |
| Each year we do a Barry Island Customer Satisfaction survey and include questions regarding equalities as part of this survey. | | | | | |
| 4. Which protected characteristics have you monitored? | | | | | |
| Age | Yes | Pregnancy and Maternity | | Religion or belief | |
| Disability | Yes | Race – ethnic group | Yes | Sex | Yes |
| Gender Reassignment | | Race – national identity | Yes | Sexual orientation | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |

Happy to be advised of what I need to include and amend future questionnaires accordingly.

6. What was the response rate, if applicable?

98% of respondents answered the equalities questions

7. For what purpose was the data collected?

As part of a wider study to gain feedback into visitors' satisfaction levels with Barry Island as a visitor destination.

8. Please attach a copy of your data analysis for 1 April 2019 – 31 March 2020 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

9. What does analysis of the data tell you?

- 78% responders are Female / 16.5% Male / 5.5% preferred not to disclose
- 15% were aged 25-34 / 24% 35-44 / 26% 45-54 / 14% 55-64 / 17% 65-74
- 40% Classed themselves as White Welsh / 5% White English / 48% White British / 1% Pakistani / 3% Any other White background
- 13% Described themselves as having a disability / 87% did not

10. If you have comparable data for other years, what does the trend tell you?

We do for 2018 and 2019. We did not conduct the survey during 2020 due to Covid and the impact on restrictions on visitors to Barry Island.

The results are comparably regular in that they differ little between the years.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The results allow us to ensure that the needs of all communities are met when visiting Barry Island, and that should any particular group show a change in trend (i.e. particular reaction to specific aspects of the island) then it would be identifiable through this analysis.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The results are shared with all service areas relating to public provision at Barry Island.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

That the needs of all customers are met.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.



Barry Island Customer Satisfaction Survey Summer 2016 – 2019 COMPARABLE



RESULTS

Q1. Does the Island live up to your expectations?

| | Far below expectations | Not as good as expected | Reached expectations | Better than expected | Far Exceeded expectations |
|------|------------------------|-------------------------|----------------------|----------------------|---------------------------|
| 2019 | 2.8% | 15.77% | 37.5% | 32.5% | 11.4% |
| 2018 | 1.7% | 6.8% | 36.4% | 41.5% | 13.6% |
| 2017 | 0.95% | 4.76% | 34.78% | 44.28% | 14.76% |
| 2016 | 1.45% | 1.45% | 24.64% | 56.52% | 15.94% |

Q2. Please rate Barry Island as a destination-

| | Very Poor | Poor | Average | Good | Excellent |
|------|-------------|-------------|--------------|---------------|--------------|
| 2019 | 0.6% | 2.8% | 16.7% | 48.9% | 29.9% |
| 2018 | 0.0% | 3.4% | 12.1% | 56.0% | 28.4% |
| 2017 | 0.62% | 1.86% | 14.9% | 72.67% | 9.93% |
| 2016 | 1.41% | 0.00% | 14.08% | 60.56% | 23.94% |

Q3. How would you rate the following?

| | | Very Poor | Poor | Average | Good | Excellent |
|--|------|-----------|--------|---------------|---------------|-----------|
| Food Offer (restaurant/takeaways) | 2019 | 1.2% | 8.8% | 28% | 40.6% | 21.1% |
| | 2018 | 1% | 6% | 28% | 47% | 21% |
| | 2017 | 1.44% | 7.2% | 31.25% | 41.34% | 18.75% |
| | 2016 | 0% | 1.43% | 27.14% | 41.43% | 30% |
| Retail Offer | 2019 | 8.4% | 30.3% | 36.8% | 19.0% | 5.5% |
| | 2018 | 2.5% | 29.7% | 44.1% | 17.8% | 5.9% |
| | 2017 | 5.44% | 29.2% | 42.07% | 15.84% | 7.42% |
| | 2016 | 2.86% | 28.57% | 32.86% | 25.71% | 10% |
| Cleanliness of public areas (Promenade/Beach/Gardens) | 2019 | 0.95% | 4.4% | 14.2% | 48.1% | 32.3% |
| | 2018 | 2.5% | 4.2% | 13.4% | 45.4% | 34.5% |
| | 2017 | 1.44% | 0.96% | 12.5% | 44.23% | 40.86% |

| | | | | | | |
|------------------------------------|------|-------|------------|--------|------------|--------|
| | 2016 | 0% | 8.57% | 17.14% | 33.80 % | 40.85% |
| Cleanliness of public conveniences | 2019 | 0.9% | 8.9% | 29.5% | 45.8% | 14.7% |
| | 2018 | 1.7% | 6.1% | 21.7% | 48.7% | 21.7% |
| | 2017 | 1.95% | 6.34% | 26.34% | 37.56 % | 27.80% |
| | 2016 | 0% | 3.22% | 25.80% | 40.32 % | 30.64% |
| Car Parking | 2019 | 5.7% | 16.2% | 32.48% | 36.62 % | 8.92% |
| | 2018 | 10.1% | 16% | 34.5% | 29.4% | 10.1% |
| | 2017 | 3.88% | 9.7% | 35.92% | 36.40 % | 14.07% |
| | 2016 | 3.07% | 10.76 % | 33.84% | 36.92 % | 15.38% |
| Road Access | 2019 | 2.86% | 13.65 % | 33.65% | 38.73 % | 11.11% |
| | 2018 | 0.8% | 10.1% | 34.5% | 42.9% | 11.8% |
| | 2017 | 0.97% | 8.73% | 27.18% | 46.60 % | 16.50% |
| | 2016 | 2.98% | 20.89 % | 22.38% | 38.80 % | 14.92% |
| Public Transport | 2019 | 2.33% | 7.31% | 37.54% | 41.2% | 11.63% |
| | 2018 | 1.7% | 6.1% | 27.0% | 50.4% | 14.8% |
| | 2017 | 1.06% | 6.91% | 27.65% | 49.46 % | 14.89% |
| | 2016 | 5% | 10% | 17.5% | 45% | 22.50% |
| Visitor Information | 2019 | 0.64% | 10.9% | 29.81% | 44.87 % | 13.78% |
| | 2018 | 0.9% | 6.8% | 32.5% | 42.7% | 17.1% |
| | 2017 | 0.50% | 10.65 % | 32.48% | 42.63 % | 13.70% |
| | 2016 | 7.27% | 9.09% | 38.18% | 30.90 % | 14.54% |
| Attractions | 2019 | 7.01% | 11.78 % | 28.66% | 37.81 % | 12.74% |
| | 2018 | 1.7% | 12.2% | 31.3% | 41.7% | 13.0% |
| | 2017 | 0.97% | 4.87% | 28.29% | 41.95 % | 23.90% |
| | 2016 | 0% | 10.29 % | 25% | 50% | 14.70% |
| Events | 2019 | 1.28% | 3.83% | 18.53% | 42.81 % | 33.55% |
| | 2018 | 0.9% | 1.7% | 9.6% | 46.1% | 41.7% |
| | 2017 | 0.50% | 0.50% | 12.12% | 40.90 % | 45.95% |
| | 2016 | 0% | 1.69% | 8.47% | 30.50 % | 51.47% |

| | | | | | | |
|--------------------------------------|------|-------|-------|--------|------------|--------|
| Directional Signage (to get here) | 2019 | 0% | 2.87% | 15.29% | 57.64 % | 24.20% |
| | 2018 | 2.6% | 0.0% | 19.0% | 44.8% | 33.6% |
| | 2017 | 1.52% | 1.01% | 15.22% | 55.83 % | 26.39% |
| | 2016 | 1.63% | 6.55% | 18.03% | 40.98 % | 32.78% |

Q4. How did you get here?

| | Walk | Cycle | Car | Train | Bus (Coach Tour) | Bus (Public Transport) |
|------|--------|-------|--------|--------|------------------------|------------------------------|
| 2019 | 25.55% | 0.32% | 67.82% | 5.05% | 0.32% | 0.95% |
| 2018 | 17.6% | 0% | 73.9% | 5.9% | 0% | 2.5% |
| 2017 | 16.26% | 0% | 73.20% | 9.56% | 0% | 0.95% |
| 2016 | 13.63% | 3.40% | 62.50% | 13.36% | 2.27% | 4.54% |

Q5. What motivated you to come?

| | | | |
|---|--|--|--|
| Attractions 2019 - 56 2018 - 5 2017 - 12 2016 - 12 | Beach 2019 - 237 2018 - 33 2017 - 53 2016 - 55 | VFR 2019 - 48 2018 - 5 2017 - 6 2016 - 7 | Easy Road Access 2019 - 25 2018 - 0 2017 - 2 2016 - 7 |
| Location 2019 - 131 2018 - 0 2017 - 0 2016 - 39 | Variety on offer 2019 - 27 2018 - 6 2017 - 9 2016 - 11 | Food 2019 - 98 2018 - 5 2017 - 5 2016 - 22 | Disabled Friendly 2019 - 19 2018 - 1 2017 - 2 2016 - 3 |
| Value for money 2019 - 40 2018 - 1 2017 - 8 2016 - 14 | Easy Public Transport 2019 - 17 2018 - 1 2017 - 2 2016 - 6 | Walks 2019 - 169 2018 - 20 2017 - 43 2016 - 31 | Beach Huts 2019 - 25 2018 - 3 2017 - 6 2016 - 15 |
| Recommended 2019 - 4 2018 - 3 2017 - 5 2016 - 4 | Coach Tours 2019 - 0 2018 - 0 2017 - 0 2016 - 0 | Blue Flag/Green Flag Awards 2019 - 15 2018 - 2 2017 - 4 2016 - 17 | Gavin & Stacey 2019 - 33 2018 - 3 2017 - 5 2016 - 5 |
| Events 2019 - 83 2018 - 20 2017 - 28 2016 - 27 | NB - 2017 results only allowed one option as opposed to multi option in 2016. 2019 - 315 total respondents. | | |

Q6. Are you a:

| | Day Visitor | Staying visitor | Local | Visiting Friends Relatives |
|------|-------------|-----------------|---------------|----------------------------|
| 2019 | 19.87% | 2.52% | 73.82% | 3.79% |
| 2018 | 21.8% | 3.4% | 72.3% | 2.5% |
| 2017 | 33.97% | 3.34% | 60.28% | 2.39% |
| 2016 | 35.21% | 7.04% | 54.93% | 2.82% |

Q7. How often do you visit?

| | First Visit | Once a year | 2-3 times a year | 4-5 times a year | 6-7 times a year | 8-10 times per year | More than 10 times a year | Daily |
|------|-------------|-------------|------------------|------------------|------------------|---------------------|---------------------------|--------|
| 2019 | 1.26% | 2.52% | 8.83% | 5.68% | 4.73% | 6.62% | 50.79% | 19.56% |
| 2018 | 1.7% | 3.4% | 10.1% | 10.1% | 5.0% | 7.6% | 52.9% | 9.2% |
| 2017 | 3.07% | 3.58% | 12.30% | 12.30% | 4.61% | 10.25% | 49.74% | 4.10% |
| 2016 | 2.82% | 7.04% | 14.08% | 9.86% | 5.63% | 5.63% | 46.48% | 8.45% |

Q8. How likely are you to return to Barry Island?

| | I'll never return | I'll consider returning | I am likely to return | I will return | I will definitely return |
|------|-------------------|-------------------------|-----------------------|---------------|--------------------------|
| 2019 | 0.31% | 3.46% | 8.18% | 13.84% | 74.21% |
| 2018 | 0.0% | 5.0% | 12.6% | 16% | 66.4% |
| 2017 | 0.48% | 3.36% | 7.69% | 12.01% | 76.44% |
| 2016 | 0.00% | 2.82% | 5.63% | 14.08% | 77.46% |

Q9. How likely are you to recommend Barry Island to others?

| | I would not recommend | I may recommend | I highly likely recommend | I will recommend | I will definitely recommend |
|------|-----------------------|-----------------|---------------------------|------------------|-----------------------------|
| 2019 | 2.52% | 11.67% | 5.68% | 34.07% | 47% |
| 2018 | 1.7% | 13.8% | 6.0% | 29.3% | 49.1% |
| 2017 | 0.96% | 8.21% | 7.24% | 23.67% | 59.90% |
| 2016 | 0.00% | 4.35% | 20.09% | 27.54% | 47.83% |

Q10. Gender

| | Male | Female |
|------|--------|---------------|
| 2019 | 15.09% | 84.91% |
| 2018 | 14.5% | 85.5% |

Q11. What age group applies to you?

| | Under 18 | 18-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75 + |
|------|----------|-------|--------|--------|--------|--------|-------|------|
| 2019 | 0.63% | 3.14% | 18.87% | 25.79% | 22.01% | 21.38% | 8.18% | 0.0% |
| 2018 | 1.7% | 3.4% | 13.6% | 30.5% | 22.0% | 18.6% | 10.2% | 0.0% |

Q 12. How would you describe your ethnic origin?

| | 2019 | 2018 |
|---|--------|-------|
| White British | 38.78% | 48.3% |
| White Welsh | 48.72% | 42.4% |
| White English | 5.45% | 6.8% |
| White Scottish | 0.64% | 0.8% |
| White Northern Irish | 0.32% | 0.0% |
| White Irish | 0.32% | 0.0% |
| Gypsy or Irish Traveller | 0.0% | 0.0% |
| Any other white Background | 2.24% | 0.8% |
| Bangladeshi | 0.0% | 0.0% |
| Pakistani | 0.0% | 0.0% |
| Indian | 0.32% | 0.0% |
| Chinese | 0.32% | 0.0% |
| Any other Asian background | 0.0% | 0.0% |
| Black African | 0.0% | 0.0% |
| Black Caribbean | 0.0% | 0.0% |
| Any other Black/African /Caribbean background | 0.0% | 0.0% |
| Arab | 0.0% | 0.0% |
| Any other ethnic group | 0.32% | 0.8% |
| Prefer not to say | 2.56% | 3.4% |

Q 13. Do you have a disability as defined by the Disability Discrimination Act (DDA)? The DDA defines a person with a disability as someone who has a physical or mental impairment that has a substantial and long term effect on his or her ability to carry out normal day to day activities.

| | Yes | No |
|------|--------|--------|
| 2019 | 13.10% | 86.90% |
| 2018 | 2.6% | 97.4% |

[Barry Island Tourism survey 2021](#)

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Environment & Housing | | | | | |
| Supporting People Team | | | | | |
| 2. Function | | | | | |
| Commissioning, allocating and monitoring the provision of housing related support through floating support services, drop-in services and supported accommodation | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| A Housing Related Support (HRS) form is completed with everyone who accesses the services and this form has an equality monitoring section to collect equalities information for all service users. The data is for 1 April 2021 – 31 March 2022. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |
| Gender Reassignment | x | Race – national identity | x | Sexual orientation | x |

| | | | |
|---|--|--|----|
| Socio-economic disadvantage | | | no |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | |
| All protected characteristics are monitored. | | | |
| 6. What was the response rate, if applicable? | | | |
| 100% applicants complete an assessment form but response rate varies between questions. | | | |
| 7. For what purpose was the data collected? | | | |
| To manage the application for Housing Related Support and to contribute to the needs mapping exercise (needs versus demand) which is required as part of the annual Local Commissioning Plan which is required by the Welsh Government as part of the grant conditions. | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. | | | |
| Where you have collected information for more than one year, please provide analysis of trends. | | | |
| AEMR Supporting People data.docx | | | |
| 9. What does analysis of the data tell you? | | | |
| See analysis provided in attached document in section 8. | | | |
| 10. If you have comparable data for other years, what does the trend tell you? | | | |
| See analysis provided in attached document in section 8. | | | |
| 11. How has this helped you to meet the three aims of the general duty? | | | |
| The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

By collecting equalities data, it helps ensure that there is no unlawful discrimination, harassment or victimisation against anyone with protected characteristics. It helps ensure equal opportunities for all when accessing existing services or when setting up new services. In addition to this we reiterate with all new service users and applicants our commitments to equal opportunities.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Equality monitoring information collected by Supporting People is used to inform the Local Commissioning Plan, which forms part of the commissioning and procurement cycle:



Good quality commissioning and procurement are key to the provision of quality services which meet service user need and provide the best value for public money. The Supporting People planning process requires judgements to be made, based on analysis of existing services, service user needs, and the most appropriate approaches to market development and procurement in the local area.

Every year Supporting People submit a Local and Regional Commissioning Plan which outlines the recommendations for commissioning and remodelling for the following financial years. The plans include spend plans with financial analysis which identifies financial

commitments, future changes to the budget and how these changes will be managed. See the draft Local Commissioning Plan for Supporting People services in the Vale of Glamorgan for 2021 – 2022:

[Supporting People HSG-Delivery-Plan-2022-2025](#)

The needs mapping and equality data is used to feed into equality impact assessments which are carried whenever new services are being commissioned and when existing services are being reshaped or decommissioned. Our equality impact assessments have ensured that protected groups are taken into account when implementing any change in services. We have commissioned a gender-neutral domestic abuse services based on the information gathered through equality monitoring.

13. **What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?**

1) Improve how we involve, engage, and communicate with protected groups about our work and decisions:

We have a robust consultation process in place and communicate with service users across a range of platforms including by letter, online, social media, text message and we offer communication in Welsh language and alternative formats such as braille or large print.

2) Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2021, and report on both annually:

We continue to monitor staff salaries and make sure that there is no difference by gender or ethnicity.

3) Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024:

We ensure that all staff members that need support with employment get the support they require, which includes all protected groups.

4) Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024:

We ensure that all staff members are fully trained on equal opportunities and the Vale of Glamorgan equality policy and encourage a positive and diverse working environment.

5) Provide support and development to elected members on equality issues:

We completed an Equality Impact Assessment on any new policies or plans and inform the Elected Members of the outcomes of these assessments.

6) Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential:

We monitor support to ensure that young people on support receive a high quality support service which enables them to reach their full potential.

7) Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse and sexual violence (VAWDASV):

We ensure that all staff members receive Equality and Diversity training and training on Bullying in the Workplace. We have commissioned a VAWDASV support service and plan to expand refuge provision.

8) Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups:

We carry out equality monitoring on all service users and tenants and following the Vale of Glamorgan Equality policy to ensure that all service users and tenants from protected characteristics are not adversely affected by policies or services in any way. We've commissioned a new Violence against women, domestic abuse and sexual violence (VAWDASV) service. All the team has had equal opportunities training and LGBTQ training. We collect equalities monitoring data on all protected groups for everyone who use our services.

9) Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people:

We monitor services to ensure that disabled people and older people receive high quality support services that factor in transport into individual support plans. For example where relevant service users will be supported to claim for PIP to help with transport costs, supported with learning how to use public transport, planning journeys etc.

10) Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups:

We encourage all support services to carry out participation events in the local and natural environment where possible and monitor services for this being delivered.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

The Supporting People programme is responsible for engaging hard to reach vulnerable clients and providing them with support to maintain their tenancies.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|--|--------------------------|--|--------------------|--|
| 1. Department and Service Area | | | | | |
| Resources Regeneration and Planning | | | | | |
| 2. Function | | | | | |
| Strong Communities Grant Fund | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| All applicants to the Fund must demonstrate how their project fits with the Council's Strategic Equality Plan 2020 – 2024. They must state in the application form how the project will complement the Plan (e.g. by the ways in which the applicant /project will engage with protected groups or how they will provide a more inclusive environment that can be enjoyed by a diverse range of people). | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? See response to q 5 | | | | | |
| Age | | Pregnancy and Maternity | | Religion or belief | |
| Disability | | Race – ethnic group | | Sex | |
| Gender Reassignment | | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | | | |

| |
|---|
| <p>5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?</p> |
| <p>The onus is on applicants to the Fund to identify which of the above protected characteristics their project will benefit or support.</p> |
| <p>6. What was the response rate, if applicable?</p> |
| <p>All 26 successful applicants have explained how their projects will fit with the Strategic Equality Plan</p> |
| <p>7. For what purpose was the data collected?</p> |
| <p>The data will be used to understand the extent to which the Strong Communities Grant Fund benefits groups with protected characteristics and may inform future assessment criteria.</p> |
| <p>8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.</p> <p>Where you have collected information for more than one year, please provide analysis of trends.</p> |
| <p>See following summary of data</p> |
| <p>9. What does analysis of the data tell you?</p> |
| <p>The range of projects supported shows that the fund is predominantly helping to meet the Plan's objectives 1, (improved engagement with protected groups), 9 (working in partnership to consider needs relating to transport accessibility) and 10 (promote natural and built environment and cultural heritage – including accessibility). Several projects will benefit people with disabilities (mental or physical), children or young people, older people, and people on low income. See data summary sheet below.</p> |
| <p>10. If you have comparable data for other years, what does the trend tell you?</p> |
| <p>Data not available for past years.</p> |

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

All grant recipients are required to have an appropriate Equalities Policy and provide this prior to receipt of a Strong Communities Grant. Organisations that do not commit to this are ineligible for support.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Analysis of this year's data suggests that we could strengthen information provided on addressing equalities issues in relation to some specific cases. This could help applicants to make more informed decisions when developing their proposals.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The Strong Communities Grant Fund is a tool to empower organisations across the Vale to take the lead in developing and delivering projects that serve their communities. All projects must demonstrate how they support the Plan and benefit groups with protected characteristics. The range of projects supported shows that the fund is predominantly helping to meet the Plan's objectives 1, (improved engagement with protected groups), 6 (address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential) 9 (working in partnership to consider needs relating to transport accessibility) and 10 (promote natural and built environment and cultural heritage – including accessibility).

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Nothing further has been identified this year although we continue to monitor the way we manage the Fund and seek ways to build on equalities awareness with applicants.

| Project | benefits people with disabilities (mental or physical) | benefits children or young people | benefits older people | benefits people on low income | improves engagement | improves access to natural or cultural environment |
|--|---|--|------------------------------|--------------------------------------|----------------------------|---|
| Barry TC memorial garden | √ | √ | √ | √ | √ | √ |
| Benthyg library of things | √ | √ | √ | √ | √ | |
| Cardiff and Vale scouts | √ | √ | | √ | √ | √ |
| Colwinston Old Ford project | √ | √ | √ | √ | √ | √ |
| Llandough cc- play equipment | | √ | | √ | √ | √ |
| Llantwit major TC outdoor fitness equipment | | | √ | √ | √ | √ |
| Penarth Town Council - Turner House project | | √ | √ | √ | √ | √ |
| Rhoose community library | √ | √ | √ | √ | √ | √ |
| ST Peter's Church Rhoose | √ | √ | √ | √ | √ | √ |
| Vision 21 | √ | √ | √ | √ | √ | |
| Aberthin village hall | √ | √ | √ | √ | √ | √ |
| Barry central bowling club | √ | | √ | √ | √ | √ |
| Barry Male Voice Choir | √ | | √ | | √ | √ |
| Billboard ensemble | √ | √ | √ | | | √ |
| CAOS | √ | √ | √ | | | √ |
| Forget me not chorus | √ | | √ | √ | √ | √ |
| Llandow village hall | √ | √ | √ | √ | √ | √ |
| Metalidades | √ | √ | | √ | √ | √ |
| Ogmore by sea village hall | √ | √ | √ | √ | √ | √ |
| Peterston climate action project | | √ | √ | √ | √ | √ |
| St Athan play group | | √ | | √ | √ | |
| St hilary village hall | √ | √ | √ | √ | √ | √ |
| Sully and Lavernock Place Plan | √ | √ | √ | √ | √ | |
| Valeways (2 applications) | | √ | √ | √ | √ | √ |
| VoG Brass band | | √ | √ | √ | √ | √ |
| | | | | | | |
| total | 18 | 21 | 21 | 22 | 23 | |
| | | | | | | |
| Grants offered | | Response to equalities question | | | | |
| total Strong Communities grants offered April 2021 to end March 2022* | | 26 | | | | |
| responses to equalities question | | 26 | | | | |
| | | | | | | |
| <i>*excludes Vale heroes Covid specific grants for which no equalities data was collected.</i> | | | | | | |

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|--|-------------------------|--|---|--|
| 1. Department and Service Area | | | | | |
| Standards and Provision-Social Inclusion and Wellbeing (Inclusion Team) | | | | | |
| 2. Function | | | | | |
| To maximise the rates of attendance for all pupils, with a focus on groups with protected characteristics. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? | | | | | |
| Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| Yes, data regarding exclusions is collected and is available in relation to certain protected characteristics (PCs). Attendance is monitored on a monthly basis via DMT and also via termly wellbeing improvement board meetings. In instances where reduced attendance is highlighted as an issue (with PCs as a component factor) within related data sets, LA officers intervene to support and/or challenge schools appropriately. | | | | | |
| 4. Which protected characteristics have you monitored? | | | | | |
| Age X We look for patterns or trends in any reduction in attendance in a year group such as school leavers or much younger children to ensure this is not linked | | Pregnancy and Maternity | | Religion or belief X We do not monitor in terms of annual core data sets but do monitor monthly on a case by case basis. | |

| | | | | | |
|--|--|---|---|---|--|
| to any unmet ALN need. | | | | | |
| Disability X We do not monitor in terms of annual core data sets but do monitor monthly on a case by case basis. | | Race – ethnic group Annual core data set monitored. | X | Sex X Annual core data set monitored. | |
| Gender Reassignment X We do not monitor in terms of annual core data sets but do monitor monthly on a case by case basis. | | Race – national identity Annual core data set monitored. | X | Sexual orientation X We do not monitor in terms of annual core data sets but do monitor monthly on a case by case basis. | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

Pregnancy/maternity has not been applicable within our analysis this year, but we can monitor the incident of this PC within the context of school exclusions on a case by case basis.

The needs of these learners are supported under the Vulnerable Groups team and any exclusion based upon maternity or paternity issues would be addressed with schools.

We monitor the rates of attendance for pupils who are entitled to free school meals as the eFSM (Entitled to Free School Meals) rate is an indicator of social economic disadvantage. This is another significant focus within the LA's key areas for promoting equality of opportunity. Other annual core data sets monitored by PC groups are additional learning needs (ALN) and gender.

6. What was the response rate, if applicable?

All schools have to submit SIMS data and PLASC annual census data which Welsh Government (WG) then use to obtain comparative data year on year and by Local Authority (LA). This is analysed by the LA's own monthly and termly and case by case monitoring of LA wide attendance. This process provides data on the following groups with PCs - BAME, EAL, FSM, ALN and gender.

7. For what purpose was the data collected?


To analyse if pupils with PCs have lower attendance rates than expected.

Data is shared with schools and regional consortium staff and has been included in the training roll out to school senior leaders, LA officers and governors to raise awareness.

8. Please attach a copy of your data analysis for 1 April 2019 – 31 March 2020 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

Please see embedded 3 year WG data sets related to exclusions rates of certain groups

 3 YEAR FINAL LA ATTENDANCE AND EX with PC's.

9. What does analysis of the data tell you?

The LA has responded proactively with targeted support to those schools where there has been a reduction in the attendance of non- white British learners.

10. If you have comparable data for other years, what does the trend tell you?

As above in relation to exclusions.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

Training has been devised and delivered to foster these three aims and will be delivered and updated on an annual rolling basis. Positive feedback from evaluations undertaken with school leaders, LA officers, and governors has been collated.

We have reduced attendance rates for children with certain protected characteristics coming out of the pandemic. This is exemplified by the reduction over in eFSM attendance.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Data is analysed and monitored both at a whole school and individual case level. This information is then utilised to inform training roll out to relevant stakeholders. In situations where specific schools are identified as having issues around the inclusion agenda (where PCs are evident) termly liaison partnership meetings are convened and targeted support is implemented. St Cyres' support around the attendance of non-white British learners is a concrete example of this. As officers we also look to put in place bespoke case by case support measures when alerted to possible concerns around inclusion cases where protected characteristics are a factor.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

Additionally, to support LA objective six we have developed and implemented actions throughout the life of this plan to address attainment gaps for children and young people who may have barriers to attainment and engagement linked to their protected characteristics. This is exemplified by the following -

The Inclusion team are trained by the Resilience Project in supporting mental health (MH) needs and offering support for learners who are transitioning or who experience MH difficulties linked to their sexual orientation. Inclusion team staff also share resources from

Mermaids and Stonewall etc and support learners, their families and school professionals with this cascade of information. Staff have been provided with specialist training to enable them to provide an appropriate service that meets the needs the young LGBTQ communities.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

We have undertaken multi-agency working to ensure certain schools who have identified issues around attendance have received the appropriate support and signposting to agencies/professionals to address any issues effectively. This is evidenced by the targeted work with St Cyres and Pencoedtre around support to respond to issues related to race and mental health disabilities.

There has also been use of Elected Home Education (EHE) WG grant to support and ensure EHE learners who have vulnerabilities and/or protected characteristics have access to support and services.

An emphasis has been placed on a training roll out related to inclusion/exclusion issues and Pastoral support plans. The creation of new Attainment Wellbeing and Engagement (AWE) team to support vulnerable families, many with PCs has enabled enhanced access and engagement with school offers. This is in line with the wider LA trauma informed approach to addressing pupil's needs related to early childhood trauma. The approach encompasses a focus on understanding and meeting the specific needs of vulnerable learners rather than adopting a punitive approach to incidents involving these learners from the outset.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|-------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Sustainable Communities for Learning Team; Directorate of Learning & Skills | | | | | |
| 2. Function | | | | | |
| School development programme. Includes statutory consultations to make changes to schools. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| <p>The data we collect is identified by the Equality Impact Assessment undertaken to support statutory consultations.</p> <p>We do not collate equality monitoring information and we don't use it to compare and contrast data over different years as the assessment relates to separate consultations which are not considered together.</p> <p>2 statutory consultations were undertaken during the period 1st April to 31st March 2022 which resulted in 2 Equality Impact Assessments being undertaken during this period.</p> | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |

| | | | | | |
|-----------------------------|---|--------------------------|---|--------------------|---|
| Gender Reassignment | x | Race – national identity | x | Sexual orientation | x |
| Socio-economic disadvantage | | | x | | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

N/A

6. What was the response rate, if applicable?

In relation to the consultation for Nursery Provision Penarth of the 238 respondents to the consultation 228 people completed the Equalities Questionnaire. A response rate of 95.8% was achieved for this consultation.

Regarding the consultation for St Nicholas Church in Wales (CiW) Primary School of the 4 respondents to the consultation 2 people completed the Equalities Questionnaire. A response rate of 50% was achieved for this consultation.

7. For what purpose was the data collected?

The data was collected to demonstrate the Council had considered the relevant equality impacts of the proposal being consulted on.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

See attached Equality Impact Assessments for Nursery Provision for Penarth and St Nicholas CiW Primary School.

9. What does analysis of the data tell you?

The Equality Impact Assessment concluded the following:

Nursery Provision for Penarth – Neutral impact. There is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (namely, improving the capacity and efficiency of education) and the decision to publish the proposals to make regulated alterations is a proportionate means of achieving that aim. Summary of considerations below:

Age - Positive impact

- The schools would continue to provide sufficient places for nursery pupils under a shared and consistent set of policies.
- However, it is noted that section 149, so far as relating to age, does not apply to the exercise of a function relating to the provision of education to pupils in schools (see paragraph 1 of Schedule 18 to the 2010 Act).

Disability - Positive impact

- Current ALN provision would not be changed as a result of these proposals. However, needs could be identified at an earlier age and pupil needs monitored within a single data setting to ensure continuity.

Gender reassignment, including gender identity – Neutral impact

- Gender reassignment is not recorded for primary age pupils however individual pupils choosing to live other than at their birth gender are supported within Primary Schools.
- All children would be supported to receive a high-quality education if the proposal were to be successfully implemented regardless of gender identity. Inclusivity and respect of others is an intrinsic element of the national curriculum.
- None of the respondents indicated that this proposal would have an adverse impact on their gender identity.

Marriage and civil partnership – neutral impact

- None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. This information is not held at a directorate level for staff and governors however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the amalgamated

school buildings. Pupils at the schools are below the legal marriage age. Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the schools.

Pregnancy and Maternity – neutral impact

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.
- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

Race – neutral impact

- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the schools promote this requirement through its monitoring carried out by the school improvement service and Human Resources.
- All staff, pupils and governors would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.

Religion and belief – neutral impact

- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

Sex – neutral impact

- Children of both sexes would be treated and taught equally as they are currently should the proposal go ahead. There would be no different methods of teaching or curricula for either sex.

- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

Sexual orientation – neutral impact

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.
- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the schools promote this requirement through its monitoring carried out by the school improvement service and Human Resources.

Welsh Language - neutral impact

- Parental demand for Welsh medium primary education will continue to be provided through the catchment area school Ysgol Pen y Garth.
- Schools subject to this proposal are English medium schools and this proposal does not seek to change this.
- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.
- None of the respondents indicated that this proposal would have an adverse impact on their status in this regard.
- There is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (improving the quality and efficiency of education in the Council's area) and the decision to publish the proposals to make regulated alterations is a proportionate means of achieving that aim.

Human Rights - Positive

- This proposal has been presented in order to address the right of access to education, the right to quality education and the right to respect within the learning environment for all pupils within the Vale of Glamorgan. None of the respondents

indicated that these proposals would have an adverse impact on their status in this regard. Based on current evidence, these proposals would have a positive impact on people in this protected group.

Socio-economic Duty - Neutral

- The proposals are unlikely to have a significant impact on any other schools in the local area as no change to the existing catchment area is proposed.
- The schools do take in pupils from wider areas with more varied socio-economic status, this would not change as a result of these proposals.
- The governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is not anticipated that there would be any compulsory redundancies as a result of these proposals. However, any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.
- The schools have a highly positive and inclusive ethos, which helps pupils to develop self-esteem and grow in confidence.
- The Vale of Glamorgan Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Needs (SEN). Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools. As the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements.
- None of the respondents indicated that these proposals would have an adverse impact on their socio-economic status in this regard. Based on current evidence noted above, these proposals would have a neutral impact on pupils from families which are socio-economically disadvantaged.

St Nicholas CiW Primary School – Positive impact overall. There is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (namely, improving the capacity and efficiency of education) and the decision to publish the proposals to make a regulated alteration is a proportionate means of achieving that aim.

Age

As a new school on the existing site would be of sufficient size to provide the required places for children of nursery and primary school age who will be residing in the area, the proposal would provide a positive impact for children of these age brackets. The school would be able to provide sufficient places for primary school age children that would not be available without the new school building.

Disability

A positive impact for pupils, staff, governors, and the wider community visiting the school who have been identified within this protected group as they will have access to a fully accessible school building which has been designed to consider individual needs and will be managed by existing senior leaders at the school.

Gender reassignment, including gender identity

None of the respondents indicated that this proposal would have an adverse impact on their gender identity. Based on current evidence this proposal would have a positive impact on this protected group.

Marriage and civil partnership

Based on the policies in place that would not change as a result of the transfer to a new school building, this proposal would have a neutral impact on this protected group.

Pregnancy and Maternity

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard however reference to the impact, both positive and negative, on future children was made in a small number of responses. Based on the policies in place that would not change as a result of the proposal, this proposal would have a neutral impact on people in this protected group.

Race

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on the policies in place that would not change as a result

of the proposal and the very small number of pupils in this category, this proposal would have a neutral impact on people in this protected group.

Religion and belief

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Provision for Church in Wales education would increase, meaning the proposal would have a positive impact on people in this protected group.

Sex

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on the policies in place that would not change as a result of the proposal, this proposal would have a neutral impact on people in this protected group.

Sexual orientation

Based on the policies in place that would not change as a result of the proposal, this proposal would have a neutral impact on people in this protected group.

Welsh Language

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal would have a neutral impact on people in this protected group.

Human rights

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal would have a positive impact on people in this protected group.

Socio-economic duty

None of the respondents indicated that these proposals would have an adverse impact on their socio-economic status in this regard. Based on current evidence noted above, these proposals would have a positive impact on pupils from families which are socio-

economically disadvantaged due to the new provision of nursery available in the area and the additional employment opportunities created at the school.

10. If you have comparable data for other years, what does the trend tell you?

No comparable data relevant to the proposals.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The Equality Impact Assessments for both proposals have helped identify any negative outcomes within the proposals for protected groups and seek to implement changes to changes these outcomes to have a positive impact to these groups.

The assessments are published following the consultation to allow for comments as part of the statutory notice stage and are reported to the decision makers to ensure they can make informed decisions in relation to the proposals.

It is considered the attached Equality Impact Assessments demonstrate that both proposals have met the aims of the general duty.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Both Equality Impact Assessments undertaken in relation to proposals during the period of 1st April 2021 to 31st March 2022 would have a positive or neutral impact upon

protected groups. Therefore no major changes were identified as being applicable to the proposals.

13. **What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?**

Strategic Equality Objective One

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Our consultation process follows Welsh Government guidelines outlined in the School Organisation Code (2018). A range of individuals and groups are being asked for their views about these proposals. Before any decisions are made, the Council needs to ensure that it offers a number of opportunities for individuals and interested groups to make their views and opinions on the proposals known to enable Cabinet to consider these views as part of the decision-making process.

To improve engagement with children, a consultation workshop was held with the school council of the schools to gather their views about the proposal. The information gathered at the session was included in the final consultation report. Parents/carers and guardians of pupils at the school and the community were also invited to attend drop-in sessions where they can ask any questions about the proposal.

Strategic Equality Objective Four

Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

St Nicholas proposal would result in improvements to accessibility throughout the school building. This would result in a more inclusive work environment for both staff and pupils.

Strategic Equality Objective Six

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Both proposals aim to address the attainment gaps for children and young people by providing improved educational facilities. In relation to St Nicholas the proposal aims to:

- Enable the school to further improve while catering for a wider pupil demographic.
- Ensure the Council is able to accommodate the future demand for faith-based education based on current trends.
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellent standards and be built to an EPC (Energy Performance Certificate) A rating.
- Establish a nursery unit which offers a more efficient and sustainable model of delivery of education for the 21st Century that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings.
- Develop the ethos and culture of the school in children from an earlier age, leading to effective interpersonal relationships and higher self-esteem.
- Provide a consistent approach from 3-11 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.
- All curriculum planning and resourcing would build successfully on previous pupil knowledge and experience and engage interest.
- Support pupils to develop their ability to learn new skills and apply their subject knowledge more positively and creatively across a continuum of learning.
- Improve the already good arrangements for the care, support, and guidance of pupils from an earlier age.
- Extend and develop partnerships with families from the earliest opportunity to strengthen home / school transition.

Nursery Provision in Penarth proposal aims to:

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula.
- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

Strategic Equality Objective Nine

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Both proposals considered the impact upon transport accessibility due to the proposed change. In relation to Nursery Provision in Penarth it was concluded that as the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements. The Vale of Glamorgan Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Needs (SEN). Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools.

Regarding St Nicholas CiW Primary School, it is concluded that the proposal would not impact on existing learner travel arrangements as the school would remain on the existing site and there would be no change to the catchment area.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

None

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|---|-----|-------------------------|-----|--------------------|-----|
| 1. Department and Service Area | | | | | |
| Learning and Skills, School Access and Organisation | | | | | |
| 2. Function | | | | | |
| To enable children in the Vale of Glamorgan to have access to high quality education and to enable parents to express a preference for a school of their choice ensuring that admission arrangements are reasonable, fair and objective. The Council will ensure compliance with current legislation and the Welsh Government School Admissions Code in discharging its admission responsibilities. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| As part of the Councils annual consultation on school admission arrangements, an equality monitoring form is available to consultees to complete where significant changes to admission arrangements are proposed. A resultant Equality Impact Assessment is reported to the Councils Cabinet to consider. Data is as at 31 March 2022. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | yes | Pregnancy and Maternity | yes | Religion or belief | yes |
| Disability | yes | Race – ethnic group | yes | Sex | yes |

| | | | | | |
|---|-----|--------------------------|-----|--------------------|-----|
| Gender Reassignment | yes | Race – national identity | yes | Sexual orientation | yes |
| Socio-economic disadvantage | | | yes | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| N/A | | | | | |
| 6. What was the response rate, if applicable? | | | | | |
| The response rate was 0%. The Councils' admission arrangements were unaltered from the previous year. | | | | | |
| 7. For what purpose was the data collected? | | | | | |
| To inform equality impact assessments when proposing school admission arrangements. There were no changes to admission arrangements from the previous year. | | | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. | | | | | |
| Where you have collected information for more than one year, please provide analysis of trends. | | | | | |
| N/A No responses received. | | | | | |
| 9. What does analysis of the data tell you? | | | | | |
| N/A No responses received | | | | | |
| 10. If you have comparable data for other years, what does the trend tell you? | | | | | |
| No responses were received. Response rates will vary dependent upon the significance and nature of a proposal, there is no comparable data available from previous years. | | | | | |
| 11. How has this helped you to meet the three aims of the general duty? | | | | | |
| The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The Council has committed as part of the Corporate Plan 2020-25 to achieving a vision of 'Strong Communities with a Bright Future'. This plan is reflective of the Welsh Government's Well-being of Future Generations Act and is comprised of a number of Well-being objectives to deliver this vision.

The proposed School Admissions Policy contributes to the Council's wellbeing objective 'To support learning, employment and sustainable economic growth' by ensuring that wherever possible pupils are educated in a school close to their home address and parents are able to exercise parental choice of schools for their children's education.

This proposal pays due regard to the need to eliminate discrimination, advance equality, and foster good relations as an integral part of the decision-making process. The impact of the proposal will be positive in terms of managing the demand for school places in the Vale of Glamorgan.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

N/A No response data available

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The admission arrangements will support and ensure the sufficiency of primary and secondary school places for pupils to be able to attend their local school. It will provide opportunities for improvements in pupil attainment for children in protected groups and

are provided with equal opportunities for their future learning, attainment and educational outcomes.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

N/A

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



1. Department and Service Area

Policy and Business Transformation

2. Function

The completion of the Vale of Glamorgan Public Services Board Well-being Assessment

3. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022.

The Well-being Assessment is a statutory duty placed on Public Services Boards (PSB) by the Well-being of Future Generations (Wales) Act 2015. The 'View of the Vale of Glamorgan an Assessment of Current and Future Well-being' is the second assessment undertaken by the Vale of Glamorgan Public Services Board. The Well-being Assessment is conducted every five years and must consider the state of economic, social, environmental and cultural well-being in an area as a whole and for distinct community areas. The community areas used in the 2022 well-being assessment are Barry, Eastern Vale and Western Vale.

The Well-being Assessment has drawn-on a range of national and local data, research, evidence alongside the findings of the 'Let's Talk' engagement survey to develop an analysis of the experiences of well-being in and across the Vale of Glamorgan. A data catalogue was developed with PSB partners to ensure the information considered through the Assessment was reflective of the different elements of well-being. The data set includes the national well-being indicators that accompany the Act. Data is presented at both a Vale of Glamorgan level and at a community level where available and appropriate.

| | | | | | |
|---|---|--------------------------|---|--------------------|---|
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | Y | Pregnancy and Maternity | Y | Religion or belief | Y |
| Disability | Y | Race – ethnic group | Y | Sex | Y |
| Gender Reassignment | N | Race – national identity | Y | Sexual orientation | Y |
| Socio-economic disadvantage | | | Y | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| Gender Reassignment was not monitored as there is little data available. | | | | | |
| 6. What was the response rate, if applicable? | | | | | |
| In response to the Let's Talk Survey, the majority of respondents, 46.5% were aged 55-74, 19.7% aged 45-54 and 14.4% aged 35-44. The majority of respondents, 59.9% identified as Female, 36.4% identified as Male and 2.7 preferred not to say. | | | | | |
| 7. For what purpose was the data collected? | | | | | |
| The Well-being of Future Generations (Wales) Act 2015 came into effect in April 2016 with the primary aim to ensure public bodies improve the economic, social, environmental and cultural well-being of Wales in accordance with the sustainable development principle. The PSB must publish a Well-being Plan by May 2023 which must be informed by the findings of the Well-being Assessment. Statutory guidance sets out the process by which PSBs must produce an Assessment of the state of well-being in the PSB area. This Assessment must be published twelve months before the publication of the PSB's Well-being Plan, therefore by May 2022. | | | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. | | | | | |

Where you have collected information for more than one year, please provide analysis of trends.

[A View of the Vale of Glamorgan: An Assessment of Current and Future Well-being](#)

9. What does analysis of the data tell you?

For many, well-being in the Vale of Glamorgan is good. Against a number of key indicators, and when compared to other areas of Wales we can see that we have good educational outcomes, earnings above the Welsh national average, people live in good health, have lower experiences of crime and disorder, are satisfied with where they live and have access to high quality green and blue spaces. This experience is not consistent however, for some, their well-being continues to be affected by experiences of financial hardship, poorer health, crime and disorder and an unequal exposure to environmental risk. While the coronavirus pandemic has had an impact on all lives in the Vale of Glamorgan, research, data and people's shared experiences suggest that this impact has been experienced disproportionately by certain people, groups and communities. It has placed increased pressure on the economic, social, cultural and mental and physical well-being of residents who may have reported good well-being prior to the pandemic; while for those who were already struggling under the burden of poor well-being, the pandemic has weighed heavy.

It is clear, that although we now appear to be emerging from the worst of the pandemic, it will continue to have a long-lasting impact on many aspects of our lives. Some changes may help us to meet future challenges such as the need to reduce emissions; others have further exposed the unequal nature of the experiences of well-being. A number of challenges and opportunities will shape the future of life in the Vale of Glamorgan, it is most likely that the climate and nature emergency will have the largest impact. It is likely to shape key aspects of our future well-being, not only our interaction with the natural environment but to the way the economy develops and how we think about and deliver health and social care. It is critical that the changes necessary to address the climate and nature emergencies are undertaken in a way that addresses disparities in well-being and improves opportunities and well-being as whole.

10. If you have comparable data for other years, what does the trend tell you?

There is trend data available for a number of the indicators included throughout the well-being assessment. Trend analysis is set out in the assessment where appropriate.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The Well-being Assessment brings together data and evidence from a number of different sources, this data and evidence provides a good source of evidence to enable colleagues to meet the general duty.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The Well-being Assessment will inform the development of the PSB's Well-being Plan. The Plan will set out the steps through which the PSB will work to maintain and improve social, economic, cultural and environmental well-being in the Vale of Glamorgan over the next five years. This will include improving outcomes for protected groups.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The data, evidence and analysis set-out in the Well-being Assessment underpins the importance of the equality objectives from the Strategic Equality Plan 2020-2024. Many of the issues highlighted through the assessment align to the equality objectives, as such work to address the issues set out in the assessment through the Well-being Plan will also work towards the Strategic Equality Plan equality objectives.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

The Well-being Assessment is an on-going process. Work will continue to enhance and develop the PSB evidence base. This will include continuing to improve our knowledge base through new data and evidence, further developing our existing data and research and enhancing our engagement findings through more in-person interactions with residents and other stakeholders

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| |
|---|
| <p>1. Department and Service Area</p> |
| <p>Policy and Business Transformation</p> |
| <p>2. Function</p> |
| <p>To help work to make the Vale more age friendly and get World Health Organisation Age Friendly Community Status, the Vale of Glamorgan Public Services Board and the Vale 50+ Strategy Forum held a joint survey. The survey asked questions to find out how age friendly older people in the Vale of Glamorgan think the Vale is and to help find out what they think about the Vale 50+ Strategy Forum.</p> |
| <p>3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022.</p> |
| <p>The survey was live between 25th February 2022 – 31st March 2022. The survey had some optional equality questions. They were:</p> <ul style="list-style-type: none"> • How would you describe your gender? • How old are you? • Are you registered as having a disability? • Do you look after, or give any help or support to, anyone because they have a long term physical or mental health conditions or illness, or problems related to old age? • How would you describe your ethnic group? |
| <p>4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?</p> |

| | | | | | |
|-----------------------------|-----|--------------------------|-----|--------------------|-----|
| Age | Yes | Pregnancy and Maternity | | Religion or belief | |
| Disability | Yes | Race – ethnic group | Yes | Sex | Yes |
| Gender Reassignment | | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | | | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

This survey was held to help build our understanding of how age friendly people see the Vale of Glamorgan at the moment, what they think could be done to make the Vale more age friendly, and to help the Vale 50+ Forum think about what residents want from them in the future. We wanted to keep the survey short but to make sure we look at information on other protected characteristics as well as the results from this survey, findings from other surveys and reports that have been held or written recently will be looked at, these may have asked different equality monitoring questions. This includes the Vale Public Services Board's Well-being Assessment that includes lots of information on the population of the Vale.

6. What was the response rate, if applicable?

The survey had 243 responses.

7. For what purpose was the data collected?

The data was collected to help with the Age Friendly Vale work and application to the World Health Organisation to achieve Age Friendly Community Status. The data was also collected to help the Vale 50+ Strategy Forum understand what people would like to see from the Forum going forward.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.



Age Friendly Vale
and Vale 50+ Forum :

This is the first time the survey has been run.

9. What does analysis of the data tell you?

The data tells us that people think the Vale 50+ Forum's main focus should be representing the voice and needs of older people, influencing strategies and policies, sharing local information, working to help those who feel lonely or isolated, health, transport, safety, access to services and the environment.

It tells us that older people would like information or meetings on topics like health, arts craft and leisure and transport. It also shows that people are more interested in going to one of meetings, information events or more social activities than going to regular meetings.

The findings tell us that most older people who completed the survey neither agreed nor disagreed with most of the age friendly questions, showing there is room for improvement in these areas.

It also shows us that only roughly half of the older people who responded said they knew where to go to get advice on housing (53.1%) and social care (46%).

When asked 'what should be improved to help make the Vale more age friendly?' lots of people said transport, access to information and pavements.

10. If you have comparable data for other years, what does the trend tell you?

N/A - this is the first time the survey has been run.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The survey will help us to grow the Vale 50+ Forum, work towards becoming more age friendly and to help us develop our Age Friendly Vale application. Our work to become more age friendly will help to make the Vale become a better place for people to grow old in. By becoming age friendly it will make the Vale a friendlier place for everyone, especially older people.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The responses will help us to develop an Age Friendly Vale Action Plan and will help the Vale 50+ Forum to think about what its focus should be going forward and how to encourage more older people to join. The results have been shared with partners and the Vale 50+ Forum's Executive Board for them to consider and act on.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The survey findings provide information on the views of older people on a number of areas linked to objectives in the Strategic Equalities Plan on topics such as transport, housing and outdoor spaces.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Vale 50+ Strategy Forum

The Forum speaks up for the needs of people aged fifty and over in the Vale of Glamorgan. Its members are in contact with many local and national working groups. The Forum has a constitution and an elected group of members called an Executive. The Executive decides how the Forum works.



The Executive meetings are open for all Forum members to attend. By attending, members can benefit from a range of interesting presentations on available services. Members also have the opportunity to express their opinions on service developments and planning. This year Executive meetings have continued to be held each month with alternative formal and informal meetings, however due to restrictions they have been held digitally allowing members to join online and via telephone.

Throughout 2021/22 the Forum have continued to be proactive in ensuring older peoples voices are heard in consultations and decision making. The Forum raised concerns and issues directly with speakers including the Older People's Commissioner and the Minister for Social Justice.

The Forum have continued to stay in contact with its members both online and via letters to ensure they are aware of the key support services available to them as access to information has continued to be affected by the pandemic. The Forum continue to produce monthly e bulletins including local updates and information that are sent to all members and distributed to the wider 50+ via local networks and contacts through other Council services, the Cardiff and Vale University Health Board, GVS, Newydd Housing and Safer Vale. The monthly e bulletin is in addition to the weekly newsletters anyone can sign up to on the [Forum's website](#) that is regularly updated.

During February and March this year the Forum came together with the Vale Public Services Board (PSB) to hold a joint survey to discover what older people would like to see from the Forum going forward to help the Forum to grow and develop, and what older people think of aspects of the Vale related to the 8 age friendly community domains. The findings will be considered by the Forum to inform the structure of the Forum going forward along with the future focus. The findings will also help inform the Age Friend Vale application being developed by the Vale PSB to help make the Vale of Glamorgan a more age friendly place where people can live happily and healthily, especially as we grow older. More information on the work to become an age friendly vale can be seen [here](#).

You can join the Forum if you are over fifty and live, work or volunteer in the Vale of Glamorgan.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Regeneration and Planning | | | | | |
| 2. Function | | | | | |
| Planning Policy | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| Yes – equalities information is requested on our ‘Register Your Interest’ Form for the Replacement Local Development Plan (RLDP). Collection of information is an ongoing process. We also intend to include this on future RLDP consultations. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | ✓ | Pregnancy and Maternity | | Religion or belief | ✓ |
| Disability | ✓ | Race – ethnic group | ✓ | Sex | ✓ |
| Gender Reassignment | | Race – national identity | | Sexual orientation | ✓ |
| Socio-economic disadvantage | | | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |

- The protected characteristics monitored were deemed the most relevant to measure when it came to identifying the demographic of those engaging with the RLDP.
- We may consider collecting data relating to socio-economic disadvantage in the future as this could provide interesting insights relevant to the content of the RLDP.

6. What was the response rate, if applicable?

- 309 people in total have completed our 'Register Your Interest Form'
- 280 people have completed all of our equalities monitoring questions = 91%
- 26 people have left all of the equalities monitoring questions blank
- 29 have completed every equalities monitoring question apart from the one relating to their gender – they left this question blank
- 10 people chose 'Prefer not to say' as the answer for all of the equalities monitoring questions = 3%
- 6 other people selected 'Prefer not to say' for everyone question part from – 'What is your main language?'

7. For what purpose was the data collected?

Those who register using the online form can remain informed of updates relating to RLDP progress. However, requesting equalities information as part of this form has helped us develop a clearer picture of the range of people engaging in the RLDP process. It will also be useful in identifying certain groups of people whom we may need to target directly in order to diversify and widen the scope of our public engagement.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

Data Collection from 'Register Your interest Form' Responses

October 2021 - June 2022

19. Are you?

[More Details](#)

[Insights](#)

| | |
|-------------------|-----|
| Male | 149 |
| Female | 115 |
| Prefer not to say | 16 |
| Other | 0 |

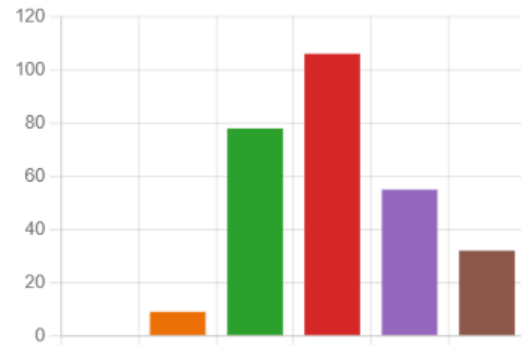


20. What is your age group?

[More Details](#)

[Insights](#)

| | |
|-------------------|-----|
| Under 16 | 0 |
| 16-24 | 9 |
| 25-44 | 78 |
| 45-64 | 106 |
| Aged 65 or over | 55 |
| Prefer not to say | 32 |

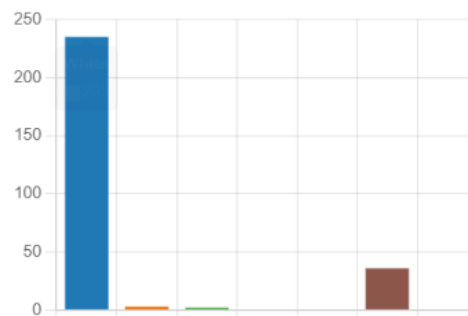


21. What is your ethnic group?

[More Details](#)

[Insights](#)

| | |
|-------------------|-----|
| White | 235 |
| Mixed | 3 |
| Asian | 2 |
| Black | 0 |
| Chinese | 0 |
| Prefer not to say | 36 |
| Other | 0 |



22. What is your main language?

[More Details](#)

[Insights](#)

| | |
|-------------------|-----|
| English | 252 |
| Welsh | 4 |
| Bilingual | 8 |
| Prefer not to say | 13 |
| Other | 1 |

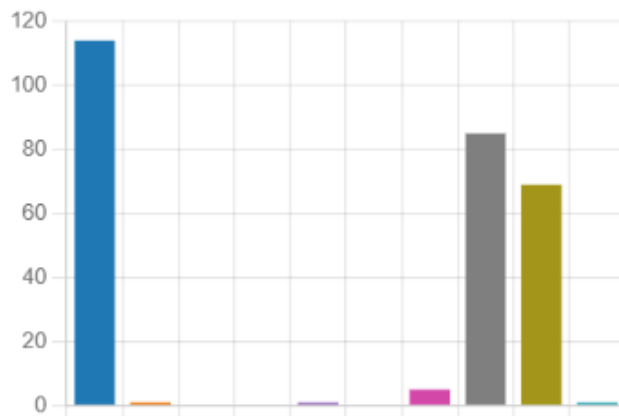


23. What is your religion or belief?

[More Details](#)

[Insights](#)

| | |
|---|-----|
| ● Christian (all denominations) | 114 |
| ● Buddhist | 1 |
| ● Hindu | 0 |
| ● Jewish | 0 |
| ● Muslim | 1 |
| ● Sikh | 0 |
| ● Humanist | 5 |
| ● No religion or belief | 85 |
| ● Prefer not to say | 69 |
| ● Other | 1 |



24. Do you have a Disability?

[More Details](#)

[Insights](#)

| | |
|--|-----|
| ● Yes | 8 |
| ● No | 216 |
| ● Prefer not to say | 51 |

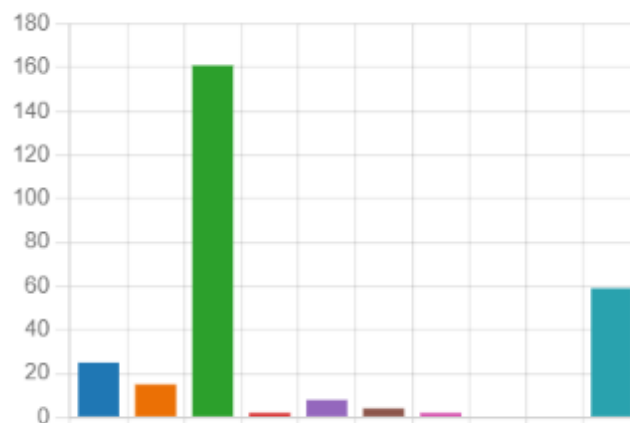


26. What is your legal marital or same-sex civil partnership status?

[More Details](#)

[Insights](#)

| | |
|--|-----|
| ● Single | 25 |
| ● Living with partner | 15 |
| ● Married | 161 |
| ● Separated | 2 |
| ● Divorced | 8 |
| ● Widowed | 4 |
| ● Civil Partnership | 2 |
| ● Dissolved Civil Partnership | 0 |
| ● Surviving Civil Partnership | 0 |
| ● Prefer not to say | 59 |



9. What does analysis of the data tell you?

Key Findings:

- Over half of respondents identify as male = 53%
- Most common age group people fell into = 45 – 64 (34%) - *we need to improve our engagement with young people in the Vale of Glamorgan*
- Respondents predominantly white in terms of ethnic group = 235/309 (76%) - *we need to ensure typically harder to reach groups such as people with disabilities and ethnic minorities are consulted throughout the RLDP preparation process*
- Vast majority chose English as their first language (91%)
- Most common religion/belief amongst respondents = Christianity
- Majority of respondents stated that they did not have a disability
- Most common sexual orientation = Heterosexual (59%)
- Just over half of all respondents were married

10. If you have comparable data for other years, what does the trend tell you?

N/A

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

By monitoring certain protected characteristics, we can ensure that going forward, all people regardless of factors such as age and gender are encouraged to engage in the preparation of the Vale of Glamorgan's new Plan and have ample opportunities to do so.

Responses collected from the form can help us identify if people possessing certain characteristics are underrepresented in the data set of those interested in RLDP matters and thus, make an active effort to engage those who appear to be harder to reach.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

We want to ensure that everyone has the opportunity to engage in the Replacement LDP process. Monitoring equalities data will help us to target specific groups who are less well represented such as young people and potentially adapt our engagement methods to encourage these groups to enhance their participation in the Plan making process.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The following objectives are considered to be relevant to the ongoing work on the emerging Replacement Local Development Plan:

- Improve how we involve, engage, and communicate with protected groups about our work and decisions.
- Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.
- Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.
- Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

- Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

- Gypsy and Traveller Accommodation Assessment in conjunction with housing colleagues (ongoing but work commenced during monitoring period)
- Review Report Consultation (Nov 2021 to Jan 22) – the report evaluates the effectiveness of existing policies within the adopted LDP
- Delivery Agreement Consultation (Nov 2021 to Jan 22) - provides information regarding the RLDP including timetable for preparing the new Plan and a Community Involvement Scheme (CIS) which outlines how and when stakeholders and the community can become involved in the plan making process.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|--|
| 1. Department and Service Area | | | | | |
| Place, Regeneration and Planning | | | | | |
| 2. Function | | | | | |
| Disabled Facilities Grants – customer satisfaction | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| Customer satisfaction survey | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | ✓ | Pregnancy and Maternity | | Religion or belief | |
| Disability | ✓ | Race – ethnic group | ✓ | Sex | |
| Gender Reassignment | | Race – national identity | ✓ | Sexual orientation | |
| Socio-economic disadvantage | | | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |

We should be monitoring all protected characteristics but this and will update the questions to include this information for next year

6. What was the response rate, if applicable?

7. For what purpose was the data collected?

The survey is used to understand the customers satisfaction levels during the delivery of a disabled facilities grant

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

9. What does analysis of the data tell you?

Age:

6% 1-20 years
0% 20-30 years
2% 30-40 years
4% 40-50 years
12% 50-60 years
20% 60-70 years
26% 70-80 years
26% 80-90 years
4% 90-100 years

Disability:

Due to the nature of the service provided, all customers are Disabled

Race – Ethnic Group: (last year)

100% (50) White Welsh/English/Scottish/Northern Irish/British 100% (45)

Race – National Identity: (last year)

68% Welsh 63%

10% English 12%

0% Scottish 0%

22% British 24%

0% Northern Irish 0%

Marriage and Civil Partnership:

38% Married 39%

6% Single 22%

28% Divorced 7%

2% Civil Partnership 2%

24% Widowed 29%

10. If you have comparable data for other years, what does the trend tell you?

The trend is very similar to last year and that standards are being maintained or improved.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

It certainly has reassured us that we are satisfying our customers but ensuring that those customers and their families with protected characteristics are involved in all stages of design and decision making around the end solution. It means people are being given the opportunity like those without disabilities to stay in their own homes. It allows people to stay living in their own communities and maintain those relationships with their community, many of whom do not have protected characteristics.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

We plan to use this data as part of a piece of work to review how adaptations are carried out across the Council. This work will commence in July 2022 and complete in March 2023

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The survey is available in Welsh and assistance is given for completion if required

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

N/A

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



1. Department and Service Area

Housing Solutions

2. Function

The Housing Solutions Team provides the following functions:

- **Homes4U** – The choice-based allocations system administered by the Council on behalf of all social landlords operating within the Vale of Glamorgan (Hafod, Wales & West, Newydd and United Welsh Housing Associations). The Homes4U Team manage the waiting list, advertising, and allocations through the Homes4U system.

Housing Advice & Homelessness – The Housing Solutions team provides housing advice to members of the public, delivers the statutory homelessness function in line with the Housing (Wales) Act 2014), and the management of temporary accommodation including the Council’s Hostel (Ty Iolo).

3. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2021.

Yes, all applicants that are assisted through the above service areas are requested to complete the equalities monitoring information at the point they first approach the services. This information is recorded on our IT recording and management system (OHMS).

| 4. Which protected characteristics have you monitored? | | | | | |
|--|---|--------------------------|---|--------------------|---|
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |
| Gender Reassignment | x | Race – national identity | x | Sexual orientation | x |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| All protected characteristics are monitored | | | | | |
| 6. What was the response rate, if applicable? | | | | | |
| The Although the Equalities monitoring form provided to all applicants who register with Homes4U is not mandatory, we can evidence that there was a 98% completion rate for this period at least 1 question. | | | | | |
| 7. For what purpose was the data collected? | | | | | |
| To ensure that the service and accommodation is appropriately developed in line with need and demand by influencing policy and strategy. | | | | | |
| 8. Please attach a copy of your data analysis for 1 April 2020 – 31 March 2021 for publication as part of the annual equality monitoring report. | | | | | |
| Where you have collected information for more than one year, please provide analysis of trends. | | | | | |
| 9. What does analysis of the data tell you? | | | | | |
| The data shows that the number of male applicants has reduced slightly while the number of females has increased. This increase seems to be greater in the 60+ category for both male and female categories despite a slight overall decrease across all over male age groups. However due to covid pressures we have seen a distinct increase in the number | | | | | |

male homeless presentations. There has also been an increase in female presentations, this is only within the 18-25 category. This has increased the pressure on temporary accommodation as a result of the procurement of hotel accommodation.

10. If you have comparable data for other years, what does the trend tell you?

It is felt that comparing previous years' data may not be appropriate given the impacts of the pandemic and the guidance from WG to remove priority need investigations, which historically has been important in managing demand. We have seen an increase particularly in single males presenting and applying for housing since the removal of this test. I would expect this trend to continue post the pandemic.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

These impacts are as a result of the removal of the priority need assessment, and its removal will continue to place significant additional burden on the local authority – morally it is felt to be appropriate ensuring all who are homeless receive a consistent service. It also ensures that clients' vulnerabilities are not missed when considering where they would be in priority need as historically this could have been the case.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

As per the previous update - The data continues to be used to influence a Rapid Rehousing Strategy and will be used to review social housing development in these challenging times. It includes a full review of the Homes4U Scheme which has now commenced.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

Strategic Equality Objective 8;

Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on those groups.

We have reviewed and amended the allocation process for households with accessible housing needs to ensure that disabled applicants are now considered for a greater number of homes considering all reason and appropriate adaptations.

A broader review of the Homes4U Scheme is next to be considered to ensure all social housing is allocated proportionately. Initial discussions have commenced with partners including a number of consultation initiatives.

Development of the services Older Person Strategy has now been outsourced.

All staff have received LGBTQ+ with a champion being appointed to drive awareness forward.

Homelessness prevention continues to be a priority and the department has also commissions Officers through the Council's Supporting People Service/Housing Support Grant to aid the WG Rapid Rehousing approach to emerging form the pressure of the pandemic.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

We continue to monitor and review the service's emerging through our data, ensuring we take account of protective characteristics and equalities when delivering these services

HOMES4U - HOUSEHOLDS APPLYING FOR SOCIAL HOUSING IN THE VALE OF GLAMORGAN

To comply with the Data Protection Act, we have removed some information (*).

Gender

| | Total |
|--------|-------|
| Male | 680 |
| Female | 1303 |
| Total | 1983 |

Age

| | 16-25 | 26-40 | 41-60 | 60+ | Total |
|-------|-------|-------|-------|-----|-------|
| Total | 101 | 246 | 227 | 106 | 680 |
| | 289 | 559 | 292 | 163 | 1303 |

Ethnicity

| | 16-25 | 26-40 | 41-60 | 60 + | Total |
|-------------------------------|-------|-------|-------|------|-------|
| White British | 343 | 679 | 405 | 241 | 1168 |
| Gypsy or Irish Traveller | 0 | 0 | 0 | 0 | 0 |
| White Irish | 0 | * | * | * | * |
| White Other | 25 | 77 | 64 | 15 | 181 |
| Mixed White + Black Caribbean | * | * | * | * | 19 |
| Mixed White + Black African | * | * | * | * | 11 |
| Mixed White + Asian | * | 0 | 0 | 0 | * |
| Mixed Other | * | * | * | * | * |

| | | | | | |
|------------------------|-----|-----|-----|-----|------|
| Asian Indian | 0 | 0 | 0 | 0 | 0 |
| Asian Bangladeshi | * | * | * | 0 | * |
| Asian Pakistani | 0 | 0 | * | 0 | * |
| Chinese | 0 | * | 0 | * | * |
| Asian Other | * | * | * | 0 | 13 |
| Black Caribbean | * | 0 | * | * | * |
| Black African | 0 | * | * | 0 | * |
| Black Other | * | * | * | 0 | * |
| Arab | 0 | 0 | 0 | 0 | 0 |
| Any Other Ethnic Group | 0 | * | * | * | * |
| Not Stated on Form | * | 16 | 11 | * | 35 |
| Total | 389 | 805 | 516 | 269 | 1979 |

Religion

| | 16-25 | 26-40 | 41-60 | 60+ | Total | Male | Female |
|--------------------------------|-------|-------|-------|-----|-------|------|--------|
| Any other religion | * | 20 | 17 | 13 | 48 | 20 | 38 |
| Buddhist | 0 | * | * | * | * | * | * |
| Christian (all denom's) | 38 | 135 | 132 | 129 | 434 | 141 | 293 |
| Muslim | 0 | * | * | 17 | 27 | 17 | 10 |
| Hindu | 0 | 0 | * | * | * | * | * |
| Jewish | 0 | * | * | 0 | * | * | * |
| Sikh | 0 | * | 0 | 0 | * | 0 | * |
| No religion | 336 | 617 | 335 | 117 | 1405 | 480 | 925 |
| Not Answered | * | 21 | 11 | * | 46 | 14 | 32 |
| Total | 390 | 805 | 519 | 269 | 1983 | 680 | 1303 |

Sexual Orientation

| | 16-25 | 26-40 | 41-60 | 60+ | Total | Male | Female |
|--------------------------|-------|-------|-------|-----|-------|------|--------|
| Bisexual | 34 | 22 | * | * | 65 | 10 | 55 |
| Gay Man/ Lesbian | * | 18 | 12 | * | 40 | 23 | 17 |
| Heterosexual | 0 | * | * | 0 | 12 | 0 | 12 |
| Not Answered | 331 | 697 | 453 | 247 | 1728 | 606 | 1122 |
| Other | * | * | * | * | 12 | * | 10 |
| Prefer not to say | 11 | 31 | 28 | * | 78 | 22 | 56 |
| Total | 390 | 805 | 519 | 269 | 1983 | 680 | 1303 |

Disability

Do you consider yourself to be disabled?

| | 16-25 | 26-40 | 41-60 | 60+ | Total | Male | Female |
|---------------------|-------|-------|-------|-----|-------|------|--------|
| No | 245 | 460 | 215 | 67 | 987 | 311 | 676 |
| Not answered | * | 13 | 15 | * | 43 | 20 | 23 |
| Yes | 118 | 285 | 262 | 191 | 856 | 317 | 539 |
| Total | 390 | 805 | 519 | 269 | 1983 | 680 | 1303 |

HOUSING ADVICE AND HOMELESSNESS – PEOPLE FOUND TO BE HOMELESS

Gender and Age

People / Households who are eligible, unintentionally homeless and in priority need.

| Gender | Age | 201 2/ | 201 3/20 | 201 5/20 | 201 6/20 | 201 7/20 | 201 8/20 | 201 9/20 | 202 0/20 | 202 1/20 |
|--------|------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Male | Age 16-17 | * | * | 0 | 0 | * | 0 | 0 | 0 | 0 |
| | Age 18-24 | 20 | 22 | 10 | 15 | * | * | * | 26 | 32 |
| | Age 25 and | 62 | 52 | 23 | 43 | 44 | 24 | 24 | 39 | 121 |
| | Total | 83 | 75 | 33 | 58 | 53 | 32 | 30 | 65 | 153 |
| Female | Age 16-17 | * | * | 0 | * | * | * | * | 0 | * |
| | Age 18-24 | 45 | 45 | 20 | 28 | 30 | 30 | 29 | 18 | 33 |
| | Age 25 and | 65 | 60 | 32 | 40 | 34 | 27 | 48 | 60 | 52 |
| | Total | 114 | 111 | 52 | 72 | 65 | 59 | 78 | 78 | 86 |
| Total | Age 16-17 | * | * | 0 | * | * | * | * | 0 | * |
| | Age 18-24 | 65 | 67 | 30 | 43 | 38 | 38 | 35 | 44 | 65 |
| | Age 25 and | 127 | 112 | 85 | 83 | 78 | 59 | 48 | 99 | 173 |
| | Total | 197 | 186 | 115 | 141 | 118 | 91 | 83 | 143 | 239 |

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2021 – 31 March 2022



1. Department and Service Area

Corporate Procurement - Corporate Resources

2. Function

Corporate Procurement

3. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022.

The Corporate Procurement department does not collect or analyse Equalities data. Corporate Procurement ensures that the Council's procurement process takes into account the Public Sector Equalities Duty and is compliant with statutory legislation including due diligence through its tender documentation.

The Council's mandatory due diligence selection process refers to the potential supplier's statutory obligations under the Equality Act 2010 with each protected characteristic individually specified. If the response is unsatisfactory, it is an automatic fail and the supplier will not progress any further in the procurement exercise.

The award stage of the procurement process can also include equality and diversity requirements for evaluation

4. Which protected characteristics have you monitored?

Have you monitored socio-economic disadvantage?

| | | | | | |
|---|--|--------------------------|--|--------------------|--|
| Age | | Pregnancy and Maternity | | Religion or belief | |
| Disability | | Race – ethnic group | | Sex | |
| Gender Reassignment | | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| N/A | | | | | |
| 6. What was the response rate, if applicable? | | | | | |
| N/A | | | | | |
| 7. For what purpose was the data collected? | | | | | |
| N/A | | | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. | | | | | |
| Where you have collected information for more than one year, please provide analysis of trends. | | | | | |
| N/A | | | | | |
| 9. What does analysis of the data tell you? | | | | | |
| N/A | | | | | |
| 10. If you have comparable data for other years, what does the trend tell you? | | | | | |
| N/A | | | | | |
| 11. How has this helped you to meet the three aims of the general duty? | | | | | |
| The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Procurement staff have regular refresher equalities training via the Council's i-Dev online learning tool. Courses include Equality and Diversity – Building Awareness, Equality Matters, Disability and Discrimination, Trans awareness, LGBTQ+ Pride Awareness and the What is Discrimination learning module.

Procurement Officers receive all Welsh and UK Government procurement updates which provide us with the latest initiatives and best practice on Ethical and Inclusive Procurement. The latest of which is the introduction of the new procurement lifecycle tool, National Themes, Outcomes and Measures (TOMs) for Wales providing further opportunities to deliver on the requirements of the Well-being of Future Generations Act.

Corporate Procurement will be undertaking a review of its 2018 Procurement Policy and Strategy later this year. All previous pending actions such as the ethical procurement

questionnaire and the promotion of general diversity and equality issues as a key contract performance indicator will be reviewed at the same time to ensure that they meet the needs of the new policy and strategy.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2021 – 31 March 2022



1. Department and Service Area

Community Safety

2. Function

The Community Safety Team is responsible for:

- Supporting the development and implementation of the Safer Vale Partnership Strategy and Action Plan that are reflective of local needs.
- Coordinating the Safer Vale Partnership's Strategic and Operational Boards.
- Improving the quality and consistency of performance management information for community safety.
- Implementing and Monitoring the National Cohesion Delivery Plan.
- Ensuring that the Vale's views are represented at the Area Planning Board to ensure that local needs are met.
- Providing representation on the Cardiff and Vale regional CONTEST Board. To implement the PREVENT strategy and to support the regional Cardiff and Vale Channel Panel.
- Preventing and reducing incidents of Anti-Social Behaviour (ASB) and using legislation to take enforcement action where appropriate.
- Producing effective communications to promote community safety internally to staff and externally to our citizens and partners.
- Co-ordinating and managing services with agencies from both the Voluntary Sector and statutory sector to implementing a unified co-ordinated response for Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)
- Undertaking effective engagement and consultation activities across the Vale;
- Ensuring that multi-agency services are working efficiently and effectively
- Reporting to senior managers, council members and the public about community safety

issues and resolutions.

- Reviewing and co-ordinate both the static and redeployable CCTV provision for the Vale of Glamorgan.
- Developing proposals and applying for funding to enhance community safety provision across the Vale.
- Lobbying Welsh Government, the Home Office and the Police Crime Commissioner (PCC) to ensure that the local needs of the Vale are considered in regional and national decision making.

3. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022.

Equality information is collected as part of the standard data collecting arrangements of the team.

Each service area records information as it becomes available, and data is collated and monitored as part of both quarterly and annual monitoring arrangements with the corresponding governance structures. Details are provided in the attached data analysis.

4. Which protected characteristics have you monitored?

Have you monitored socio-economic disadvantage?

| | | | | | |
|-----------------------------|---|--------------------------|---|--------------------|---|
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |
| Gender Reassignment | x | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | x | | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

The Domestic Abuse service run by the Vale involves the collating of information captured on South Wales Police (SWP) Public Protection Notices (PPNs). This means that Community Safety team does not control the information that is captured. It has been assessed as inappropriate to ask the victim directly regarding all protected characteristics as the conversation had between the Domestic Abuse Assessment and Referral Coordinator (DAARC) and the victim is at a time where the domestic abuse incident had recently taken place and the importance is placed on the victim receiving as accessible, open and inobtrusive a service. Therefore, questions relate exclusively to victim's needs.

6. What was the response rate, if applicable?

N/A

7. For what purpose was the data collected?

Data is collected by Community Safety to guide future service delivery. It is thought that domestic abuse is more likely to be perpetrated in same sex relationships and to those with disabilities, it is therefore important that the team capture this information to analyse whether this is reflected in the numbers of victims who pass through the service. If not, it generates the need to consider analysis of why certain groups are under-represented and whether work needs to be undertaken to ensure all who need services are able to access them.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

Attached

9. What does analysis of the data tell you?

Included in the report

10. If you have comparable data for other years, what does the trend tell you?

Included in the report – however to summarise, there hasn't been a huge change in the trends relating to protected characteristics over the last two years.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;

By ensuring that there is constant regard for protected characteristics. This ensures that consideration is at the forefront during service design and service delivery.

Monitoring of protected characteristics ensures that we can respond to any changes or trends.

Monitoring of the protected characteristics enables the team to compare figures against expected figures based on regional or national expectations to ensure that services are reflective of the expected need.

- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and

The monitoring of data ensures the opportunity for the community to be consulted on regarding what the data is telling us about equality of access.

- Foster good relations between people who share a protected characteristic and those who do not.

The data is shared at the community cohesion group which enables open and transparent conversations to be had between different groups of protected characteristics and those who do not have protected characteristics.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Further improve data collection: Discussions are being held with South Wales Police colleagues to look at how we can change the ways in which data on protected characteristics is collected at source to improve the consistency of the collecting and recording of this data.

Training is identified where there is the need to focus on particular protected characteristics.

The Community Cohesion group now run a presentation from each of the protected characteristics groups to help raise awareness and train other community members on particularities of the protected characteristic.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

Included in the report.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Included in the report.

Strategic Equality Objective Seven: Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) is a complex crime that can affect anyone. It has far-reaching consequences for families, children, communities, and society. The Council is committed to the provision of services to prevent where possible, protect and respond to domestic abuse should it occur. The Vale continue to work in collaboration with Cardiff Council, the Cardiff, and Vale University Health Board and other partners to deliver actions in line with the VAWDASV 5-year Regional Strategy (2018-2023). The overarching vision of the Strategy is that “people who live, work, study in and visit Cardiff and the Vale of Glamorgan have the opportunity to live positive, independent lives without being affected by violence and abuse”. The Strategy recognises the need to specifically focus on ensuring that services are equitable for those with protected characteristics and places a particular emphasis on honour-based violence/forced marriage and ensuring that we work to improve understanding of how forced marriage affects individuals with protected characteristics.

Towards the end of the year, the recommissioning for a specialist provider of domestic abuse services across the Vale took place. Throughout the tender process, emphasis was placed on the requirement that any new service commit to being inclusive, recognising specific needs and barriers to accessing support. They must also support the Equality and Human Rights Commission’s stance on the delivery of helplines to ensure that female and male callers receive the same level of service. The Vale Council works with the recommissioned support service, Atal Y Fro, and the Council’s Supporting People Team to ensure that victims of domestic abuse have access to help, support, and protection. This includes refuge, second stage and dispersed housing; counselling and relevant programmes, including outreach support. The Vale works in partnership with several specialist services and signpost victims who may require different support:

- Bawso – generic and specialist services for the Black and minority ethnic communities for those affected or at risk of domestic abuse and all forms of violence

such as female genital mutilation, forced marriage, honour-based violence, human trafficking, and modern slavery.

- Safer Wales Dyn Project – provides support to heterosexual, gay, bisexual and trans men who are experiencing domestic abuse from a partner.
- Rainbow Bridge - a Victim Support run service that specifically supports victims of domestic abuse who identify as lesbian, gay, bisexual, and transgender.
- Live Fear Free – a Welsh Government service providing help and advice about violence against women, domestic abuse, and sexual violence.
- New Pathways – delivers current and historical sexual abuse counselling for women, men and children.
- Gwalia - a male refuge.

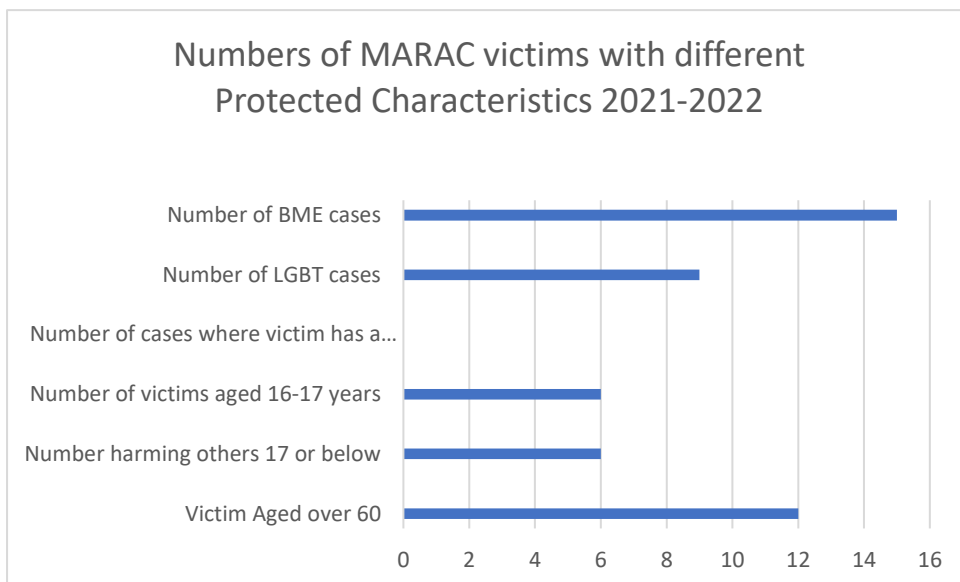
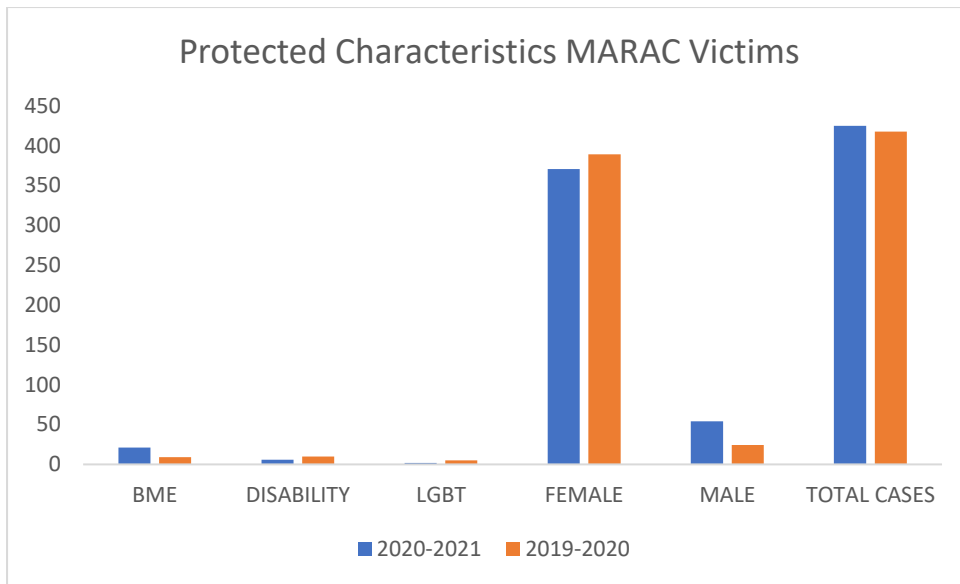
In the Vale, the Council has a Domestic Abuse Assessment Referral Co-ordinator who receives reports of all police incidents of domestic abuse. We undertake a robust risk assessment and contact victims who have given their consent to offer support and signposting. The victim's wishes determine how this is approached, depending on their individual and holistic needs. The service is offered to everyone, including those from a range of protected groups. Quarterly and annual reports are submitted to Welsh Government on the Regional Delivery Plan. Progress is reported through the Cardiff and Vale Regional Violence Against Women, Domestic Abuse & Sexual Violence Strategy 2018- 2023. This report includes information on protected characteristics. Updates also go to the Vale of Glamorgan Scrutiny and the Safer Vale Partnership.

The service works by receiving public protection notifications (PPNs) following a domestic incident resulting in the police being called. The service therefore receives data from the PPN form regarding protected characteristics. The DAARC coordinator attempts to make contact with the victim in the 48 hours following the domestic incident, where, given the need to ensure the victim's comfort and the need for

questions to not interfere with victim's needs from the service, questions asked by the DAARC are kept to a minimum. The team conducted a review on this, following the last equality assessment, and concluded that more information could benefit our understanding of the extent to which protected characteristics are involved in domestically abusive situations. A balance was found between the need to ensure the positive experience of the service is preserved and the need to analyse the trends presented by data regarding protected characteristics to improve the service for all and two questions regarding disability and race have therefore been added to the data recorded by the DAARC coordinator. These two criteria were selected above others given the research indicating that a greater percentage of disabled individuals experience domestic abuse within their relationships than do not and that individuals from certain ethnic minorities do not access support services despite abuse being present in their domestic lives.

There has been a challenge in the collection of consistent data given the fact that not all victims choose to speak with the DAARC coordinator, of those who do not all are happy to give information regarding their protected characteristics. Therefore, it is not possible to infer significance from the figures that are collected. Discussions are being held with South Wales Police to improve the consistency of the collection of protected characteristic information at source as this will be the only way that a consistent figure can be obtained and can be analysed for statistical significance regarding the impact of domestic abuse on protected characteristics

The Local Authority also hosts the post responsible for coordinating the Multi Agency Risk Assessment Conferences (MARAC) which is a fortnightly meeting where high-risk cases of domestic abuse are discussed among a number of agencies who work together to devise an action plan that best supports the victim and their family and ensure that risks are mitigated. The service is open to and accessible to everyone, including all protected characteristics. The data shows that the Vale of Glamorgan experiences numbers that are in keeping with national trends.



There were 4% of the cases who were recorded as being from BME across 2021-2022 which is a very slight reduction from the 5% recorded in the previous year. 3% were over 50, 2% were 17 or below and 2% were LGBT. 0% of victims were recorded as having a disability.

The below case study details a case where a pregnant individual was supported by the MARAC process and demonstrates the amount of interventions put in place to support this protected characteristic

PREGANANT VICTIM OF DOMESTIC ABUSE

A victim of domestic abuse was presented to a MARAC. Her parents had previously been discussed so there was a known history of domestic abuse within this case. The perpetrator is a high risk DV perpetrator towards his mother (restraining order was in place). The victim was pregnant. The victim engaged with the IDVA service who was able to provide housing support and coordinate with the homeless team for victim to receive emergency accommodation. The DRIVE service have accepted to work with the perpetrator and will be attending probation appointment to introduce and commence work. Victim is being supported by flying start midwife and flags and markers are in place. The victim is open to FACT support following MARAC and unborn is open for a wellbeing assessment. Perp is also working with social worker in the 15+ team.

Across the two services, most victims were between 25 – 59 which is in keeping with the national trend. This, however is something which is being monitored given the ageing population of the Vale to ensure that figures reflect the growing number of older people and that due consideration is given to how this might affect domestic abuse figures in the future.

The Council actively supports the work of the Vale 50+ Forum to increase visibility and services across the Vale of Glamorgan. The Community Safety Team are in the process of revising their communications strategy. This work will look to include members of the 50+ forum, as well as older members of our community groups to ensure that the ways in which the forum communicate with older members of the Vale remains appropriate and in keeping with their preferences.

The team have continued to roll out the National Training Framework which has involved both Group 2 and 3 training throughout the year. This Framework provides training on some of the cultural issues that might present such as honour-based violence / forced marriage. Professionals are guided on how these may present and what risk factors are associated with honour-based behaviours. The training also covers other protected characteristics and ensures that appropriate consideration is given to how services might be tailored to best ensure equality and accessibility.

Target Hardening is a service where improvements are made to the physical security of a victim's house where there is a risk that a perpetrator may attempt to enter and put the victim and their family at further risk. The service requests feedback from victims which gathers information on whether the victim feels safer because of target hardening and whether they were happy with the service. The information exchange enables a better wrap around service to be offered to victims and their families and enables housing providers, who are in a position to gather much more detailed information on protected characteristics, to have as complete a picture of an individual's life to ensure that equality is apparent across the board.

Target Hardening referrals includes the gathering of data regarding protected characteristics to enable the team to analyse any trends between the feedback received and the characteristics of the referee. To date, the system has mirrored expectations and shows no discrepancy in service offered and victim experience, from the feedback provided.

The Community Safety has been working with VAWDASV colleagues in Cardiff to prepare for the refresh of the VAWDASV strategy in 2023. This has involved ensuring that all is done to encourage those from all sectors of society to report and receive support for domestic abuse. It will involve a significant focus on training and education to ensure that individuals aren't inadvertently excluded from services. The refresh also includes consultation with victims to see how services could be improved for those with protected characteristics and what elements need to be considered to guarantee a truly inclusive service.

Online campaigns were run for Pride, Hate Crime awareness week, Safeguarding Week and a number of other awareness days or days with religious or spiritual significance. The campaigns all had a focus on engaging with individuals with protected characteristics. The Community Safety Team promoted these campaigns in a variety of ways: by engaging service users; holding remote conferences; using social media, radio, television, and the press. Information will also be on leaflets, letter heads, and emails. All information is provided in Welsh and English. Atal y Fro, the Vale of Glamorgan's specialist domestic abuse service, advertises its services

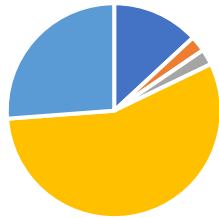
through social media, press, and awareness training events. It works with statutory and third sector to ensure it advertises its services to as many people as possible, including the rural Vale. We play our part in embedding a whole systems approach to respond to the issues and make a positive impact for victims and survivors across the South Wales area.

The Community Safety team hosts a Community Cohesion Officer whose role it is to engage with all members of the community to work together for greater cohesion across residents of the Vale. One of the main aims of the role is to work in partnership to eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010. Furthermore, the role works with the community to foster good relations between people who share a protected characteristic and those who do not.

To this end, the Community Cohesion Officer carried out further development work on the Community Cohesion Group to increase membership and ensure inclusivity is as broad as possible. The membership consists of members from the Chinese in Wales Association, Neighbourhood Watch, Muslim Welfare Association (who also chairs the meeting), Vale Housing Officer, Age Connect, Sight Cymru, Diverse Cymru, South Wales Police, Autism Spectrum Lead Officer for the Council. Other members of the community will continue to be approached to ensure equal opportunity for all to access the group. The purpose of the group is to share community safety information and gather local, resident information with the aim of creating safer, more cohesive communities and ensuring that the three objectives under the Equality Act 2010 are met. The Community Cohesion Officer works in close partnership with the South Wales Police (SWP) Hate Crime Officer, whose job it is to respond to all hate crimes and hate incidents in the Vale. A standing agenda item on the Community Cohesion Group is hate crime, where data and trends are discussed and scrutinised with issues communicated and solutions developed in partnership.

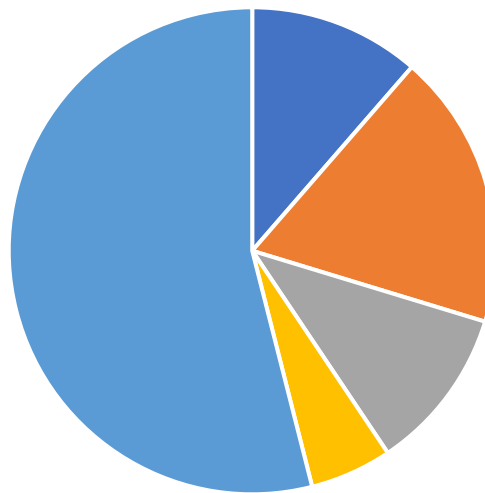
Hate Crime figures in the Vale are low - and remain slightly below the South Wales average. The breakdown of minority groups who were victims to these crimes can be found below

Figures for Hate Crime across 2020-2021



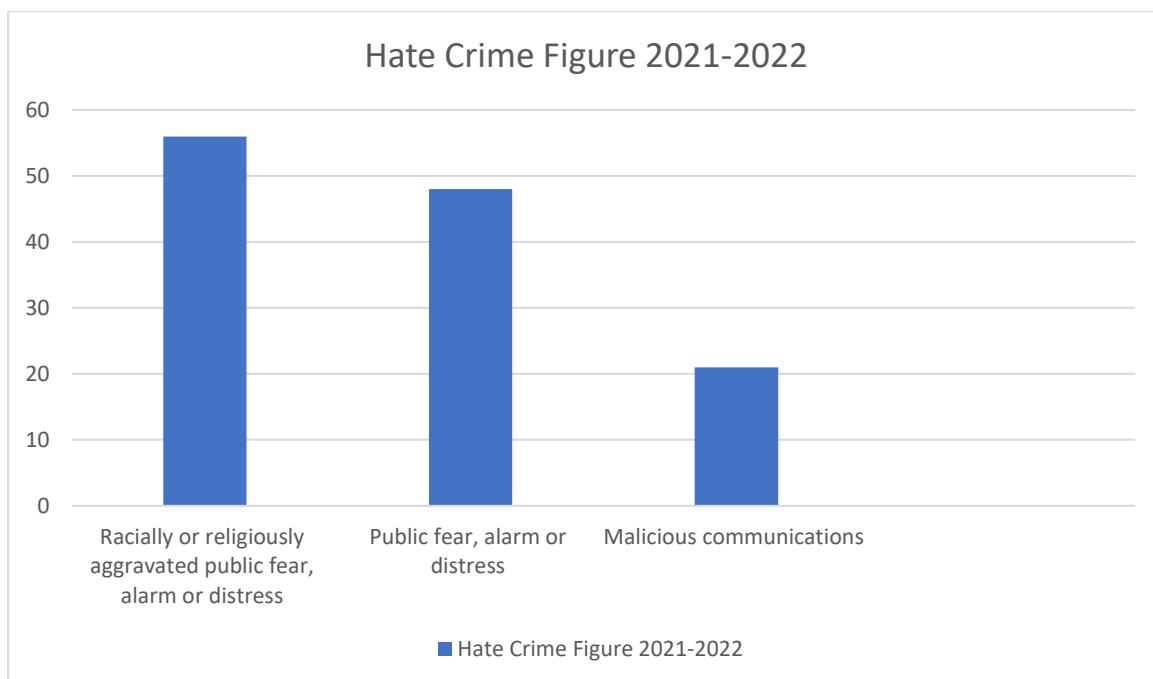
- Disability Hate Crime Transgender Hate Crime
- Transgender Hate Crime
- Religious Hate Crime
- Racial Hate Crime
- Sexual Orientation Hate Crime

Hate Crime Figures 2021-2022



- Transgender Flag
- Sexual Orientation
- Disability
- Religious
- Racial

As with the last financial year (2020-2021) the most common types of hate crime are 'racially aggravated fear alarm or distress'. In 2021-2022 this was followed by 'public fear alarm or distress' and finally followed by malicious communications.



Sexual Orientation flags have reduced following the increase that had been seen in 2020-2021 however all other areas have seen an increase. It is important to remember that increase in the figures could be a positive sign of people coming forward and reporting, or better identification of a problem rather than simply reflecting an increase in criminal activity. When figures are as low as the Hate Crime figures it is also possible that an increase represents the only slightly increased activity of one incident that is repeated across a period rather than demonstrating a new or emerging trend.

The Community Safety Team have been focusing on raising awareness of hate crime by engaging with campaigns such as the Hate Hurt Wales campaign and International Day for the Elimination of Racial Discriminations.

To support the three aims of eliminating unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act; advancing equality of opportunity between people who share a relevant protected characteristic and those who do not; and fostering good relations between people who share a protected characteristic and those who do not, the Community Cohesion Officer engaged with the Catholic Church regarding the EU Settlement scheme, a representative from disability services and Woody Lodge, a service for veterans. These contacts have all

ensured that communication channels are open and that different protected characteristics, and other community groups across the Vale know where they can go to get support to deal with community cohesion issues or issues relating to inequality.

The Officer also sits on several groups to ensure that communication channels are open and that information that needs to influence strategy development and actions relating to equality are voiced and responded to. These include, the Modern Slavery Forum, the Equalities Consultative Forum, GLAM Network and a weekly meeting with the SWP Hate Crime Officers, Cohesion Inspector and the Community Cohesion Officer in Cardiff to share best practice and understand the position of the Vale in relation to the region.

A Tension Monitoring Process is in place in the Vale where forms can be sent in to the Community Safety Team, via the Community Cohesion Officer from any partners, community member, agency or organisation, providing details of any tensions that exist in the community that could become worse or cause crime and disorder. Across the year 43 tension monitoring forms were received which represents a 72% increase from the previous year. This is a positive increase reflecting efforts from the team to promote the tension monitoring process and increase the reporting of tensions so that the team can provide earlier intervention to community issues. Tensions have largely involved neighbour disputes. The Community Cohesion Officer receives the tension monitoring form, then works in partnership with SWP colleagues and other departments in the Council, notably Housing to work with those involved to find solutions to the issues.

The Community Safety Team is responsible for working in partnership to drive forward the Contest Agenda across the Vale. Throughout the year, the Community Safety Team have begun a restructure of the Prevent Board, which is responsible for monitoring the Channel Panel, (a multi-agency group, where individuals thought to be at risk of radicalisation are discussed and provided with support and interventions to prevent them from being drawn into extremism or terrorist behaviour) The Channel Panel enables the sharing of information that is crucial for understanding trends and sharing resources to ensure greater equality across the Vale. This restructure will

also include a refreshed Prevent Action Plan that will drive forward the work of Prevent through the Vale.

| | | | | | |
|-----------------------------|---|--------------------------|---|--------------------|---|
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |
| Gender Reassignment | | Race – national identity | x | Sexual orientation | x |
| Socio-economic disadvantage | | | | | |

15. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

The monitoring questions we ask are being reviewed. In future all of the above will be included.

16. What was the response rate, if applicable?

This response covers a large number of exercises. Typically the response rate to monitoring questions within any survey is high.

17. For what purpose was the data collected?

To monitor the accessibility of our public engagement work.

18. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

N/A

19. What does analysis of the data tell you?

N/A

| |
|---|
| <p>20. If you have comparable data for other years, what does the trend tell you?</p> |
| <p>N/A</p> |
| <p>21. How has this helped you to meet the three aims of the general duty?</p> <p>The three aims, to have due regard to the need to:</p> <ul style="list-style-type: none"> • 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; and • foster good relations between people who share a protected characteristic and those who do not. |
| <p>By ensuring that the public engagement exercises we run are accessible to all residents</p> |
| <p>22. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.</p> |
| <p>A wide range of decisions have been informed by the views gathered as part of the Council's public engagement work.</p> |
| <p>23. What have you achieved in respect of equality objectives from the Strategic Equality Plan 2020 – 2024 that are relevant to your service?</p> |
| <p>Our work has helped Strategic Equality Objective One - Improve how we involve, engage, and communicate with protected groups about our work and decision by ensuring that views from a diverse section of stakeholders are presented to decision makers.</p> |
| <p>24. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.</p> |
| <p>The communications team has been involved with our staff LGBT+ colleagues and allies network GLAM and also supported the network for BAME colleagues, Diverse. In both cases this helps raising awareness of issues faced by colleagues from protected groups. Externally</p> |

the team frequently promotes awareness days and demonstrates the Council's support for groups and individuals with protected characteristics living in the Vale.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2021 – 31 March 2022



1. Department and Service Area

Children and Young People's Partnership Team

2. Function

We commission and develop services for children, young people and families. Many of our services are in-house and reported by the current provider/s.

Families First funded projects are a mixture of internal and externally funded projects that collect monitoring data for its targeted groups of young people and families.

3. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022.

All commissioned services collect equality information on services they deliver on behalf of the council. In-house projects will report as part of the equalities monitoring. All projects collect data on protected groups based on the nature of the project and the organisation delivering them. This data is collected by individual services and reported back to the monitoring officer on a quarterly basis.

Where relevant, this data is used to influence current and future design of services (we do not systematically request all of this data). There are projects that do collect such data through regular monitoring of these individual projects against their outcomes. Equality information is reviewed in this context and the provider gives and receives feedback.

4. Which protected characteristics have you monitored?

Have you monitored socio-economic disadvantage?

| | | | | | |
|-----------------------------|---|--------------------------|---|--------------------|---|
| Age | X | Pregnancy and Maternity | X | Religion or belief | X |
| Disability | X | Race – ethnic group | X | Sex | X |
| Gender Reassignment | X | Race – national identity | X | Sexual orientation | X |
| Socio-economic disadvantage | | | | | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

Based on the nature of the projects (children, youth and families) this would determine the relevance of the data to be collected. As projects are re commissioned/developed the new services will be expected to collect relevant data.

Youth Wellbeing Service is a mentoring service that also collects most protected characteristics with the exclusion of Sexual Orientation and Gender Reassignment. Sexual Orientation has been removed by Welsh Government as pre 14 children are considered too young to confirm their sexual orientation. We do not plan to collect this information for these services in the future.

As part of our early years work and that of the Families First Disability Strand work, grants are given to projects developed to specifically respond to the identified needs of some protected groups (Welsh and disability).

We aim to update the required data to be collated with all projects to include socio-economic disadvantages for the next reporting year.

6. What was the response rate, if applicable?

School and Community Based Counselling approx. 480+ pupils per year. All other projects based on their individual numbers.

7. For what purpose was the data collected?

School and Community Based Counselling – requirement by Welsh Government.

Families First project data will be collected for reporting in Annual Reports and to inform planning and service developments. We will use it to check on the educational outcomes and wellbeing of vulnerable groups.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

We continue to involve the Participation Team within the Learning and Skills Directorate to ensure young people are actively involved in the commissioning of services and management of the service.

All projects are encouraged to use service users within their redesign or recruitment of staff. In the recommissioning of 3 services this year young people were invited to make up part of the shortlisting and interviewing panels. Through their choice they only engaged in the School and Community Based Counselling interviews.

The service continues to meet requirements of the Strategic Equality Plan by continued analysis of the information provided leading to the area of the service being tailored, remaining compliant, and in line with service user need. Training initiatives are also identified for the team to ensure their knowledge of protective characteristics remains up to date.

9. What does analysis of the data tell you?

School and Community Based Counselling. Data tells us that 73% female and 27% male (this is a 3% increase in female accessing the service compared to last year's data, this is above the national average and is being monitored), 91% white and 9% of other ethnic groups. There is a 2% increase in non-white young people accessing the service compared to last year's data.

The Families First data. Data is per project and reviewed and reported by each project lead. The current data collection shows 59% of service users being female, 89% are White/British, 61% reporting no religion however 14% reporting Christian, 52% reporting straight/heterosexual. There is still a high rate of “prefer not to say” responses at 33% on average across the services.

50% of service users reporting single, which is a significant drop. We have added in the option for “partner” however this has only reached 7% on average across the services. The highest rated service for using this new option is the Vale Parent Service, with 22% of their service users selecting “Partner” on the protected characteristics form.

10. If you have comparable data for other years, what does the trend tell you?

Previous School and Community Based Counselling data tells us that 70% female and 30% male, 93% white and 7% of other ethnic groups.

The Families First data. Data is per project and reviewed and reported by each project lead. Individual projects started collecting data in 2018/19. The previous data collection shows a disproportionate number of ‘Prefer not to say’ returns which has since decreased significantly through the creation of new processes alongside training.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

We ensure project staff are trained and aware of their responsibilities under the Act, and challenge any unlawful discrimination, harassment and victimisation or other conduct prohibited by the Act. We aim to ensure all of our service provisions are inclusive.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The service continues to meet requirements of the Strategic Equality Plan by continued analysis of the information provided leading to the area of the service being tailored, remaining compliant, and in line with service user need. Training initiatives are also identified for the team to ensure their knowledge of protective characteristics remains up to date.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

New processes have been created to assist with working from home such as moving to Microsoft Forms for evaluations and Equalities data.

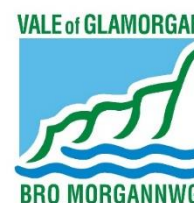
We worked with our service providers to collect and analyse information about protected characteristics. This data is reported to the Families First Management Board and Welsh Government.

Project staff complete equality training and this requirement is stated in our commissioned projects contracts.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Following training on 'No outsiders' offered to schools, the CYPP purchased a copy of the 'No Outsiders' course book and 45 recommended different book titles. Aimed at primary age pupils, books covered a vast amount of topics challenging stereotypes and areas of discrimination. For example, books on sexuality, gender expression, discrimination, race, age, and acceptance. A selection of 30 books were distributed to every primary schools.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Benefits / Resources | | | | | |
| 2. Function | | | | | |
| Collection and processing of claims and change of circumstances for Housing Benefit and Council Tax Reduction claims. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| We collect information using our application forms. Survey form is also available to all visitors to our Benefits counter. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | X | Pregnancy and Maternity | | Religion or belief | |
| Disability | X | Race – ethnic group | X | Sex | X |
| Gender Reassignment | | Race – national identity | X | Sexual orientation | |
| Socio-economic disadvantage | | | | | |

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

As the entitlement for Housing Benefit and Council Tax Reduction can depend on a multitude of variables, our application form already asks many intrusive and sensitive questions, as well as providing sensitive documents, we feel non-essential extra questions may discourage applicants from claiming.

6. What was the response rate, if applicable?

For age, disability, and sex this is good, as some questions are mandatory on our application form in order to correctly calculate Housing Benefit and Council Tax Reduction entitlement. For race this is improving as the questions are part of the online claim form and the take up of this is increasing month on month. A satisfaction questionnaire is issued which collates other information but is not collated by us as it covers both our service and Council Tax. This has a very poor response rate as customers often ignore the equality questions and just use it as a piece of paper to complain about a queue etc.

7. For what purpose was the data collected?

The data is collected in order to calculate entitlement to Housing Benefit and Council Tax Reduction. Age and disability can have an effect on entitlement. The other information has no impact.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

9. What does analysis of the data tell you?

The data is extracted throughout the year to monitor caseload and trends. This assists with budgetary planning for Council Tax Reduction as this is now a local scheme, and no

longer fully funded by central government. We expect to see a reduction in Working Age Housing Benefit as Universal Credit is replacing Housing Benefit for working age claims and this allows us to try and future plan. It also helps us to plan for staffing levels.

10. If you have comparable data for other years, what does the trend tell you?

There has been a decrease in Housing Benefit caseload in working age claims which is expected due to Universal Credit rolling out. There has been a slight increase in working age claims for those who do not get a benefit which entitles them to maximum Council Tax Reduction automatically and this would tie in with the increase in those claiming Universal Credit in the area. There has been a slight increase on those getting the Severe Disability Premium and ties in with the disability benefits increases we are seeing.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The information collected has not specifically helped us to meet the aims of the general duty, although we fully meet all requirements of the duty

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Housing Benefit and Council Tax Reduction legislation drives our decisions. Whilst we help large amounts of people with protected characteristics, the law specifically dictates how entitlement for these people is assessed. This information can also allow us to plan for the impact of other welfare reforms which may impact on the Discretionary Housing payments Budget.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

We have a member of staff who has been utilised a lot for British Sign Language interviews.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Benefits Caseload at 31 March 2020

Working Age (claimant and partner both aged under 60)

| | | | | | | | |
|---|-----------------------------|------|----|---------|------|------|------------|
| 3 | Tenants with Rent Rebate | 3(a) | 18 | JSA(IB) | 3(b) | 932 | IS/ESA(IR) |
| 4 | Tenants with Rent Allowance | 4(a) | 76 | JSA(IB) | 4(b) | 1848 | IS/ESA(IR) |

WORKING AGE HOUSING BENEFIT TENANTS ON INCOME SUPPORT/
JOBSEEKERS- INCOME BASED OR EMPLOYMENT AND SUPPORT
ALLOWANCE = 2874 (Sum of Boxes 3 and 4)

Working Age (claimant and partner both aged under 60) Continued

| | | Caseload | | Average weekly eligible Council Tax (52 week basis) |
|----|---|----------|------|---|
| | | | | £ |
| 20 | Recipients of main Council Tax Benefit | 20(a) | 3027 | 20(b) 22.75 |
| 21 | Second Adult Rebates | 21 | 0 | |
| 22 | Total number of cases in receipt of both HB and CTB | 22 | 2658 | |

WORKING AGE COUNCIL TAX REDUCTION TENANTS ON INCOME SUPPORT/JOBSEEKERS – INCOME BASED OR EMPLOYMENT AND SUPPORT ALLOWANCE INCOME RELATED =3027 (Box 20)

WORKING AGE TENANTS ON INCOME SUPPORT/JOBSEEKERS – INCOME BASED OR EMPLOYMENT AND SUPPORT ALLOWANCE INCOME RELATED CLAIMING BOTH HOUSING BENEFIT AND COUNCIL TAX REDUCTION = 2658(Box 22)

TOTAL HOUSING BENEFIT ONLY CLAIMS 2874-2658 = 216
TOTAL COUNCIL TAX REDUCTION ONLY CLAIMS = 3027– 2658 =369
TOTAL WORKING AGE CASELOAD ON ABOVE BENEFITS = **3243**

Elderly (claimant or partner in receipt of PC(GC))

| | | | | |
|-----------|-----------------------------|----|----------------------------------|---------|
| 23 | Tenants with Rent Rebate | 23 | <input type="text" value="676"/> | PC (GC) |
| 24 | Tenants with Rent Allowance | 24 | <input type="text" value="633"/> | PC (GC) |

PENSION AGE HOUSING BENEFIT TENANTS ON GUARANTEE PENSION CREDIT =1309 ((boxes 23 & 24)

Elderly (claimant or partner in receipt of PC(GC))

| | | Caseload | | | |
|-----------|---|----------|-----------------------------------|---|------------------------------------|
| 37 | Private boarders included in 26(a) | 37 | <input type="text" value="4"/> | | |
| | | Caseload | | Average weekly eligible Council Tax (52 week basis) | |
| 38 | Recipients of main Council Tax Benefit | 38(a) | <input type="text" value="2261"/> | 38(b) | <input type="text" value="24.05"/> |
| 39 | Second Adult Rebates | 39 | <input type="text" value="0"/> | | |
| 40 | Total number of cases in receipt of both HB and CTB | 40 | <input type="text" value="1276"/> | | |

AGE COUNCIL TAX REDUCTION TENANTS ON GUARANTEE PENSION CREDIT = 2261 (Box 38)

PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION = 1276 (Box 40)

TOTAL PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING HOUSING BENEFIT ONLY = 1309 – 1276 = 33

TOTAL PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING COUNCIL TAX REDUCTION ONLY = 2261– 1276 = 985

TOTAL PENSION AGE GUARANTEE PENSION CREDIT TENANTS =1276+33+985 = 2294

A. Working Age

| | Working age single claimants | | | Working age claimants with partners | | | Working Age Totals |
|----|---|--|-------|--|--|-------|--------------------|
| | Disability/Severe Disability/Enhanced Disability Premium | Family or Family (Lone Parent) Premium | Other | Disability/Severe Disability/Enhanced Disability Premium | Family or Family (Lone Parent) Premium | Other | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 01 | 5 | 66 | 8 | 13 | 24 | 1 | 117 |
| 02 | 19 | 17 | 44 | 5 | 11 | 2 | 98 |
| 03 | 33 | 380 | 38 | 35 | 67 | 5 | 558 |
| 04 | 51 | 48 | 36 | 7 | 3 | 1 | 146 |
| | | | | | | 19 | 3 |
| 20 | 39 | 407 | 66 | 69 | 118 | 18 | 717 |
| 21 | 249 | 704 | 612 | 91 | 207 | 56 | 1919 |
| | | | | | | 22 | 0 |
| 23 | Total number of Working Age cases in receipt of both HB and CTB | | | | | | 665 |

TOTAL WORKING AGE TENANTS CLAIMING HOUSING BENEFIT NOT ON A PASSPORTED BENEFIT = 919 (Last column of Boxes 1,2, 3 and 4)

TOTAL WORKING AGE TENANTS CLAIMING COUNCIL TAX REDUCTION NOT ON A PASSPORTED BENEFIT = 2636 (Last column of boxes 20 and 21)

TOTAL WORKING AGE TENANTS CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION NOT ON A PASSPORTED BENEFIT = 665 (Box 23)

TOTAL WORKING AGE TENANTS HOUSING BENEFIT ONLY TENANTS NOT ON A PASSPORTED BENEFIT = 919 – 665 = 254

TOTAL WORKING AGE TENANTS CLAIMING COUNCIL TAX REDUCTION ONLY NOT ON A PASSPORTED BENEFIT = 2636 – 665 = **1971**

TOTAL WORKING AGE CASELOAD NOT ON A PASSPORTED BENEFIT = 665+254+1971 = **2890**

B. Elderly

| | Elderly Single Claimants | | Elderly Claimants with partners | | Elderly Totals |
|----|--------------------------|---------------------|---------------------------------|---------------------|----------------|
| | Without Savings Credit | With Savings Credit | Without Savings Credit | With Savings Credit | |
| | 1 | 2 | 3 | 4 | 5 |
| 24 | 16 | 0 | 7 | 0 | 23 |
| 25 | 241 | 82 | 71 | 18 | 412 |
| 26 | 17 | 0 | 10 | 0 | 27 |
| 27 | 276 | 75 | 56 | 10 | 417 |

| | | | | | |
|----|---|-----|-----|-----|------|
| 41 | 45 | 0 | 52 | 0 | 97 |
| 42 | 948 | 274 | 328 | 74 | 1624 |
| | | | | 43 | 0 |
| 44 | Total number of Elderly cases in receipt of both HB and CTB | | | 802 | |

TOTAL PENSION AGE TENANTS CLAIMING HOUSING BENEFIT NOT ON GUARANTEE PENSION CREDIT = 879 (Last column of boxes 24,25,26 and 27)

TOTAL PENSION AGE TENANTS CLAIMING COUNCIL TAX REDUCTION NOT ON GUARANTEE PENSION CREDIT = 1721 (Last column of boxes 41 and 42)

TOTAL PENSION AGE TENANTS CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION NOT ON GUARANTEE PENSION CREDIT = 802 (Box 44)

TOTAL PENSION AGE HOUSING BENEFIT ONLY TENANTS = 879 - 802 = 77

TOTAL PENSION AGE COUNCIL TAX REDUCTION ONLY TENANTS = 1721 - 802 = 919

TOTAL PENSION AGE CASELOAD = 802 + 77 + 919 = **1798**

TOTAL CASELOAD AT 31.03.20 = 3243 + 1971 + 2890 + 1798 = 9902

BENEFIT CLAIMS - ALL ETHNIC GROUPS

Run Date: 22.07.2022

Division: The Vale of Glamorgan Council
Ethnic Group Selected: ALL

Number of Claims for Ethnic Group : White: British = 4538

Number of Claims for Ethnic Group : White: Irish = 30

Number of Claims for Ethnic Group : White: Any Other = 140

Number of Claims for Ethnic Group : Mixed: White & Black Caribbean = 42

Number of Claims for Ethnic Group : Mixed: White & Black African = 16

Number of Claims for Ethnic Group : Mixed: White and Asian = 13

Number of Claims for Ethnic Group : Mixed: Any Other = 10

Number of Claims for Ethnic Group : Asian/Asian British: Indian = 10

Number of Claims for Ethnic Group : Asian/Asian British: Pakistani = 14

Number of Claims for Ethnic Group : Asian/Asian British: Bangladeshi = 14

Number of Claims for Ethnic Group : Asian/Asian British: Any Other = 11

Number of Claims for Ethnic Group : Black/Black British: Caribbean = 15

Number of Claims for Ethnic Group : Black/Black British: African = 15

Number of Claims for Ethnic Group : Black/Black British: Any Other = 4

Number of Claims for Ethnic Group : Chinese = 4

Number of Claims for Ethnic Group : Any Other = 63

Number of Claims for Ethnic Group : SUPPORTED ACCOMMODATION = 1

Number of Claims for Division : 4940

Total Number of Claims : 4940

Disabled customers data

We are able to run a batch program within the Academy system to show us the claims where a disability premium has been awarded.

To qualify for this the customer must:

1. Be a working age claim AND
2. Be severely sight impaired, blind or have recently regained their sight OR
3. Be in receipt of one of the following benefits:
 - Personal Independence Payment or Disability Living Allowance (either component at any rate)
 - The disability element or severe disability element of Working Tax Credits
 - Attendance Allowance or constant Attendance Allowance paid with an Industrial Injury or War Disablement Pension
 - An Armed Forces Independence Payment OR
 - War pensioner's mobility supplement

It can also be awarded for a child if they are severely sight impaired, blind or have recently regained their sight OR Personal Independence Payment or Disability Living Allowance (either component at any rate).

Our data shows that there are 590 claims where the applicant or partner meet the criteria and that there are 174 children.

The program can also show us the households where a severe disability premium has been awarded. To meet this criteria, the applicant or their partner must be:

1. In receipt of the daily living component of personal independence payment OR;
2. In receipt of the middle or highest rate care component of Disability Living Allowance OR;
3. In receipt of Attendance Allowance, constant Attendance Allowance paid with an Industrial Injury or War Disablement Pension OR;
4. In receipt of an Armed Forces Independence Payment

AND they cannot have a non-dependant living with them (This is normally an adult son or daughter, i.e. someone over 18, living with the applicant or their partner and not financially dependent on them)

AND no one can be receiving Carer's Allowance or the Universal Credit carer element to care for them.

Our data shows that out of our caseload we have 1766 who meet the severe disability criteria.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| |
|---|
| 1. Department and Service Area |
| Vale Courses c/o Adult Community Learning |
| 2. Function |
| Vale Courses programme a wide-ranging of courses designed to enhance wellbeing and offer high quality opportunities to discover and develop interests which enrich quality of life. Courses also take place at accessible community venues across the Vale of Glamorgan. Courses cover Arts, Crafts, Languages, health and wellbeing activities for adults 16+. |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. |
| <p>Leaners complete an enrolment form (currently information taken over the telephone) which is entered into an electronic booking system (EBS) in partnership with CAVC (Cardiff and the Vale College)</p> <p>Data is collected and monitored on an academic year. Data provided in this report for September 2021 - July 2022</p> |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? |

| | | | | | |
|--|---|--------------------------|--|--------------------|--|
| Age | x | Pregnancy and Maternity | | Religion or belief | |
| Disability | x | Race – ethnic group | | Sex | |
| Gender Reassignment | x | Race – national identity | | Sexual orientation | |
| Socio-economic disadvantage | | | | | |
| 5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future? | | | | | |
| Not applicable | | | | | |
| 6. What was the response rate, if applicable? | | | | | |
| 100% as all enrolments are currently over the telephone | | | | | |
| 7. For what purpose was the data collected? | | | | | |
| Identify age as courses are for over 16+, and to assist with enrolling learners on our 16-25 year old project. Disability question is important to identify any support required with learning. | | | | | |
| 8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report. | | | | | |
| Where you have collected information for more than one year, please provide analysis of trends. | | | | | |
| Attached enrolments for September 2021-July 2022 | | | | | |
| 9. What does analysis of the data tell you? | | | | | |
| Only 22% enrolments from Males. Therefore, need to look at the programme and discuss with the community to identify barriers and demand for courses appropriate for Males. | | | | | |
| 10. If you have comparable data for other years, what does the trend tell you? | | | | | |

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Disabilities identified are supported with facilities and resources.
0% learners between 16-25 years therefore pursued funding to support Winter of Wellbeing Courses for young people, March 2022.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|---|---|-------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Social Services – Children and Young People Services | | | | | |
| 2. Function | | | | | |
| Social Services | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| <p>Equalities Data is part of the core dataset so is recorded at referral and checked at each subsequent stage in the care management process.</p> <p>Citizen Satisfaction – General Feedback was gained from citizens in relation to the recording of gender identity therefore improvements were incorporated on the current questionnaires. All consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics. Many service users still appear reluctant to provide equalities information. Training is being considered for Social Workers who may also find it difficult to ask questions about a citizen's equalities.</p> | | | | | |
| 4. Which protected characteristics have you monitored? | | | | | |
| Age | ✓ | Pregnancy and Maternity | ✓ | Religion or belief | ✓ |
| Disability | ✓ | Race – ethnic group | ✓ | Sex | ✓ |

| | | | | | |
|---------------------|---|--------------------------|---|--------------------|---|
| Gender Reassignment | ✓ | Race – national identity | ✓ | Sexual orientation | ✓ |
|---------------------|---|--------------------------|---|--------------------|---|

5. If there were any that you did not monitor, what was the reason for this, and will you collect this information in the future?

Gender Reassignment, sexual orientation & Pregnancy – this is not relevant for determining eligibility for services, although this characteristic is considered, as appropriate, in the care management process. This information will also be available through our intervention services. We do now collate all of the above.

6. What was the response rate, if applicable?

N/A

7. For what purpose was the data collected?

No plans to collect this information for the reasons above, however this data will be collated for all work carried out in relation to the satisfaction surveys in the Social Services annual rolling consultation programme.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.



Where you have collected information for more than one year, please provide analysis of trends.

The gender breakdown of children who have a Social Services involvement is in-line with the gender population of Wales and has been stable throughout the last 5 years of recorded data. We ensure services and support appropriate to children who identify as “transgender” - the needs of the child are always paramount in the support provided by Children’s Services.

The ethnicity profile of service users is again very similar to the ethnicity profile of Wales; with white ethnicity remaining the predominate ethnicity of service users. There has been a decrease in service users declining to provide their ethnicity at assessment.

According to the 2011 census (last available data on religion); Christianity remains the largest religion in England and Wales (33.2 million people / 59.3 per cent of the population) with Muslims the next biggest religious group (2.7 million people / 4.8 per cent of the population). Around a quarter of the population in England and Wales, reported they have no religion in 2011 and Wales had the highest proportion of people reporting no religion or not answering the question at assessment and this is consistently seen in the trend data of children who have no religion or the religion is not stated.

British & Welsh nationalities account for 70% of children. According to the Annual Population Survey (APS), Office for National Statistics dated June 2020; the Percentage of people in the Vale of Glamorgan who consider themselves Welsh is 66.3% at 31st December 2020.

In March 2011 the Census showed that 49.8 million (92.3 per cent) of people aged three and over reported English (English or Welsh in Wales) as their main language. Further work is ongoing to improve recording of language to better demonstrate a similar pattern of first language use amongst children needing our services.

9. What does analysis of the data tell you?

We have strived to improve our collection of this information from our service users; however, many service users are not keen to provide this data. We always plan on an individual basis and therefore we risk not collating information that allows us to evidence that we are developing services around particular protected characteristics as we are working on the individual needs via assessment.

10. If you have comparable data for other years, what does the trend tell you?

All services are provided on a "person basis"; it is also difficult to pick up trends based on a wide variety of services and consultations undertaken.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

CYPS is delivered based on eligibility for care and support which considers the individual, including their specific characteristics.

Recent activities have helped to help hard to reach groups interact and engage with others who may have been involved in similar services.

Recruitment strategies have been improved to include consideration of protected characteristics.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The age of the young person is a factor in identifying workforce capacity as it's linked to the organisational structure where transition between teams takes place at 14 years of age. Disability and whether a child is looked after similarly assists us to determine the appropriate allocation of workforce capacity. This information has been used to inform our service development work stream and the arrangements for our service delivery teams to enhance the delivery of services to children and their families.

We have provided opportunities for citizens of different age groups and gender to provide feedback about services they have received and would like to receive. This also applies to documents and strategies that we require feedback about. Recent focus group held to discuss the Children's Strategy and its content. We have also provided opportunities for young people to participate in the recruitment process for Operational Managers and Social Services strategic posts, e.g. asking relevant questions of the candidates about their views on the well-being of young people.

Services are delivered based on individual need, particularly in areas of deprivation covered by the Flying Start initiative.

Example B (linked to Equality and Human Rights Commission - EHRC Challenge 3) – having identified a gap in accommodation provision for young people involved with CYPS over the age of 16 and with complex needs, CYPS in partnership with our Housing Directorate and a third sector provider, have opened a supported accommodation provision for young people/adults with complex needs. The provision supports the Council to provide appropriate accommodation for young people/adults who would otherwise be at risk of homelessness.

Example C (linked to EHRC Challenge 5) – recognising the emotional well-being needs of children and young people looked after and to promote placement stability, CYPS have furthered discussions with the Health Board to develop a partnership to deliver a therapeutic fostering service.

Example D (linked to EHRC Challenge 2) – to promote employment opportunities for young people in care and care leavers, and deliver our corporate parenting responsibilities, CYPS in partnership with the Human Resources and other Council Directorates have ring fenced the availability of FMA positions for children looked after and those leaving care. We currently have one apprenticeship in the council at a primary school. There were no apprenticeships during pandemic, due to the difficulties of working. There is currently one care leaver on the Welsh Government care leavers internship/apprenticeship with the Department of Work and Pensions.

Our recent focus groups and engagement activity has promoted interaction within groups of young people attending and they have reported they feel more involved in their service, and that they have more of a voice.

The annual award event was put on hold, due to the pandemic, however, this event will be reinstated in 2023. The previous awards events were very successful for young people recognising their various accomplishments and feedback from this event was very positive, with young people indicating they felt included and rewarded.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Vale and Cardiff jointly commissioned an evaluation of the support provided to parents with learning disabilities in order to inform future commissioning or delivery arrangements. The evaluation provided an analysis of the impact of the service on the population of parents with a learning disability in Cardiff and the Vale and made recommendations for future delivery arrangements once the ICF grant ends on 31.03.2021. The feedback to service users included a virtual (via Teams) 'you said we did' session.

Youth Offending Service (YOS) examples include:

We are developing a child friendly version of the YOS mission statement.

We have set up task and finish groups to look at the self-assessment questions completed by children and parents to make them more child friendly, we are asking practitioners to consult with children on their development.

The Social Services Quality & Policy Officer has previously developed consultation questions for YOS and held focus groups.

Children have participated in the recruitment/interviews process for YOS Prevention Officers

The YOS assesses all children/young people within the service and any identified needs are supported and referred to the appropriate services.

14 plus – we continue with the care leavers forum is not as regular as we'd like because its virtual. One young person that attends corporate parenting panel, she takes any info/issues and provide feedback.

During the initial few months of the pandemic all care leavers were sent a wellbeing pack (mindfulness colouring book, puzzles, sweets, diary) which included a leaflet on maintaining contact with CYPS.

A tea party has also been arranged for Young People by the +14 Team as a further example of engagement with the +14 team and social worker and other young people.

14 plus have provided competitions for children looked after and care leavers – design a Halloween poster, design a Christmas card.

The 14 plus team have made a leap with social media, with a face book page (we had this before, but it's used a lot more now) which only care leavers can access this, we also include any useful information care leavers need on this and converse with them through messenger.

A foster carer award ceremony was held in the Summer organised by Children's and Young People Service in Sully Sports and Social Club to recognise and celebrate their achievements. This was an opportunity to interact with the foster carers which was found to be a really positive experience for everyone involved. Other Council staff were involved along with the Policy & Quality Officer and staff from education.

Consultation by the Social Services Policy & Quality Assurance Officer was carried out during the foster carer forum meetings. Questionnaires are now able to be sent via text or email with a link; making it easier for young people to respond to the surveys.

Consideration of equality impact assessments as appropriate.

All who are contacted for consultation purposes are given an opportunity to provide their feedback in a way most appropriate for them. For example, we are able to provide questionnaires in larger print and in an alternative language. We also offer different methods

to provide feedback such as telephone interviews, focus groups and face to face interviews. Focus groups are arranged in areas of the community so that people are able to attend to give their views (e.g. day services, Foster carers in the rural vale).

Consultation reports – All consultation reports are written in easy read versions and highlight changes and recommendations to improve the service they receive. Equalities information is also provided to give the audience information about our respondents which could inform improvements to our consultation processes.

Adoption – Adoption recruitment strategy – the website and leaflets states that we accept applications from all people regardless of demographic (race, gender, sexuality, religion etc.) www.adopt4vvc.org/en/Adoption/Adoption.aspx.

Data is now being collated to build a demographic which include faith, make up of couple (single, same sex, hetero etc.). The service is also involved with Pride and use New Family Social who are the LGBT+ adoption charity. Contact has also been made with Home for Good, a Christian adoption charity, and the service is aiming to establish a relationship with the Muslim community currently. Questionnaires will shortly be sent to potential adopters who have received our information and have attended information evenings – these will have the Corporate Equalities monitoring sheet so that we are able to collate data about all protected characteristics.

Fostering – in relation to the recruitment work that the Fostering Service is developing, information about the service is a lot clearer than what is currently available. Work is being done to make the ‘who can foster page’ more informative in relation to protected characteristics. Myth busting campaigns are also being planned so that current perceptions can be challenged. Underrepresented groups will be targeted in this year’s campaign too.

The Fostering Team are also updating the Children’s Information document, the work for which started in 2019. This was following consultation with professionals and foster carers and young people what format would be most useful for them. Preparation for becoming a Foster Carer/Fostering service questionnaires now include reports about the young person’s view of their placement. The Policy and Quality Assurance Officer has developed age and

ability appropriate questionnaires that will also be used as part of the young person's LAC review to prevent duplication.

Children Looked After - Involvement with care planning, contact with social worker, ongoing support from Social Work Team, support from other services, story of what happens (Practice Solutions)

Leaving Care – Young People are involved with care planning, regular contact with their Young Persons Advisor, ongoing support for leaving care and preparing for independence, support from other services.

Families First Advice Line (FFAL) - The Advice Line offers a personal service aimed at listening and assessing the needs of each family. The Advice Line provides advice to the family that will enable them to resolve their concern independently or will assist the family in identifying services and will support the family to be referred to them. FFAL regularly collect data on protected characteristics for monitoring purposes, which is also reported back to Welsh Government on a quarterly basis. Protected characteristics are reported on FACT, Vale Parenting Service, Teen scheme, Young Carers and Youth Well-Being Service families and enquiries.

Families Achieving Change Together (FACT) - Following the referral the FACT service meets with the families - listen, identify, and assess their needs as well as recognising their strengths. They will then highlight potential agencies that may provide appropriate support for the family. A multi-agency meeting will be arranged, with the family at its core, to discuss and develop an action plan of support. This support will be managed monitored and reviewed with family and agencies, so that positive changes can be made. FACT aims to encourage families through empowerment to sustain these changes.

Flying Start supports families to give children a better start in life, aiming to improve a child's development, health, and well-being in preparation for school. Support includes free quality, part-time childcare for 2-3 year olds, an enhanced Health Visiting/midwifery service (with additional home visits during late pregnancy); access to Parenting Programmes, early

Language Development, Rainbow Drop In service for families with children with special and additional needs, Speech and Language and Play Support.

- Ensuring that our literature is bilingual – Welsh/ English
 - Providing interpreters where required
 - Making any adjustments where required for any parent presenting with a disability
 - Collecting ACEs data to help shape how we might better deliver services in the future
- (Vale Parenting Service)

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|-------------------------|----|--------------------|---|
| 1. Department and Service Area | | | | | |
| Social Services – Adults Services | | | | | |
| 2. Function | | | | | |
| Social Services | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| <p>Equalities Data is part of the core dataset so is recorded at referral and checked at each subsequent stage in the care management process.</p> <p>Citizen Satisfaction – General Feedback was gained from citizens in relation to the recording of gender identity therefore improvements were incorporated on the current questionnaires. All consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics. Many service users still appear reluctant to provide equalities information. Training is being considered for Social Workers who may also find it difficult to ask questions about a citizen’s equalities.</p> | | | | | |
| 4. Which protected characteristics have you monitored? | | | | | |
| Age | ✓ | Pregnancy and Maternity | ✓x | Religion or belief | ✓ |
| Disability | ✓ | Race – ethnic group | ✓ | Sex | ✓ |

| | | | | | |
|---------------------|----|--------------------------|---|--------------------|---|
| Gender Reassignment | ✓x | Race – national identity | ✓ | Sexual orientation | ✓ |
|---------------------|----|--------------------------|---|--------------------|---|

5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

6. What was the response rate, if applicable?


N/A

7. For what purpose was the data collected?

Much of the data, such as age and gender, is collected to assist service delivery. This data is also reported in annual statutory returns to the Welsh Government. Information collected in other categories (such as language and disability) is gathered to facilitate the assessment process.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard to reach groups.

8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.


 Equalities
 Monitoring 2021-22

Where you have collected information for more than one year, please provide analysis of trends.

The gender breakdown of adults who have a Social Services involvement is not in-line with the gender population of Wales and the Vale; which is shown to be stable throughout the last 5 years of recorded data. Statistically females have a greater life expectancy (83.4 years) than males (79.6 years). Females are also more likely to ask for help and support compared to males; as men are often expected to be the breadwinners and to be strong, dominant and in control. While these aren't inherently bad things, they can make it harder for men to reach

out for help and open up (source <https://www.mentalhealth.org.uk/a-to-z/m/men-and-mental-health>).

The ethnicity profile of service users is again very similar to the ethnicity profile of Wales; with white ethnicity remaining the predominate ethnicity of service users, where reported.

According to the 2011 census (last available data on religion); Christianity remains the largest religion in England and Wales (33.2 million people / 59.3 per cent of the population) with Muslims the next biggest religious group (2.7 million people / 4.8 per cent of the population). Around a quarter of the population in England and Wales, reported they have no religion in 2011 and Wales had the highest proportion of people reporting no religion or not answering the question at assessment and this is consistently seen in the trend data of adults who have no religion or the religion is not stated.

British & Welsh nationalities account for 11% of adults; as recording of nationality has been consistent over the last 5 years and is seen as an area of recording to improve. According to the Annual Population Survey (APS), Office for National Statistics dated June 2020; the Percentage of people in the Vale of Glamorgan who consider themselves Welsh is 66.3% at 31st December 2020

In March 2011 the Census showed that 49.8 million (92.3 per cent) of people aged three and over reported English (English or Welsh in Wales) as their main language; which is reflected in the recorded data. Further improvements in recording are required to marry up service users with census 2011 findings.

9. What does analysis of the data tell you?

We are not getting enough information from our service users to determine how well we are developing services to meet any specific needs of those individuals with protected characteristics. We always plan on an individual basis and therefore we risk not collating information that allows us to evidence that we are developing services around particular protected characteristics as we are working on the individual needs via assessment.

10. If you have comparable data for other years, what does the trend tell you?

All services are provided on a “person basis”; it is also difficult to pick up trends based on a wide variety of services and consultations undertaken.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

Adults Services are delivered based on eligibility for care and support which considers the individual, including their specific characteristics. All care and support plans are written in partnership with the individual and in line with the Social Services and Wellbeing Act, regarding 'what matters' to the individual -this would identify any protected characteristics that are important to the person and how we ensure we meet these needs.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Consultation reports – All consultation reports are written in easy read versions and highlight changes and recommendations to improve the service they receive. Attached is a list of the engagement consultations undertaken/due to be undertaken the Social Services Policy & Quality Assurance Officer.



Equalities
return-Engagement

The “Your Choice” scheme offers outcome-focused care and support at home. The scheme is designed to give the person greater freedom, promote their independence, and increase their well-being.

Learning Disability Day Opportunities Strategy 2019-24 is the Vale Councils commitment to develop services that provide people with a learning disability, the choice, needs, aspirations and control to support them to live their lives in the way that they want.

Examples of online/virtual/MS Teams interaction with Service Users

New Horizons, Day Services for Adults with Physical Disabilities

- Mini Triathlon (currently on hold) – New Horizons has hosted an inclusive Mini Triathlon fundraiser open to employees and service users across the whole council, and other partners such as the UHB and independent consultants that worked with the council.
- Social inclusion – often clients can feel isolated within their disability and value the opportunity to meet like people with the same or similar disabilities.
- Hen Goleg Gym – set up in 2011 and it has gone from strength to strength; with wheelchair accessible equipment, specialised bikes and our own qualified gym instructors. This has linked us to the Community Neurological Rehabilitation Team coming in to use our facility, physiotherapy links and clients accessing this element on a sessional basis.
- Hen Goleg League of Friends - registered Charity to the day centre for over 27 years – raises funds which benefit our clients through Craft fayres, triathlon, product sales, raffles etc.
- Fully equipped Wood Workshop that makes garden furniture for sale and raises huge funds for the charity. The Workshop gives our clients back a sense of identity and purpose especially where they have lost their ability to work.
- Craft room provision with art projects over the year where outside tutors come in to deliver workshops i.e. pottery.
- Boccia League – we host and referee the Adult Vale Boccia League in conjunction with the Disability Sports Development Officer. Teams come from all over the Vale to compete.

- Buses are provided for picking up clients and trips.

Southway and Tŷ Dewi Sant residential homes have created more dementia-friendly spaces. The Vale's residential services team have worked closely with the University of Worcester's Association for Dementia Studies to adapt the spaces appropriately.

Due to COVID all this stopped. We are currently very short staffed and barely able to meet the basics so sadly little progress has been made in these areas, but we hope to be in a better position going forward to reintroduce these activities and contact will be made with the local junior school and adult learning in the next few weeks.

Residential Services in partnership with Community Learning department provided Welsh learning opportunities for residents and staff in Ty Dewi Sant with the aim to improved provision for Welsh language speakers in residential facilities. This initiative is currently on hold due to the pandemic and staff shortages; however, a local junior school and adult learning will be contacted shortly to restart these activities.

Residential Services introduced intergenerational activities that are breaking down harmful stereotypes and promotes a greater sense of worth and understanding and respect between generations. This growing understanding has motivated the young people to become 'Dementia Friends' and which is helping to establish a dementia friendly local community.

The Vale Community Resource Service continues to host the Locality Memory. This has ensured that we focus on the specific needs of the individual and their carers living with dementia. This is in response to the regional Dementia Plan which listened to the needs and views of people with lived experience.

Adult Placement Service / Shared Lives - Matching hosts with citizens, being included in development of Adult Plan, participation in family life/integration with hosts' family.

Day Services – Activities are provided to promote interaction and are tailored to need.

Feedback about the use of See Me profiles for Learning Disabilities Day Services to support people accessing services (Practice Solutions); focus on the changes outlined by Practice Solutions.

Within Resources and Planning, citizens have been involved in the recommissioning of the Supported Living Service. For the first time they have been part of the interview process. There are 4 citizens taking part, all of whom have had support from Vale People First in setting their own questions and meeting with providers via Teams.

Supported Living Tender evaluations in September 2021, we had a Service User Panel made up from citizens with a learning disability and/or physical disability who were receiving care and support under the incumbent contract. The panel members all met several times prior to the interviews in order to devise their questions and exemplar answers and were supported by colleagues from the Contracts Team and Vale People First supporting citizens throughout the process.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Equality Impact assessments have been completed for all significant service changes.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Learn Welsh the Vale | | | | | |
| 2. Function | | | | | |
| Providing Welsh classes to adults on behalf of the National Centre for Learning Welsh in the Vale of Glamorgan area. | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| Some information can be given by learners when they enrol on our interactive website. Most of the fields are not compulsory except for date of birth which in turn provides age. The site follows the guidance of the centre mentioned above and the Welsh Assembly. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | X | Pregnancy and Maternity | | Religion or belief | |
| Disability | X | Race – ethnic group | X | Sex | X |
| Gender Reassignment | | Race – national identity | X | Sexual orientation | |
| Socio-economic disadvantage | | | | | |

| |
|---|
| <p>5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?</p> |
| <p>We monitor gender and allow an 'other' or 'blank' choice. We do not need to know any further information for our purpose of teaching/</p> |
| <p>6. What was the response rate, if applicable?</p> |
| <p>Almost everyone completes gender but many fewer complete disability information. Some disclose later in person with a tutor.</p> |
| <p>7. For what purpose was the data collected?</p> |
| <p>We avoid questioning learner's gender. It is collected as part of our statistics to ensure we are reaching the expected number of men and women. Numbers of men learning languages is traditionally lower than the number of women however Welsh does attract a larger number than other languages.</p> |
| <p>8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.</p> <p>Where you have collected information for more than one year, please provide analysis of trends.</p> |
| <p>Of the 757 individuals that enrolled on a course 627 were white. 32 identified as being black, Asian or mixed race.</p> <p>6% of learners were under 25 and 19% of learners were over 67</p> <p>12% of learners reported that they had a reason to need extra support whilst learning. The most common being spectrum and hearing disorders.</p> <p>Our data runs August to July. The figures above are from the year that included March 22</p> |
| <p>9. What does analysis of the data tell you?</p> |
| <p>This tells us we are reaching people from many backgrounds and those who need support to learn. However, if this is compared to the statistical make-up of the inhabitants of the Vale of Glamorgan there is more work to be done.</p> |

10. If you have comparable data for other years, what does the trend tell you?

We do not normally publish this type of data as the responsibility for this is with the National Centre for Learning Welsh.

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

This has made me want to look at the statistics for the Vale with new insights into the people we need to reach.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

Every year we aim to reach new groups by advertising in a new way. This year by using Bro Radio and sending prospectuses to schools. This is alongside our work with Family First events.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

All staff have training in working with adults with learning needs.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2021 – 31 March 2022**



| | | | | | |
|--|---|--------------------------|---|--------------------|---|
| 1. Department and Service Area | | | | | |
| Human Resources | | | | | |
| 2. Function | | | | | |
| Human Resources (HR) & Operational Development (OD) | | | | | |
| 3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2021 – 31 March 2022 or as at 31 March 2022. | | | | | |
| We identify and collect equality information on an annual basis using reports produced from Oracle and manual spreadsheets. This information only covers corporate areas. | | | | | |
| 4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage? | | | | | |
| Age | x | Pregnancy and Maternity | x | Religion or belief | x |
| Disability | x | Race – ethnic group | x | Sex | x |
| Gender Reassignment | x | Race – national identity | x | Sexual orientation | x |
| Socio-economic disadvantage | | | | | |

| |
|---|
| <p>5. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?</p> |
| <p>N/A</p> |
| <p>6. What was the response rate, if applicable?</p> |
| <p>N/A</p> |
| <p>7. For what purpose was the data collected?</p> |
| <p>Annual Report</p> |
| <p>8. Please attach a copy of your data analysis for 1 April 2021 – 31 March 2022 for publication as part of the annual equality monitoring report.</p> <p>Where you have collected information for more than one year, please provide analysis of trends.</p> |
| |
| <p>9. What does analysis of the data tell you?</p> |
| <ul style="list-style-type: none"> • The number of people employed has increased. • Last year we have employed more people from ethnic minorities • Most of our employees are on single status grades • The number of people who attended training last year has increased, as we have combined the Social Care Workforce Development Team under the OD function and due to the pandemic increased the number of courses we offer via an online mechanism. • The number of people who left our employment has increased on the previous year - these levels are now comparative to pre-pandemic years. • Gender Pay Gap has slightly increased from last year – The difference in mean hourly rate between Male and Female is £0.71 which is an increase compared to last year (£0.60). The Mean gender pay gap as a percentage of men’s pay is 4.67%. The Median gender pay gap as a percentage of men’s pay is 5.73%. |

10. If you have comparable data for other years, what does the trend tell you?

Each year there are similarities with the information, but comparisons can show more specific differences across the protected characteristics

11. How has this helped you to meet the three aims of the general duty?

The three aims, 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; and
- foster good relations between people who share a protected characteristic and those who do not.

The data relating to our employees has been used to help remove disadvantages due to their protected characteristics. This was mainly in the recruitment area where it was considered the process for applying for roles was not reaching areas of the community.

There is still some work to do in order to encourage people from protected groups to participate in Council activities, and this work will continue with support from our colleagues in other areas

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

The introduction of Council networks has been instigated to improve representation of protected groups across the council.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The Median gender pay gap as a percentage of men's pay is 5.73%. This is lower than the UK Median Gender Pay Gap is 7.9% (Office of National Statistics).

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Work is being undertaken to increase representation on our jobs page and provide channels for diversity / protected groups to be highlighted to potential candidates to encourage applicants.

Additional Information

Leisure Services

The Healthy Living and Performance Team, like the majority of Council departments, experienced a very different year due to the continuing covid-19 pandemic. However, this also gave opportunity to new activities such as the 'Summer of Fun' and 'Winter of Well-being' that had inclusive provision as a key objective.

The services provided by the department adapted quickly to a changing world and ensure that its objectives could be delivered in the best ways possible. This was particularly challenging for certain groups of key clients including groups identified within the Council's Strategic Equality Plan.

Women and girls' access and participation remained a key target during lockdowns and as the situation improved as concerns continue about the gap between levels of physical activity between the sexes. Building on previous research, specific to the Vale of Glamorgan, new activities have been provided to reduce the participation gap. The school sports survey that is currently underway should demonstrate if these initiatives are working.

The initiatives that did continue throughout the pandemic such as play schemes for children with disabilities remain a high priority and have continued to oversubscribe. The changes previously made to the service, with a greater emphasis placed on venues across the Vale of Glamorgan in an effort to ensure transport difficulties and other issues, are now delivering a more balanced programme of play activities across the area as planned.

General sports and play provision have also returned with this often being targeted at specific groups often linked to the Council's strategic equality objectives.

The National Exercise Referral scheme, that also called upon to adapt its services quickly and moved to an online presence with some live internet classes particularly quickly during lockdown is returning to a near normal service. The demand,

understandably, has been high for referrals and the team are working at their limits to see as many customers as possible.

This partly linked with a new initiative launched as a result of the pandemic, the '60+ project'. This project, in its pilot stage at Barry has proved extremely successful and has now been rolled out across the whole of the vale of Glamorgan.

The service has also worked with its Leisure Centre delivery partner, Legacy Leisure, to ensure that Leisure Centres have been able to return to a more normal operating model quickly and efficiently.



VALE SPORT & PHYSICAL ACTIVITY PLAN

'CREATING A HEALTHIER VALE'



TACKLING INEQUALITIES

Female Participation

Reducing the Gap and Growing Confidence



Work with Hindu Cohesion Mandal to increase activity levels for women and families

Consultation with female residents to identify motivations and barriers to taking part in more physical activity has initially resulted in a new female only swim session being introduced, further water activities planned and new walk leader trained to lead local walks . Further activities to follow.

Girls only community physical activity sessions targeting girls who are least active resulting in 100% feeling healthier and more confident and motivated to take part in other activities

Targeting communities & residents accessing less opportunities

Active at Home

Partnership food and physical activity project with Newydd Housing HAPI project impacting on 39 families to be more active and access to food. 95% reported improved health and well being with 75% reporting increased activity levels after 6 months.

Best Start in Life

Projects with partners including Public Health Wales, pre-schools and Early Years Wales resulting in equipment loan bags for families in most deprived areas to be more active, family activity sessions for pre-schoolers and primary age for those least active and events to encourage activity in early years. Family resources also developed.

Winter of Wellbeing

Welsh Government project to continue to re-engage young people post COVID

44 different organisations delivering sport / physical activity supported, impacting on at least 4631 children and young people from pre-school age to 24 years.

Active Education Beyond School Day

Successful in Sport Wales / Welsh Government pilot project to extend physical activity beyond school day. As a result, at least 115 sessions delivered to over 150 pupils in secondary school serving high numbers of pupils accessing free school meals



Summer of Fun

Taster activities with local partners provided as part of Welsh Government Summer of Fun targeting least active (only 10% met government guidance for activity levels) / those unable to afford community summer provision impacting on 699 children and young people over 134 sessions. As a result, 87% of participants felt more motivated and confident to take part in more activity and 60% wanted to join local clubs to continue activity.

Older People

60 + Project / Golden Pass

A partnership project with Vale Healthy Living Team, Sport Wales and Public Health Wales creating a pilot in Barry area targeting those who are least active.

- 140 Barry residents aged 60+ engaged in process via referral or self-referral process.
- Key target of amount of time sitting reduced by 30 mins a day, amount of time walking increased by 10 mins a day and those reporting taking part in moderate activity increased
- Key target around well-being of participants feeling more optimistic moved from some of the time to often.
- 13 projects funded by Golden Fund to increase physical activity opportunities available in the local area to targeted age group.

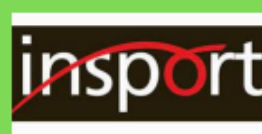
Inclusion - Disability



Regional partnership working to deliver online physical activity sessions during lockdowns



115 primary age pupils attending Admiral Play Together Awareness training, giving them the knowledge to support their disabled peers in physical activity



Vale clubs encouraged to be part of the Insport programme to develop inclusive community opportunities



3 run leaders trained to assist visual impaired residents in accessing running opportunities

Social Based Activities

Social Running

New run leaders and coaches supported to create more social running opportunities resulting in two new run groups set up

Park Run

Junior Park Run supported with equipment to assist with developments post COVID. Cosmeston Park Run supported with equipment to start up.

**Social
Activities
for Wider
Benefits**

Walking Netball

Walking netball re-established to engage those wanting to get more active in a low impact activity that also provided social activity. 100% of those taking part felt more confident to take part in other physical activity, 100% felt more motivated and healthier

**For further information contact the Healthy Living Team:
healthylivingteam@valeofglamorgan.gov.uk**

Integrated Autism Service (previously Adult Autism Advice)

The Integrated Autism Service is a multiagency team of local authority and health staff covering the Cardiff and Vale of Glamorgan area. It provides diagnosis and support for adults with autism. The team began in 2012 and developed into the Integrated Autism Service in 2017.

In order to:

“Encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low”.

The Team gathers information about available services. These services come from local authorities, external service providers, and third sector organisations. The team then supports clients to access these services and provide more targeted support if there are barriers.

This work helps clients to access support or opportunities that are available to them in the wider community. Without this low-level support, they may not have known about the support opportunities or felt able to access them.

The Integrated Autism Service delivers short-term, targeted interventions to encourage people to be independent and not to become dependent on the team.

Such autism specific support is essential when:

“Taking steps to meet the needs of people from protected groups where these are different from the needs of other people”

As we move out of Covid Face to Face appointments are gradually being reintroduced. However, learning from our experience, support is still available online through a Virtual Advice Hub as this allows access to some who cannot attend in person.

As well as signposting and support to access other opportunities the team has always run a range of groups. These groups help to:

“Remove or minimise disadvantages experienced by people due to their protected characteristics”

During Covid work has gone on to convert them into virtual on-line versions. Now that the current crisis is passing having virtual versions available increases the reach of the service.

This work is constantly ongoing. Currently the groups include:

- A post diagnostic group where adults learn about the condition they have been diagnosed with and how it may affect their lives.
- A social skills communication workshop.
- Mindfulness
- Healthy eating and balanced diet.

Also:

Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and

encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Electoral Services

Contributes to Equality Objective 4.

To encourage eligible residents of the Vale of Glamorgan to register to vote, the Electoral Registration Team has undertaken various activities to ensure registering to vote is available to all. We held the following events:

- International Youth Day – social media campaign.
- Local Democracy Week – social media campaign.
- Care homes – facilitated a point of contact in each Vale of Glamorgan care home, to ensure that vulnerable adults are able to register without barriers.
- Hostels, homeless residents, and housing agencies – weekly movement sheets provided to us to by the Homelessness Department to ensure that we can encourage homeless residents to still register to vote. We have also recently started an incentive of £10 shopping voucher for any successful registration for anyone falling into the category of homeless or in supported accommodation
- We distribute all our social media output for sharing to the Vale of Glamorgan's Regional Resettlement Officer, who works with Syrian nationals who have resettled in the Vale of Glamorgan.
- Schools – Social media and resources pack shared for distribution on Google classroom and other platforms to encourage registration for young people.
- Bus stop advertising aimed at young people and qualifying foreign nationals. This will run at the same time as UK Parliament week.
- We ran a competition to encourage young people between 14-17 to register with the prize being an ipad.
- Our annual house to house canvass enables anyone that might need assistance, to have the opportunity to register to vote

Creative Rural Communities/Leader Funding

Whilst we have not yet submitted the final claim for this fund, operationally this team/fund ceased on 31.12.21. Whilst some projects were still live from March 21, no new funding was issued. Projects that were still operational between March and Dec would have had to answer the following in their application, but in line with the requirements of the fund, no data to support these were required.

How does the project fit with the cross cutting themes? You must demonstrate your project addresses one or more of the following cross cutting themes.

- 1. Equal Opportunities including the Welsh Language*
- 2. Sustainable Development*
- 3. Poverty and Social Inclusion*

“Creative Communities” will oversee:

*Community Renewal Fund (Operational first quarter of 2022)

*Shared Prosperity Fund (Operational approx. Nov 2022 onwards)

*Levelling Up Fund (Operational approx. Nov 2022 onward if bid successful)

*Other (as yet unknown)

The three schemes with * are funding by UK Gov and have very specific criteria about characteristics to capture, and applications are set by UK Gov. We only really have scope to influence the equality aspect in the design of projects.

Pupil Development Grants (PDG) and Free School Meals (FSM) - Benefits

We keep a spreadsheet of all PDG awards paid, broken down into the school years they cover and looked-after children. This does not necessarily represent how many applications we received, because some parents may have included more than one child on the application.

These are the totals for the Sept 2021 academic year. We paid out 2759 PDGs, 69 of which were for children looked after, and the total spend was £368,125. This count also provides a total PDG spend per school year. There were also 363 applications that we turned down as not eligible, so added that to the 2759 figure provides a rough estimate of how many applications we actually received.

| Blwyddyn/Year Group | Nifer Number FSM | Nifer plant DG/Number LAC | Nifer Number NRPF | Gwariant Total Spend |
|-----------------------|------------------|---------------------------|-------------------|----------------------|
| Derbyn/Reception | 283 | 2 | | £35,625 |
| Blwyddyn/Year 1 | 241 | 3 | | £30,500 |
| Blwyddyn/Year 2 | 175 | 2 | | £22,125 |
| Blwyddyn/Year 3 | 270 | 6 | | £34,500 |
| Blwyddyn/Year 4 | 160 | 5 | | £20,625 |
| Blwyddyn/Year 5 | 284 | 7 | | £36,375 |
| Blwyddyn/Year 6 | 164 | 9 | | £21,625 |
| Blwyddyn/Year 7 | 299 | 11 | | £62,000 |
| Blwyddyn/Year 8 | 247 | 7 | | £31,750 |
| Blwyddyn/Year 9 | 223 | 5 | | £28,500 |
| Blwyddyn/Year 10 | 203 | 8 | | £26,375 |
| Blwyddyn/Year 11 | 141 | 4 | | £18,125 |
| Ys gyfanswm/Sub Total | 2,690 | 69 | 0 | £368,125 |

The transitionally-protected (TP) awards cannot be separated out because lots of FSM awards had to be manually cancelled to allow end-of-year jobs to be run. The cancelled awards are not really cancelled (i.e. becoming TP only awards), just awards which were manipulated manually to manoeuvre the system.

Secondary schools – 1743 FSM entitlements

Primary schools – 2500 FSM entitlements

Pupil Referral Unit – 33 FSM entitlements

Ysgol Y Deri (reception to year 13) – 138 FSM entitlements

Appendix 5: Employment Information



The information we use in this report is for the period April 2021 to March 2022. The only place we do not do this is in Sections 1, 2, 9 and 10. In these sections, we show the information as at 31 March 2022.

The information:

- comes from human resources and payroll systems;
- is about permanent, temporary and relief staff;
- does not include staff employed in schools (schools are responsible to publish their own reports).

If people have more than one job, we have included details for each job. This gives a more complete and accurate record. For example, if someone has two jobs, each in a different grade, their details will appear under each grade.

Where there are less than ten people in a group, we have not included this information. Instead, we show this with an asterisk (*). We do this to comply with data protection law. It means you cannot work out that the details are about someone in particular. Where we have looked at pay, we have used average total pay based on the pay of a full-time employee. We have separated this report to look at the information we have on employment under the following sections:

1. People employed.
2. Men and women employed.
3. People who applied for jobs between 1 April 2021 and 31 March 2022
4. Employees who applied to change jobs between 1 April 2021 and 31 March 2022

5. Employees who applied for training between 1 April 2021 and 31 March 2022
6. Employees who attended training between 1 April 2021 and 31 March 2022
7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures between 1 April 2021 and 31 March 2022.
8. Employees who left our employment between 1 April 2021 and 31 March 2022
9. Differences in salary.
10. Gender Pay Report.
11. Ethnicity Pay Gap Report

1. People employed

Age

| | 2020/2021 | | 2021/2022 | |
|-------------------|-------------|------------|-------------|------------|
| Age band in years | Number | % | Number | % |
| 16-24 | 112 | 4.3 | 103 | 3.9 |
| 25-29 | 190 | 7.3 | 196 | 7.4 |
| 30-34 | 224 | 8.6 | 228 | 8.6 |
| 35-39 | 273 | 10.4 | 269 | 10.1 |
| 40-44 | 314 | 12.0 | 328 | 12.3 |
| 45-49 | 308 | 11.8 | 294 | 11.0 |
| 50-54 | 403 | 15.4 | 417 | 15.6 |
| 55-59 | 403 | 15.4 | 426 | 16.0 |
| 60-64 | 278 | 10.6 | 287 | 10.8 |
| 65+ | 111 | 4.2 | 118 | 4.4 |
| Total | 2616 | 100 | 2666 | 100 |

The total number of people we employ has increased since 2020 - 2021 and 2021 - 2022. This is a change from the previous year where the number of people we employed had decreased.

The largest number of staff is from the 55 to 59 age group. There have been increases in all groups except 16 to 24 year olds, 35 to 39 year olds, and 45 to 49 year olds. The percentage shares for each age group have remained largely the same, with the biggest changes in 45 to 49 year olds from 11.8% to 11.0% and 55 to 59 year olds from 15.4% to 16.0%.

Our Workforce Plan 2021 - 2025 includes a target to employ more young people, whilst supporting and developing all our employees.

We continue to look for ways to improve our numbers of 16 – 24 employees, and to offer opportunities for those wishing to start their careers with the Council, through apprenticeship, traineeship, graduate opportunities and work experience. We continue to engage with local employment partners, training providers, schools, and local universities to promote the Council as an employer of choice.

Gender

| | 2020/2021 | | 2021/2022 | |
|--------------|-------------|------------|-------------|------------|
| Gender | Number | % | Number | % |
| Female | 1744 | 66.7 | 1793 | 67.3 |
| Male | 872 | 33.3 | 873 | 32.7 |
| Total | 2616 | 100 | 2666 | 100 |

In 2021 / 2022 the number of female employees has increased from 1744 to 1793 and the number of male employees increased slightly from 872 to 873. Despite the changes, the actual percentages between the two is very similar to the previous year.

Over two thirds of the people we employ are female. It is usual to find that more women than men work in local authorities.

Gender reassignment

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|-------|-----------|-------|
| Gender at Birth | Number | % | Number | % |
| Female | 1231 | 47.06 | 1255 | 47.07 |
| Male | 606 | 23.17 | 572 | 21.46 |
| Intersex | 0 | 0.00 | 0 | 0.00 |
| Not recorded | 773 | 29.55 | 833 | 31.25 |
| Prefer not to say | * | * | * | * |

| | | | | |
|--------------|-------------|------------|-------------|------------|
| Total | 2616 | 100 | 2666 | 100 |
|--------------|-------------|------------|-------------|------------|

The number of people who told us they are female or male at birth has increased slightly for women but decreased for men from 606 to 572. The overall percentages remain very similar to the previous year.

National Identity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2022/2022 | |
|-------------------|-------------|--------------|-------------|--------------|
| National Identity | Number | % | Number | % |
| British | 1145 | 43.8 | 1119 | 42.0 |
| English | 104 | 4.0 | 111 | 4.2 |
| Northern Irish | * | * | * | * |
| Not recorded | 377 | 14.4 | 352 | 13.2 |
| Other | 52 | 2.0 | 77 | 2.9 |
| Prefer not to say | * | * | 10 | 0.4 |
| Scottish | 10 | 0.4 | * | * |
| Welsh | 915 | 35.0 | 983 | 36.9 |
| Total | 2616 | 100.0 | 2666 | 100.0 |

Most employees said they were British or Welsh. The number who are English or Scottish has remained very similar to the previous year. The number not recorded or who prefer not to say has decreased.

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|---|-----------|---|
| Ethnic Background | Number | % | Number | % |

| | | | | |
|---------------------------|-------------|------------|-------------|------------|
| White and British | 1646 | 62.9 | 1696 | 63.6 |
| White and English | 27 | 1.0 | 23 | 0.9 |
| White and Scottish | 22 | 0.8 | 20 | 0.8 |
| White and Welsh | 383 | 14.6 | 361 | 13.5 |
| White and Irish | * | * | * | * |
| White Other | 84 | 3.2 | 89 | 3.3 |
| White and Black Caribbean | 13 | 0.5 | 12 | 0.5 |
| White and Black African | * | * | * | * |
| White and Asian | * | * | * | * |
| Mixed Other | * | * | * | * |
| Indian | * | * | * | * |
| Pakistani | * | * | * | * |
| Bangladeshi | * | * | * | * |
| Asian Other | 13 | 0.5 | 14 | 0.5 |
| Caribbean | * | * | * | * |
| African | * | * | * | * |
| Black Other | * | * | * | * |
| Chinese | * | * | * | * |
| Other | * | * | * | * |
| Not disclosed | 15 | 0.6 | 24 | 0.9 |
| Not recorded | 359 | 13.7 | 366 | 13.7 |
| Total | 2616 | 100 | 2666 | 100 |

Most employees were White – 83.4% which just about the same as the previous year. The number who did not record their ethnicity has increased on the previous year.

Disability

| Disabled | 2020/2021 | | 2021/2022 | |
|------------------------|-------------|------------|-------------|------------|
| | Number | % | Number | % |
| No | 2128 | 81.3 | 2081 | 78.1 |
| Not recorded | 385 | 14.7 | 481 | 18.0 |
| Prefer not to say | 25 | 1.0 | 25 | 0.9 |
| Yes | * | * | * | * |
| Yes - limited a little | 65 | 2.5 | 67 | 2.5 |
| Yes - limited a lot | * | * | * | * |
| Total | 2616 | 100 | 2666 | 100 |

The proportion of people that were not recorded previously has increased since the previous year.

The Council is registered and committed to the Department of Work and Pensions national 'Disability Confident Scheme'. There are three levels in the scheme. We have achieved Level 2 - 'Disability Confident Employer'. This helps people to feel confident to apply for jobs and promotion. They can do so knowing that they will not experience discrimination or disadvantage.

Being 'disability confident', we will continue to:

- hire and retain skilled disabled people;
- improve attitude, behaviour and culture by helping employees understand disability; and
- remove barriers to help disabled employees do the best they can and achieve their goals.

In addition, the Council remains committed to help disabled people to access work placement opportunities to help them find jobs. We also continue to support employees that became disabled while they were working with us to retain their jobs.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|--------------------|-------------|------------|-------------|------------|
| Sexual Orientation | Number | Number | Number | % |
| Bisexual | 16 | 0.6 | 18 | 0.7 |
| Gay or lesbian | 47 | 1.8 | 50 | 1.9 |
| Heterosexual | 1786 | 68.3 | 1771 | 66.4 |
| Not recorded | 706 | 27.0 | 768 | 28.8 |
| Other | * | * | * | * |
| Prefer not to say | 60 | 2.3 | 58 | 2.2 |
| Total | 2616 | 100 | 2666 | 100 |

Most of our employees said they were heterosexual (66.4%). The number of employees who have told us they were gay, lesbian or bisexual has increased. Those not recorded has increased since the previous year but the number who preferred not to say has decreased.

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|------------------|-----------|--------|-----------|---|
| Religious Belief | Number | Number | Number | % |
| Buddhist | * | * | * | * |

| | | | | |
|-------------------------------|-------------|------------|-------------|------------|
| Christian (all denominations) | 802 | 30.7 | 768 | 28.8 |
| Hindu | * | * | * | * |
| Jewish | * | * | * | * |
| Muslim | * | * | * | * |
| No religion | 978 | 37.4 | 986 | 37.0 |
| Not recorded | 716 | 27.4 | 785 | 29.4 |
| Other | 18 | 0.7 | 16 | 0.6 |
| Prefer not to say | 81 | 3.1 | 87 | 3.3 |
| Sikh | * | * | * | * |
| Total | 2616 | 100 | 2666 | 100 |

From the number we employ, those who recorded no religion is the highest belief / non-belief. There has been an increase in the number that did not record any option and prefer not to say.

The number of employees who recorded their belief as Christian has decreased.

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---|-----------|-----|-----------|-----|
| Marital Status | Number | % | Number | % |
| Civil Partnership | * | * | * | * |
| Divorced | 205 | 7.8 | 204 | 7.7 |
| Formerly in a same-sex civil partnership which is now legally dissolved | 0 | 0.0 | 0 | 0.0 |

| | | | | |
|---|-------------|--------------|-------------|--------------|
| In a registered same-sex civil partnership and living with your partner | * | * | 10 | 0.4 |
| Legally separated | * | * | * | * |
| Living together | 11 | 0.4 | * | * |
| Married | 1171 | 44.8 | 1150 | 43.1 |
| Not recorded | 192 | 7.3 | 211 | 7.9 |
| Partner | * | * | 10 | 0.4 |
| Prefer not to say | 56 | 2.1 | 74 | 2.8 |
| Separated but still legally married | 36 | 1.4 | 36 | 1.4 |
| Separated but still legally in a same-sex civil partnership | * | * | 0 | 0.0 |
| Single | 904 | 34.6 | 940 | 35.3 |
| Unspecified | * | * | * | * |
| Widowed | 15 | 0.6 | 17 | 0.6 |
| Total | 2616 | 100.0 | 2666 | 100.0 |

The number of those who are married has decreased from 1171 to 1150 but remains the highest category of marital status.

Those who told us they are single has increased from 904 to 940 since the previous year.

The number who prefer not to say has increased.

Those who are in a civil partnership or in a registered same-sex civil partnership and living with your partner have all increased on the previous year figure.

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|----------------|-----------|------------|-----------|------------|
| Leave Category | Number | % | Number | % |
| Maternity | 50 | 83.3 | 51 | 81.0 |
| Paternity | * | * | 12 | 19.0 |
| Adoption | * | * | 0 | 0.0 |
| Total | 60 | 100 | 63 | 100 |

There were 63 employees who had maternity, paternity or adoption pay and leave during 2021 / 2022. This number has increased by 3 when compared to the previous year.

There are no employees on adoption leave this year but the number on paternity leave has increased since the previous year.

Welsh Language

| 2020/2021 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 1039 | 39.7 | 1103 | 42.2 | 1153 | 44.1 | 1284 | 49.1 |
| Basic | 594 | 22.7 | 499 | 19.1 | 431 | 16.5 | 308 | 11.8 |
| Competent | 34 | 1.3 | 26 | 1.0 | 33 | 1.3 | 30 | 1.1 |
| Good | 26 | 1.0 | 26 | 1.0 | 26 | 1.0 | 24 | 0.9 |
| Fluent | 97 | 3.7 | 89 | 3.4 | 88 | 3.4 | 76 | 2.9 |
| Not recorded | 826 | 31.6 | 873 | 33.4 | 885 | 33.8 | 894 | 34.2 |
| Total | 2616 | 100 | 2616 | 100 | 2616 | 100 | 2616 | 100 |

| 2021/2022 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 531 | 19.9 | 446 | 16.7 | 383 | 14.4 | 276 | 10.4 |
| Basic | 33 | 1.2 | 24 | 0.9 | 31 | 1.2 | 28 | 1.1 |
| Competent | 86 | 3.2 | 80 | 3.0 | 79 | 3.0 | 68 | 2.6 |
| Good | 25 | 0.9 | 24 | 0.9 | 25 | 0.9 | 23 | 0.9 |
| Fluent | 934 | 35.0 | 995 | 37.3 | 1040 | 39.0 | 1153 | 43.2 |
| Not recorded | 1057 | 39.6 | 1097 | 41.1 | 1108 | 41.6 | 1118 | 41.9 |
| Total | 2666 | 100 | 2666 | 100 | 2666 | 100 | 2666 | 100 |

For those employed who have selected “None” for Welsh language skills, the overall numbers have decreased across the proficiencies since the previous year which is pleasing. Other increases are also positive, with increases in the percentages for Competent and Fluent in particular.

Within Understanding, there have been significant percentage increases in Basic and Fluent, whilst Good has slightly decreased by 0.1%.

Within Speaking, the percentage under Basic, Competent and Fluent has increased, whilst again Good has slightly decreased by 0.1%.

Within Reading, the percentage of Basic has decreased but Competent and Fluent have increased.

Within Writing, there have been percentage increases for Basic and Competent, as well as a significant increase for Fluent.

Unfortunately, the percentage of those employed who have not recorded Welsh language skills across all proficiencies has increased since the previous year.

Welsh language courses are available to all staff at all levels, from a basic to an advanced level. Employees can attend at no cost and during work time.

2. Men and women employed

Job and Grade - To comply with the Data Protection Act, we have removed some information (*).

| Employee Category | Job Grade | 2020/2021 | | | | | | 2021/2022 | | | | | |
|------------------------|-----------|-----------|------|--------|------|----------|------|-----------|------|--------|------|----------|------|
| | | Female | | Male | | All Jobs | | Female | | Male | | All Jobs | |
| | | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Apprentice / Kickstart | NMW | 19 | 1.1 | 12 | 1.4 | 31 | 1.2 | 17 | 0.9 | 10 | 1.1 | 27 | 1.0 |
| Single Status | 1 | 154 | 8.8 | 39 | 4.5 | 193 | 7.4 | 161 | 9.0 | 38 | 4.4 | 199 | 7.5 |
| | 2 | 15 | 0.9 | 63 | 7.2 | 78 | 3.0 | 21 | 1.2 | 61 | 7.0 | 82 | 3.1 |
| | 3 | 302 | 17.3 | 95 | 10.9 | 397 | 15.2 | 313 | 17.5 | 93 | 10.7 | 406 | 15.2 |
| | 4 | 205 | 11.8 | 107 | 12.3 | 312 | 11.9 | 210 | 11.7 | 107 | 12.3 | 317 | 11.9 |
| | 5 | 203 | 11.6 | 94 | 10.8 | 297 | 11.4 | 210 | 11.7 | 99 | 11.3 | 309 | 11.6 |
| | 6 | 184 | 10.6 | 96 | 11.0 | 280 | 10.7 | 181 | 10.1 | 97 | 11.1 | 278 | 10.4 |
| | 7 | 98 | 5.6 | 66 | 7.6 | 164 | 6.3 | 107 | 6.0 | 82 | 9.4 | 189 | 7.1 |
| | 8 | 95 | 5.4 | 84 | 9.6 | 179 | 6.8 | 105 | 5.9 | 80 | 9.2 | 185 | 6.9 |
| | 9 | 177 | 10.1 | 71 | 8.1 | 248 | 9.5 | 186 | 10.4 | 71 | 8.1 | 257 | 9.6 |
| | 10 | 47 | 2.7 | 28 | 3.2 | 75 | 2.9 | 43 | 2.4 | 28 | 3.2 | 71 | 2.7 |
| | 11 | 45 | 2.6 | 28 | 3.2 | 73 | 2.8 | 49 | 2.7 | 30 | 3.4 | 79 | 3.0 |
| | Total | 1525 | 87.4 | 771 | 88.4 | 2296 | 87.8 | 1586 | 88.5 | 786 | 90 | 2372 | 89 |
| Other Authority | Total | 25 | 1.4 | 16 | 1.8 | 41 | 1.6 | 20 | 1.1 | * | * | 29 | 1.1 |
| Chief Officer | Total | 24 | 1.4 | 25 | 2.9 | 49 | 1.9 | 23 | 1.3 | 27 | 3.1 | 50 | 1.9 |
| Soulbury | Total | 10 | 0.6 | * | * | 13 | 0.5 | * | * | * | * | 12 | 0.5 |
| Teachers | Total | 18 | 1.0 | * | * | 22 | 0.8 | 17 | 0.9 | * | * | 18 | 0.7 |

| | | | | | | | | | | | | | |
|----------------|-------|-------------|------------|------------|------------|-------------|------------|-------------|--------------|------------|--------------|-------------|--------------|
| Youth and Comm | Total | 123 | 7.1 | 41 | 4.7 | 164 | 6.3 | 122 | 6.8 | 36 | 4.1 | 158 | 5.9 |
| Total | | 1744 | 100 | 872 | 100 | 2616 | 100 | 1793 | 100.0 | 873 | 100.0 | 2666 | 100.0 |

We employed most of our employees on 'single status' terms and conditions of employment (89%).

The number of staff employed in Apprentice / Kickstart has decreased in 2021/2022. This may be in part due to the Covid-19 pandemic and an impact on training up new apprentices. However, the Council has implemented the Government Kickstart Scheme which will hopefully increase the number of apprentices in future years. We hope this number will continue to increase each year.

Most female employees were on grade 3 (17.5%). This is similar to the previous year where the most females were on grade 3 (17.3%). Most males were on grade 4 (12.3%). This is identical to the previous year.

Pay

To comply with the Data Protection Act, we have removed information (*).

| Salary Band (£) | 2020/2021 | | | | | | 2021/2022 | | | | | |
|-----------------|-----------|------|--------|------|----------|------|-----------|------|--------|------|----------|------|
| | Female | | Male | | All Jobs | | Female | | Male | | All Jobs | |
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| 0 -14,999 | * | * | * | * | * | * | * | * | * | * | * | * |
| 15,000-19,999 | 582 | 33.4 | 255 | 29.2 | 837 | 32.0 | 573 | 32.0 | 224 | 25.7 | 797 | 29.9 |
| 20,000-24,999 | 443 | 25.4 | 218 | 25.0 | 661 | 25.3 | 483 | 26.9 | 244 | 27.9 | 727 | 27.3 |
| 25,000-29,999 | 271 | 15.5 | 139 | 15.9 | 410 | 15.7 | 217 | 12.1 | 117 | 13.4 | 334 | 12.5 |

| | | | | | | | | | | | | |
|---------------|-------------|------------|------------|------------|-------------|------------|-------------|------------|------------|------------|-------------|------------|
| 30,000-34,999 | 124 | 7.1 | 98 | 11.2 | 222 | 8.5 | 180 | 10.0 | 123 | 14.1 | 303 | 11.4 |
| 35,000-39,999 | 181 | 10.4 | 71 | 8.1 | 252 | 9.6 | 198 | 11.0 | 72 | 8.2 | 270 | 10.1 |
| 40,000-44,999 | 72 | 4.1 | 39 | 4.5 | 111 | 4.2 | 64 | 3.6 | 34 | 3.9 | 98 | 3.7 |
| 45,000-49,999 | 34 | 1.9 | 22 | 2.5 | 56 | 2.1 | 43 | 2.4 | 27 | 3.1 | 70 | 2.6 |
| 50,000+ | 33 | 1.9 | 26 | 3.0 | 59 | 2.3 | 30 | 1.7 | 28 | 3.2 | 58 | 2.2 |
| Total | 1744 | 100 | 872 | 100 | 2616 | 100 | 1793 | 100 | 873 | 100 | 2666 | 100 |

The salary bands show basic pay for a year for a full-time equivalent. They do not include other allowances.

The salary band between £15,000 and £19,999 was the highest percentage of all jobs at 29.9% This was a decrease on the previous year but remains the highest band. The percentage in the next band £20,000 to £25,999 has however increased to 27.3%.

There was an increase in the number of females and males across the salary bands £20,000 to £24,999 (females 443 to 483 and males 218 to 244), £30,000 to £34,999 (females 124 to 180 and males 98 to 123), £35,000 to £39,999 (females 181 to 198 and males 71 to 72), and £45,000 to £49,999 (females 34 to 43 and males 22 to 27).

LGBT+ Pay

To comply with the Data Protection Act, we have removed some information (*).

| Salary Band £ | 2020/2021 | | 2021/2022 | |
|---------------|-----------|------------|-----------|------------|
| | Number | % | Number | % |
| 0,000-19,999 | 22 | 33 | 24 | 32 |
| 20,000-29,999 | 21 | 31 | 28 | 38 |
| 30,000-39,999 | 15 | 22 | 14 | 19 |
| 40,000+ | * | * | * | * |
| Total | 67 | 100 | 74 | 100 |

There was a total of 74 LGBT+ employees in 2021 / 2022. This shows an increase in numbers of LGBT+ employees in comparison to last year. The highest salary band was 20,000 - 29,999 (38%).

Contract Type and Working Pattern

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | | | | | 2021/2022 | | | | | |
|-----------------------|-------------|------------|------------|------------|-------------|------------|-------------|------------|------------|------------|-------------|------------|
| | Female | | Male | | All Jobs | | Female | | Male | | All Jobs | |
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Full time - Permanent | 615 | 35.3 | 563 | 64.6 | 1178 | 45.0 | 644 | 35.9 | 577 | 66.1 | 1221 | 45.8 |
| Full time - Temporary | 100 | 5.7 | 50 | 5.7 | 150 | 5.7 | 126 | 7.0 | 51 | 5.8 | 177 | 6.6 |
| Part time - Permanent | 556 | 31.9 | 71 | 8.1 | 627 | 24.0 | 556 | 31.0 | 60 | 6.9 | 616 | 23.1 |
| Part time - Temporary | 70 | 4.0 | 22 | 2.5 | 92 | 3.5 | 60 | 3.3 | 16 | 1.8 | 76 | 2.9 |
| Term time only | 189 | 10.8 | 37 | 4.2 | 226 | 8.6 | 156 | 8.7 | 29 | 3.3 | 185 | 6.9 |
| Relief | 214 | 12.3 | 129 | 14.8 | 343 | 13.1 | 251 | 14.0 | 140 | 16.0 | 391 | 14.7 |
| Total | 1744 | 100 | 872 | 100 | 2616 | 100 | 1793 | 100 | 873 | 100 | 2666 | 100 |

The number of full-time permanent employees remains the highest category at 1221 or 45.8%.

The percentage of relief staff has increased from 13.1% to 14.7%.

The number of females in permanent part-time employment has remained the same (556) but the number of females in full-time employment has increased (permanent 65 to 644 and temporary 100 to 126).

The number of males in part-time employment has decreased (permanent 71 to 60 and temporary 22 to 16) but the number of males in permanent full-time employment has increased from 563 to 577.

The percentage of 'term time only' employees has decreased from 8.6% to 6.9%.

3. People who applied for jobs between 1 April 2021 and 31 March 2022

We advertise our jobs to staff and the public. We let the public know by using online resources such as Indeed, specialist publications, Job Centre Plus, jobs fairs, local community groups and external partners. This helps us to reach all areas of our local community.

Age

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|------|-----------|------|
| Age band in years | Number | % | Number | % |
| 16 - 19 | 89 | 2.7 | 62 | 1.9 |
| 20 - 24 | 715 | 21.6 | 512 | 15.6 |
| 25 - 29 | 562 | 17.0 | 470 | 14.3 |
| 30 - 34 | 392 | 11.8 | 390 | 11.9 |
| 35 - 39 | 327 | 9.9 | 338 | 10.3 |
| 40 - 44 | 283 | 8.5 | 309 | 9.4 |
| 45 - 49 | 225 | 6.8 | 240 | 7.3 |
| 50 - 54 | 277 | 8.4 | 208 | 6.3 |
| 55 - 59 | 180 | 5.4 | 165 | 5.0 |
| 60 - 64 | 66 | 2.0 | 88 | 2.7 |

| | | | | |
|--------------|-------------|------------|-------------|------------|
| 65+ | 13 | 0.4 | 17 | 0.5 |
| Not recorded | 185 | 5.6 | 483 | 14.7 |
| Total | 3314 | 100 | 3282 | 100 |

We had a decrease in the number of applications for jobs that we advertised than in the previous year (from 3314 to 3282). The highest percentage of applications was in the 20-24 age band which is encouraging (15.6%).

Gender

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---------------|-------------|------------|-------------|------------|
| Gender | Number | % | Number | % |
| Female | 2130 | 64.3 | 1883 | 57.4 |
| Male | 1016 | 30.7 | 924 | 28.2 |
| Not disclosed | 168 | 5.1 | 475 | 14.5 |
| Total | 3314 | 100 | 3282 | 100 |

Over half the number of people applying for jobs were female (57.4%). This is more than double the number of males applying for jobs (28.2%).

The number who did not disclose their gender on applying for jobs has increased significantly from 168 to 475.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-----------------|-----------|------|-----------|------|
| Gender at Birth | Number | % | Number | % |
| Female | 2126 | 64.2 | 1777 | 54.1 |

| | | | | |
|-------------------|-------------|------------|-------------|--------------|
| Male | 1002 | 30.2 | 830 | 25.3 |
| Intersex | * | * | 0 | 0.0 |
| Not recorded | 169 | 5.1 | 652 | 19.9 |
| Prefer not to say | 16 | 0.5 | 23 | 0.7 |
| Total | 3314 | 100 | 3282 | 100.0 |

The numbers and percentages for gender at birth for both males and females have decreased on the previous year (2126 / 64.2% to 1777 / 54.1% for females and 1002 / 30.2% to 830 / 25.3% for males).

The percentage who did not record their gender at birth has significantly increased from 5.1% to 19.9%.

National Identity

To comply with the Data Protection Act, we have removed some information (*).

| National Identity | 2020/2021 | | 2021/2022 | |
|-------------------|-------------|--------------|-------------|--------------|
| | Number | % | Number | % |
| British | 798 | 24.1 | 608 | 18.5 |
| English | 285 | 8.6 | 275 | 8.4 |
| Northern Irish | 13 | 0.4 | * | * |
| Not recorded | 169 | 5.1 | 652 | 19.9 |
| Other | 126 | 3.8 | 136 | 4.1 |
| Prefer not to say | 12 | 0.4 | 13 | 0.4 |
| Scottish | 19 | 0.6 | 17 | 0.5 |
| Welsh | 1892 | 57.1 | 1576 | 48.0 |
| Total | 3314 | 100.0 | 3282 | 100.0 |

Most applicants said they were Welsh, 48.0%, which is a decrease from the 57.1% declared as Welsh in the previous year.

There are fewer applicants recording their identity as British (608) than not recording their identity (652). This has increased on the previous year (169). Other categories have stayed roughly the same.

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---------------------------|-----------|------|-----------|------|
| Ethnic Background | Number | % | Number | % |
| White and British | 2687 | 81.1 | 2389 | 72.6 |
| White and English | 0 | 0.0 | 0 | 0.0 |
| White and Scottish | 0 | 0.0 | 0 | 0.0 |
| White and Welsh | 0 | 0.0 | 0 | 0.0 |
| White and Irish | 10 | 0.3 | 15 | 0.5 |
| White Other | 156 | 4.7 | 138 | 4.2 |
| White and Black Caribbean | 27 | 0.8 | 20 | 0.6 |
| White and Black African | 16 | 0.5 | 20 | 0.6 |
| White and Asian | 19 | 0.6 | 16 | 0.5 |
| Mixed Other | 22 | 0.7 | 11 | 0.3 |
| Indian | 24 | 0.7 | 33 | 1.0 |
| Pakistani | 11 | 0.3 | 13 | 0.4 |
| Bangladeshi | 14 | 0.4 | * | * |
| Asian Other | 27 | 0.8 | 27 | 0.8 |
| Caribbean | * | * | * | * |
| African | 42 | 1.3 | 41 | 1.2 |
| Black Other | * | * | * | * |
| Chinese | 14 | 0.4 | 15 | 0.5 |

| | | | | |
|---------------|-------------|------------|-------------|--------------|
| Other | 0 | 0.0 | 0 | 0.0 |
| Not disclosed | 67 | 2.0 | 61 | 1.9 |
| Not recorded | 168 | 5.1 | 475 | 14.4 |
| Total | 3314 | 100 | 3292 | 100.0 |

White and British remains the highest category for applicants at 72.6%, which is a decrease from 81.1% last year.

The number who chose to not record their ethnicity has increased from 168 to 475, with a percentage increase from 5.1% to 14.4%.

Disability

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|------------------------|-------------|------------|-------------|--------------|
| | Number | % | Number | % |
| Disabled | | | | |
| No | 2951 | 89.0 | 2571 | 78.3 |
| Not recorded | 168 | 5.1 | 475 | 14.5 |
| Prefer not to say | 76 | 2.3 | 84 | 2.6 |
| Yes | 0 | 0.0 | 0 | 0.0 |
| Yes - limited a little | 109 | 3.3 | 147 | 4.5 |
| Yes - limited a lot | 10 | 0.3 | * | * |
| Total | 3314 | 100 | 3282 | 100.0 |

The number of people who said that they had no disability decreased from 2951 to 2571 on the previous year, a percentage change from 89.0% to 78.3%. The number who said Yes, limited a little to disability, increased from 109 to 147, 4.5%.

The percentage who did not record a response increased from 5.1% to 14.5%.

As we said before, we use the ‘two ticks’ disability symbol to advertise jobs. This shows our commitment to helping disabled people find jobs. It also shows that we support employees who got a disability while they were working with us. The new e-recruit portal supports this work by clearly identifying if someone indicates a disability when applying for a role.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|--------------------|-------------|------------|-------------|--------------|
| Sexual Orientation | Number | % | Number | % |
| Bisexual | 71 | 2.1 | 79 | 2.4 |
| Gay or lesbian | 93 | 2.8 | 76 | 2.3 |
| Heterosexual | 2867 | 86.5 | 2368 | 72.2 |
| Not recorded | 169 | 5.1 | 652 | 19.9 |
| Other | * | * | * | * |
| Prefer not to say | 110 | 3.3 | 106 | 3.2 |
| Total | 3314 | 100 | 3282 | 100.0 |

There has been an increase in the number of applications from Bisexual applicants but decreases in Gay or Lesbian and Heterosexual.

The percentage of applicants who told us they were Heterosexual still remains the highest at 72.2%.

Those who chose not to record their sexual orientation has increased from 5.1% to 19.9%.

LGBT+ - Monitoring of application to successful appointment

This is a new section of this report showing data in regard to LGBT+ Monitoring of application to successful appointment.

| LGBT + | 2020 / 2021 | 2021 / 2022 |
|--------------------------------|--------------------|--------------------|
| Number of Applications | 163 | 160 |
| Successful Appointments | 19 | 33 |
| % | 12% | 21% |

The number of applications has decreased from 163 to 160, but the number of successful appointments has increased from 19 to 33.

The percentage of successful appointments from applications from those who declare themselves as LGBTQ+ has increased from 12% to 21%.

The number of LGBTQ+ applications as a percentage of total applications has remained at 4.9% for both 2020 / 2021 and 2021 / 2022.

The percentage of successful appointments however has increased from 0.6% to 1.0%.

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------------------|------------------|----------|------------------|----------|
| Religious Belief | Number | % | Number | % |
| Buddhist | 25 | 0.8 | * | * |
| Christian (all denominations) | 949 | 28.6 | 795 | 24.2 |
| Hindu | 17 | 0.5 | 11 | 0.3 |
| Jewish | * | * | * | * |
| Muslim | 41 | 1.2 | 31 | 0.9 |

| | | | | |
|-------------------|-------------|------------|-------------|------------|
| No religion | 1910 | 57.6 | 1604 | 48.9 |
| Not recorded | 169 | 5.1 | 652 | 19.9 |
| Other | 20 | 0.6 | 19 | 0.6 |
| Prefer not to say | 178 | 5.4 | 153 | 4.7 |
| Sikh | * | * | * | * |
| Total | 3314 | 100 | 3282 | 100 |

The number of applicants that said their religious belief was Buddhist, Christian, Hindu, Muslim, no religion, other, and prefer not to say all decreased on the previous year.

However, the percentage of applicants who chose not to record their religious belief increased from 169 to 652, a percentage increase from 5.1% to 19.9%.

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---|-----------|------|-----------|------|
| Marital Status | Number | % | Number | % |
| Civil partnership | 0 | 0.0 | 0 | 0.0 |
| Divorced | 218 | 6.6 | 182 | 5.5 |
| Formerly in a same-sex civil partnership which is now legally dissolved | * | * | * | * |
| In a registered same-sex civil partnership and living with your partner | 21 | 0.6 | 10 | 0.3 |
| Legally separated | 0 | 0.0 | 0 | 0.0 |
| Living together | 0 | 0.0 | 0 | 0.0 |
| Married | 864 | 26.1 | 779 | 23.7 |

| | | | | |
|--|-------------|------------|-------------|--------------|
| Not recorded | 169 | 5.1 | 0 | 0.0 |
| Partner | 0 | 0.0 | 0 | 0.0 |
| Prefer not to say | 110 | 3.3 | 114 | 3.5 |
| Separated but still legally married | 96 | 2.9 | 67 | 2.0 |
| Separated, but still legally in a same-sex civil partnership | * | * | * | * |
| Single | 1799 | 54.3 | 1434 | 43.7 |
| Surviving partner of a same-sex civil partnership | * | * | * | * |
| Unspecified | 0 | 0.0 | 652 | 19.9 |
| Widowed | 32 | 1.0 | 37 | 1.1 |
| Total | 3314 | 100 | 3282 | 100.0 |

The highest marital status category for applicants was Single, at 43.7%. This is a decrease from the previous year (54.3%).

The number who told us they are divorced has decreased from 218 to 182, a percentage change from 6.6% to 5.5%.

Those who told us they were married decreased from 864 to 779, but the percentage is around the same (26.1% to 23.7%).

The biggest increase is for unspecified, which increased from zero to 652 or 19.9%.

None of the applicants selected 'not recorded'. Other categories remained roughly the same.

Maternity, Paternity and Adoption

We do not ask applicants about this or report on it as we feel that we may discourage people from applying for jobs.

Welsh Language

| 2020/2021 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 1479 | 44.6 | 1681 | 50.7 | 1732 | 52.3 | 1929 | 58.2 |
| Basic | 1188 | 35.8 | 1041 | 31.4 | 967 | 29.2 | 808 | 24.4 |
| Competent | 115 | 3.5 | 71 | 2.1 | 90 | 2.7 | 64 | 1.9 |
| Good | 49 | 1.5 | 54 | 1.6 | 52 | 1.6 | 53 | 1.6 |
| Fluent | 147 | 4.4 | 131 | 4.0 | 137 | 4.1 | 124 | 3.7 |
| Not recorded | 336 | 10.1 | 336 | 10.1 | 336 | 10.1 | 336 | 10.1 |
| Total | 3314 | 100 | 3314 | 100 | 3314 | 100 | 3314 | 100 |

| 2021/2022 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 1402 | 42.7 | 1580 | 48.1 | 1706 | 52.0 | 1888 | 57.5 |
| Basic | 1201 | 36.6 | 1068 | 32.5 | 928 | 28.3 | 776 | 23.6 |
| Competent | 97 | 3.0 | 73 | 2.2 | 84 | 2.6 | 79 | 2.4 |
| Good | 57 | 1.7 | 53 | 1.6 | 54 | 1.6 | 48 | 1.5 |
| Fluent | 151 | 4.6 | 134 | 4.1 | 136 | 4.1 | 117 | 3.6 |
| Not recorded | 374 | 11.4 | 374 | 11.4 | 374 | 11.4 | 374 | 11.4 |
| Total | 3282 | 100 | 3282 | 100 | 3282 | 100 | 3282 | 100 |

The highest percentage of applications came from people with no Welsh skills. The next highest group is those with basic Welsh understanding, 36.6%.

Those with good and fluent Welsh skills stayed around the same, with some increases and decreases across the skills.

The percentages have all remained around the same, with the biggest increase in responses not recorded.

4. Employees who applied to change jobs between 1 April 2021 and 31 March 2022

We do not collect information about employees when they apply for jobs within the Council. We are working towards this. We need to be able to do this so we can find out which type of people are successful or unsuccessful when they apply for internal jobs. We will not report on people that are applying for jobs that are ring fenced or where they will redeploy into another job in the Council.

5. Employees who applied for training between 1 April 2021 and 31 March 2022

We are working towards being able to gather this information. We hope to be able to report on it in future years (see section 6 below).

6. Employees who attended training between 1 April 2021 and 31 March 2022

Our training information comes from the following areas:

- Organisational Development and Learning;
- Manual Handling;
- Social Services; and
- Equalities

When people enrol to attend training courses they provide their employee number. We link this to their information on our human resource and payroll systems. We are then able to produce a report which shows who has had training by protected characteristic.

Age

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|------|-----------|------|
| Age Band in Years | Number | % | Number | % |
| 16 - 19 | * | * | * | * |
| 20 - 24 | 52 | 3.9 | 49 | 2.8 |
| 25 - 29 | 109 | 8.3 | 127 | 7.2 |
| 30 - 34 | 114 | 8.6 | 147 | 8.4 |
| 35 - 39 | 144 | 10.9 | 187 | 10.7 |
| 40 - 44 | 166 | 12.6 | 223 | 12.7 |
| 45 - 49 | 171 | 12.9 | 230 | 13.1 |
| 50 - 54 | 202 | 15.3 | 300 | 17.1 |
| 55 - 59 | 191 | 14.5 | 278 | 15.9 |
| 60 - 64 | 129 | 9.8 | 168 | 9.6 |
| 65+ | 40 | 3.0 | 42 | 2.4 |

| | | | | |
|--------------|-------------|--------------|-------------|--------------|
| Total | 1321 | 100.0 | 1753 | 100.0 |
|--------------|-------------|--------------|-------------|--------------|

The overall numbers who attended training has significantly increased from the previous year, from 1321 to 1753.

The age group with the highest percentage of training attendance is 50 – 54 year olds, at 17.1%.

There have been increases in most age groups, but percentages remain around the same, with some small increases and decreases.

Less than ten members of staff from the 16 – 19 year old group attended training, with the next lowest age groups being 20 – 24 year olds (2.8%) and 65 + group (2.4%).

As most of our leavers are from the 20 – 24 age group, there may be further investigation required into the correlation of quality training and job retention for this age group.

Gender

| | 2020/2021 | | 2021/2022 | |
|--------------|-------------|------------|-------------|------------|
| Gender | Number | % | Number | % |
| Female | 1008 | 76.3 | 1166 | 66.5 |
| Male | 313 | 23.7 | 587 | 33.5 |
| Total | 1321 | 100 | 1753 | 100 |

More than 66% of people who attended training were female, which is a decrease from 76.3% the previous year.

The number of males attending training has increased from 313 to 587, a percentage change of 23.7% to 33.5%.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-------------|------------|-------------|------------|
| Gender at Birth | Number | % | Number | % |
| Female | 753 | 57.0 | 846 | 48.2 |
| Male | 254 | 19.2 | 410 | 23.4 |
| Not recorded | 308 | 23.3 | 493 | 28.1 |
| Prefer not to say | * | * | * | * |
| Total | 1321 | 100 | 1753 | 100 |

The percentage of people who were female at birth who attended training decreased from 57.0% to 48.2%, but the number increased from 753 to 846.

The percentage of people who were male at birth who attended training increased from 19.2% to 23.4%, and the number who did not record this information increased from 23.3% to 28.1%.

National Identity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|------|-----------|------|
| National Identity | Number | % | Number | % |
| British | 555 | 42.0 | 771 | 44.0 |
| English | 55 | 4.2 | 61 | 3.5 |
| Northern Irish | * | * | * | * |
| Not recorded | 161 | 12.2 | 237 | 13.5 |
| Other | 26 | 2.0 | 29 | 1.7 |

| | | | | |
|-------------------|-------------|------------|-------------|--------------|
| Prefer not to say | * | * | * | * |
| Scottish | * | * | * | * |
| Welsh | 507 | 38.4 | 638 | 36.4 |
| Total | 1321 | 100 | 1753 | 100.0 |

44% of people who attended training said they were British. This was the highest national identity for those who attended training, as last year. The next highest is Welsh, which has increased from 507 to 638.

The percentage of those who did not record their national identity has increased from 12.2% to 13.5%.

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---------------------------|---------------|----------|---------------|----------|
| Ethnic Background | Number | % | Number | % |
| White and British | 881 | 66.7 | 1129 | 64.4 |
| White and English | 15 | 1.1 | 19 | 1.1 |
| White and Scottish | * | * | 14 | 0.8 |
| White and Welsh | 147 | 11.1 | 270 | 15.4 |
| White and Irish | * | * | * | * |
| White Other | 40 | 3.0 | 48 | 2.7 |
| White and Black Caribbean | * | * | 10 | 0.6 |
| White and Black African | * | * | * | * |
| White and Asian | * | * | * | * |
| Mixed Other | * | * | * | * |

| | | | | |
|---------------|-------------|------------|-------------|------------|
| Indian | * | * | * | * |
| Pakistani | * | * | * | * |
| Bangladeshi | 0 | 0.0 | * | * |
| Asian Other | * | * | * | * |
| Caribbean | * | * | * | * |
| African | * | * | * | * |
| Black Other | * | * | * | * |
| Chinese | * | * | * | * |
| Other | * | * | * | * |
| Not disclosed | * | * | 10 | 0.6 |
| Not recorded | 178 | 13.5 | 200 | 11.4 |
| Total | 1321 | 100 | 1753 | 100 |

The number of those who attended training who were White and British, White and English, White and Scottish, or White and Welsh all increased. Of these, only the percentage of White and Welsh actually increased, from 11.1% to 15.4%.

There has been a percentage decrease in those who chose not to record, from 13.5% to 11.4%.

Disability

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|-----------|------|-----------|------|
| Disabled | Number | % | Number | % |
| No | 1089 | 82.4 | 1447 | 82.5 |
| Not recorded | 168 | 12.7 | 228 | 13.0 |
| Prefer not to say | 17 | 1.3 | 19 | 1.1 |

| | | | | |
|------------------------|-------------|------------|-------------|------------|
| Yes | * | * | * | * |
| Yes - limited a little | 41 | 3.1 | 50 | 2.9 |
| Yes - limited a lot | * | * | * | * |
| Total | 1321 | 100 | 1753 | 100 |

The percentage of people with no disability that attended training did not change, but the number who attended did increase from 1089 to 1447.

The number who did not record a response, prefer not to say, or said they had a disability have all increased.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|--------------------|-------------|------------|-------------|------------|
| Sexual Orientation | Number | % | Number | % |
| Bisexual | * | * | * | * |
| Gay or lesbian | 28 | 2.1 | 31 | 1.8 |
| Heterosexual | 972 | 73.6 | 1231 | 70.2 |
| Not recorded | 276 | 20.9 | 439 | 25.0 |
| Other | * | * | * | * |
| Prefer not to say | 35 | 2.6 | 43 | 2.5 |
| Total | 1321 | 100 | 1753 | 100 |

The percentage of those attending training who did not record their sexual orientation has increased from 20.9% to 25.0%.

70.2% said they were heterosexual, which is a decrease from the previous year but an actual increase in number from 972 to 1231.

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

| Religious Belief | 2020/2021 | | 2021/2022 | |
|-------------------------------|-------------|------------|-------------|------------|
| | Number | % | Number | % |
| Buddhist | * | * | * | * |
| Christian (all denominations) | 464 | 35.1 | 571 | 32.6 |
| Hindu | * | * | * | * |
| Jewish | * | * | * | * |
| Muslim | * | * | * | * |
| No religion | 513 | 38.8 | 656 | 37.4 |
| Not Recorded | 281 | 21.3 | 448 | 25.6 |
| Other | * | * | * | * |
| Prefer not to say | 43 | 3.3 | 52 | 3.0 |
| Sikh | * | * | * | * |
| Total | 1321 | 100 | 1753 | 100 |

Most of the employees who attended training have no religion (37.4%), which is a slight decrease on the previous year (38.8%).

The next highest was Christian, which increased from 464 to 571 but a percentage decrease from 35.1% to 32.6%.

There was an increase in the percentage who chose not to record their religion from 21.3% to 25.6%.

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

| Marital Status | 2020/2021 | | 2021/2022 | |
|---|-------------|------------|-------------|------------|
| | Number | % | Number | % |
| Civil partnership | * | * | * | * |
| Divorced | 105 | 7.9 | 134 | 7.6 |
| Formerly in a same-sex civil partnership which is now legally dissolved | * | * | * | * |
| In a registered same-sex civil partnership and living with your partner | * | * | * | * |
| Legally separated | * | * | * | * |
| Living together | 616 | 46.6 | * | * |
| Married | 90 | 6.8 | 805 | 45.9 |
| Not recorded | * | * | 116 | 6.6 |
| Partner | 29 | 2.2 | * | * |
| Prefer not to say | 21 | 1.6 | 41 | 2.3 |
| Separated but still legally married | * | * | 26 | 1.5 |
| Single | 440 | 33.3 | 594 | 33.9 |
| Unspecified | 0 | 0.0 | 0 | 0.0 |
| Widowed | * | * | 11 | 0.6 |
| Total | 1321 | 100 | 1753 | 100 |

There has been an increase in the number who attended training saying they are married from 90 to 805, a percentage increase from 6.8% to 45.9%.

The number who are living together has decreased from 46.6% to under 1.0%.

The number of people attending training who did not record a response or preferred not to say has increased to 157 or a percentage of 8.9%.

The number of single people and divorced people have both also increased but the percentage remains around the same.

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

| Leave Category | 2020/2021 | | 2021/2022 | |
|----------------------|-----------|------------|-----------|--------------|
| | Number | % | Number | % |
| Maternity | 18 | 81.8% | 43 | 78.2 |
| Paternity / Adoption | * | * | 12 | 21.8 |
| Total | 22 | 100 | 55 | 100.0 |

There were 55 people who had training in the same year as maternity, paternity or adoption leave. This is an increase from 22 people the previous year.

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

| 2020/2021 | Understanding | | Speaking | | Reading | | Writing | |
|-----------|---------------|------|----------|------|---------|------|---------|------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 545 | 41.3 | 588 | 44.5 | 625 | 47.3 | 704 | 53.3 |
| Basic | 340 | 25.7 | 289 | 21.9 | 241 | 18.2 | 171 | 12.9 |
| Competent | 15 | 1.1 | 14 | 1.1 | 16 | 1.2 | 14 | 1.1 |
| Good | 16 | 1.2 | 15 | 1.1 | 16 | 1.2 | 10 | 0.8 |
| Fluent | 50 | 3.8 | 44 | 3.3 | 44 | 3.3 | 41 | 3.1 |

| | | | | | | | | |
|--------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|
| Not recorded | 355 | 26.9 | 371 | 28.1 | 379 | 28.7 | 381 | 28.8 |
| Total | 1321 | 100 | 1321 | 100 | 1321 | 100 | 1321 | 100 |

| 2021/2022 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|-------------|------------|-------------|------------|-------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 726 | 41.4 | 779 | 44.4 | 819 | 46.7 | 908 | 51.8 |
| Basic | 432 | 24.6 | 366 | 20.9 | 315 | 18.0 | 234 | 13.3 |
| Competent | 18 | 1.0 | 15 | 0.9 | 17 | 1.0 | 15 | 0.9 |
| Good | 23 | 1.3 | 20 | 1.1 | 21 | 1.2 | 17 | 1.0 |
| Fluent | 65 | 3.7 | 58 | 3.3 | 62 | 3.5 | 53 | 3.0 |
| Not recorded | 489 | 27.9 | 515 | 29.4 | 519 | 29.6 | 526 | 30.0 |
| Total | 1753 | 100 | 1753 | 100 | 1753 | 100 | 1753 | 100 |

The numbers across all categories and proficiencies have increased.

This has meant that the numbers across all categories and proficiencies have remained around the same.

We continue to think about how we can promote Welsh language training and to improve opportunities for Welsh language training.

7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures

To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

8. Employees who left our employment between 1 April 2021 and 31 March 2022

The following information does not include school staff but does include those who work for us on a casual or relief basis.

All Jobs

To comply with the Data Protection Act, we have removed some information (*).

| Reason for Leaving | 2020/2021 | | 2021/2022 | |
|--------------------|------------|------------|------------|--------------|
| | Number | % | Number | % |
| Dismissal | 12 | 5.7 | 43 | 14.4 |
| Other | 39 | 18.4 | 34 | 11.4 |
| Redundancy | * | * | * | * |
| Resignation | 122 | 57.5 | 163 | 54.7 |
| Retirement | 36 | 17.0 | 55 | 18.5 |
| Total | 212 | 100 | 298 | 100.0 |

The number of employees who left our employment has increased from the previous year. 54.7% were resignations which remains the highest reason and is a decrease from 57.5%.

We aim to have a positive approach to managing change. We want to avoid compulsory redundancy. When we have to make jobs redundant, we try to keep numbers low and to lessen the effects on people. The cuts in public service finances mean that there will be an increase in the number of early retirements and redundancies in the future.

Age

To comply with the Data Protection Act, we have removed some information (*).

| Age band in years | 2020/2021 | | 2021/2022 | |
|-------------------|------------|------------|------------|--------------|
| | Number | % | Number | % |
| 16 - 19 | * | * | * | * |
| 20 - 24 | 14 | 6.6 | 48 | 16.1 |
| 25 - 29 | 23 | 10.8 | 29 | 9.7 |
| 30 - 34 | 19 | 9.0 | 23 | 7.7 |
| 35 - 39 | 23 | 10.8 | 27 | 9.1 |
| 40 - 44 | 18 | 8.5 | 24 | 8.1 |
| 45 - 49 | 15 | 7.1 | 20 | 6.7 |
| 50 - 54 | 16 | 7.5 | 14 | 4.7 |
| 55 - 59 | 29 | 13.7 | 33 | 11.1 |
| 60 - 64 | 27 | 12.7 | 37 | 12.4 |
| 65+ | 24 | 11.3 | 42 | 14.1 |
| Total | 212 | 100 | 298 | 100.0 |

The highest age band for employees who leave was 20 to 24. This increased from 14 to 48, a percentage increase from 6.6% to 16.1%. This is a concern as we are actively trying to attract this age group. We are exploring retention issues and ways in which we can encourage staff in this age group to remain with us.

The percentage of 65 + employees who left also increased, from 11.3% to 14.1%.

All other age groups had a percentage decrease.

Gender

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|--------------|------------|------------|------------|------------|
| Gender | Number | % | Number | % |
| Female | 144 | 67.9 | 190 | 63.8 |
| Male | 68 | 32.1 | 108 | 36.2 |
| Total | 212 | 100 | 298 | 100 |

More women than men left their jobs. We would expect this as we employ more women than men.

The percentage of people who left their jobs and were female has decreased from 67.9% to 63.8% this year.

The percentage of people who left their jobs and were male has increased from 32.1% to 36.2%.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|------------|------------|------------|------------|
| Gender at Birth | Number | % | Number | % |
| Female | 96 | 7.3 | 138 | 46.3 |
| Male | 49 | 3.7 | 82 | 27.5 |
| Not recorded | 67 | 5.1 | 76 | 25.5 |
| Prefer not to say | 0 | 0.0 | * | * |
| Intersex | 0 | 0.0 | 0 | 0.0 |
| Total | 212 | 100 | 298 | 100 |

The number and percentage of people who recorded their gender at birth as female or male have both increased since the previous year.

The percentage for female has increased from 7.3% to 46.3% since last year.

The percentage for male has increased from 3.7% to 27.5% since the previous year.

The percentage of people who have left who did not record their gender at birth has increased from 5.1% to 25.5%.

National Identity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------|------------|------------|------------|--------------|
| National Identity | Number | % | Number | % |
| British | 86 | 40.6 | 110 | 36.9 |
| English | * | * | 17 | 5.7 |
| Northern Irish | 0 | 0.0 | 0 | 0.0 |
| Not recorded | 41 | 19.3 | 37 | 12.4 |
| Other | * | * | * | * |
| Prefer not to say | 0 | 0.0 | 0 | 0.0 |
| Scottish | * | * | * | * |
| Welsh | 73 | 34.4 | 127 | 42.6 |
| Total | 212 | 100 | 298 | 100.0 |

The highest national identity for leavers is Welsh, at 127 or 42.6%. The number and percentage have both increased from the previous year (73 and 34.4%).

The highest last year was British, at 40.6%. This has decreased to 36.9% this year, although the actual number has increased from 86 to 110.

The number who left who did not record their national identity has decreased from 19.3% to 12.4%.

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|---------------------------|-----------|------|-----------|------|
| Ethnic Background | Number | % | Number | % |
| White and British | 110 | 51.9 | 206 | 69.1 |
| White and English | * | * | * | * |
| White and Scottish | * | * | * | * |
| White and Welsh | 30 | 14.2 | 21 | 7.0 |
| White and Irish | 0 | 0.0 | * | * |
| White Other | * | * | * | * |
| White and Black Caribbean | * | * | * | * |
| White and Black African | * | * | 0 | 0.0 |
| White and Asian | * | * | * | * |
| Mixed Other | * | * | * | * |
| Indian | * | * | 0 | 0.0 |
| Pakistani | 0 | 0.0 | 0 | 0.0 |
| Asian Other | * | * | * | * |
| Caribbean | 0 | 0.0 | * | * |
| Black Other | * | * | * | * |
| Chinese | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 |

| | | | | |
|---------------|------------|------------|------------|------------|
| Not disclosed | 0 | 0.0 | 0 | 0.0 |
| Not recorded | 51 | 24.1 | 50 | 16.8 |
| Total | 212 | 100 | 298 | 100 |

Over 81% of leavers were White. There was an increase in the percentage of White and British leavers which remains the highest ethnic group for leavers as 69.1%.

The number of not disclosed, other and not recorded have all remained the same, although the percentage of not recorded has decreased from 24.1% to 16.8%.

Disability

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|------------------------|------------|------------|------------|------------|
| Disabled | Number | % | Number | % |
| No | 159 | 75.0 | 234 | 78.5 |
| Not recorded | 40 | 18.9 | 51 | 17.1 |
| Prefer not to say | * | * | * | * |
| Yes | * | * | 0 | 0.0 |
| Yes - limited a little | * | * | * | * |
| Yes - limited a lot | 0 | 0.0 | * | * |
| Total | 212 | 100 | 298 | 100 |

The number of leavers who selected no disability increased from 159 to 234, a percentage increase of 75.0% to 78.5%.

The number who did not record a disability option increased, but the percentage decreased from 18.9% to 17.1%.

As we have said already, we have achieved Level 2 Disability Confident Employer.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|--------------------|------------|------------|------------|------------|
| Sexual Orientation | Number | % | Number | % |
| Bisexual | 0 | 0.0 | * | * |
| Gay or lesbian | * | * | * | * |
| Heterosexual | 132 | 62.3 | 199 | 66.8 |
| Not recorded | 64 | 30.2 | 73 | 24.5 |
| Other | 0 | 0.0 | 0 | 0.0 |
| Prefer not to say | 10 | 4.7 | 11 | 3.7 |
| Total | 212 | 100 | 298 | 100 |

Over 66% of leavers were heterosexual. This has increased from 62.3%. There have been increases in all other fields, including bisexual and gay or lesbian.

The number of not recorded has increased from 64 to 73, which is a percentage decrease from 30.2% to 24.5%.

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|-------------------------------|-----------|------|-----------|------|
| Religious Belief | Number | % | Number | % |
| Buddhist | 0 | 0.0 | * | * |
| Christian (all denominations) | 51 | 24.1 | 86 | 28.9 |
| Hindu | 0 | 0.0 | 0 | 0.0 |

| | | | | |
|-------------------|------------|------------|------------|------------|
| Jewish | 0 | 0.0 | 0 | 0.0 |
| Muslim | 0 | 0.0 | 0 | 0.0 |
| No religion | 80 | 37.7 | 121 | 40.6 |
| Not recorded | 70 | 33.0 | 72 | 24.2 |
| Other | * | * | * | * |
| Prefer not to say | * | * | 15 | 5.0 |
| Sikh | * | * | 0 | 0.0 |
| Total | 212 | 100 | 298 | 100 |

The highest percentage is no religion, at 40.6%. The number of not recorded and prefer not to say have also both increased.

The highest declared religion or belief of leavers remains as Christianity, at 28.9%.

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

| Marital Status | 2020/2021 | | 2021/2022 | |
|---|------------------|----------|------------------|----------|
| | Number | % | Number | % |
| Civil Partnership | 0 | 0.0 | 0 | 0.0 |
| Divorced | 12 | 5.7 | 27 | 9.1 |
| Formerly in a same-sex civil partnership which is now legally dissolved | 0 | 0.0 | * | * |
| In a registered same-sex civil partnership and living with your partner | 0 | 0.0 | 0 | 0.0 |
| Legally separated | 0 | 0.0 | 0 | 0.0 |
| Living together | 0 | 0.0 | 0 | 0.0 |

| | | | | |
|-------------------------------------|------------|------------|------------|------------|
| Married | 81 | 38.2 | 102 | 34.2 |
| Not recorded | 25 | 11.8 | 26 | 8.7 |
| Partner | * | * | 0 | 0.0 |
| Prefer not to say | * | * | * | * |
| Separated but still legally married | * | * | * | * |
| Single | 84 | 39.6 | 128 | 43.0 |
| Unspecified | 0 | 0.0 | 0 | 0.0 |
| Widowed | * | * | * | * |
| Total | 212 | 100 | 298 | 100 |

The percentage of those who are single is the highest marital status at 43.0% which has increased from 39.6%. The next is married, at 34.2%.

The number of divorced leavers also increased from 5.7% to 9.1%.

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | | 2021/2022 | |
|----------------|-----------|---|-----------|---|
| Leave Category | Number | % | Number | % |
| Maternity | * | * | * | * |
| Paternity | * | * | * | * |
| Adoption | * | * | * | * |
| Total | * | * | * | * |

The number of leavers that had taken maternity, paternity or adoption leave was too small to disclose.

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

| 2020/2021 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|------------|------------|------------|------------|------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 64 | 30.2 | 75 | 35.4 | 80 | 37.7 | 93 | 43.9 |
| Basic | 52 | 24.5 | 41 | 19.3 | 34 | 16.0 | 23 | 10.8 |
| Competent | * | * | * | * | * | * | * | * |
| Good | * | * | * | * | * | * | 0 | 0.0 |
| Fluent | * | * | * | * | * | * | * | * |
| Not recorded | 87 | 41.0 | 88 | 41.5 | 89 | 42.0 | 89 | 42.0 |
| Total | 212 | 100 | 212 | 100 | 212 | 100 | 212 | 100 |

| 2021/2022 | Understanding | | Speaking | | Reading | | Writing | |
|--------------|---------------|------------|------------|------------|------------|------------|------------|------------|
| | Number | % | Number | % | Number | % | Number | % |
| None | 94 | 31.5 | 98 | 32.9 | 98 | 32.9 | 117 | 39.3 |
| Basic | 55 | 18.5 | 47 | 15.8 | 46 | 15.4 | 27 | 9.1 |
| Competent | * | * | * | * | * | * | * | * |
| Good | 0 | 0.0 | * | * | 0 | 0.0 | 0 | 0.0 |
| Fluent | 10 | 3.4 | 10 | 3.4 | 10 | 3.4 | * | * |
| Not recorded | 136 | 45.6 | 140 | 47.0 | 142 | 47.7 | 142 | 47.7 |
| Total | 298 | 100 | 298 | 100 | 298 | 100 | 298 | 100 |

The percentage of people stating they have basic or no Welsh language skills leaving us has decreased across all proficiencies except Understanding.

The numbers leaving with fluent Welsh language skills has increased.

The number who did not record their Welsh language skills has also increased.

9. Differences in salary

The average salary (£) is based on full time equivalent salaries and number of employees (headcount).

Age

| | 2020/2021 | 2021/2022 |
|-------------------|--------------------|--------------------|
| Age Range (years) | Average Salary (£) | Average Salary (£) |
| 16 - 19 | 17,030 | 16,434 |
| 20 - 24 | 19,679 | 21,066 |
| 25 - 29 | 22,861 | 22,997 |
| 30 - 34 | 25,241 | 25,341 |
| 35 - 39 | 27,954 | 27,473 |
| 40 - 44 | 28,586 | 29,364 |
| 45 - 49 | 27,896 | 28,207 |
| 50 - 54 | 28,182 | 28,866 |
| 55 - 59 | 27,241 | 28,495 |
| 60 - 64 | 25,320 | 25,060 |
| 65+ | 23,771 | 23,980 |

There was a decrease in the average salary for employees in the 16 to 19 age group from £17,030 to £16,434.

There was also a decrease in the average salary for employees in the 35 to 39 age group from £27,954 to £27,473 as well as a decrease in the average salary for employees in the 60 to 64 age group from £25,320 to £25,060

The average salary for people in all other age groups increased. The biggest increase was for 20 – 24 year olds.

The highest average salary is for people in the 40 to 44 age group, £29,364. This is £12,930 more than the lowest average salary which is £16,434 in the 16 – 19 age group.

Gender

| | 2020/2021 | 2021/2022 |
|--------|--------------------|--------------------|
| Gender | Average salary (£) | Average salary (£) |
| Female | 26,181 | 26,590 |
| Male | 27,227 | 27,803 |

Average pay for males remains the highest average salary.

The average salary for male and females has increased, but more so for males. This was the same as the previous year. There was a £409 rise for women compared to £576 rise for men.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|-------------------|--------------------|--------------------|
| Gender at Birth | Average Salary (£) | Average salary (£) |
| Female | 26,097 | 26,578 |
| Male | 27,667 | 28,850 |
| Intersex | 0 | 0 |
| Not recorded | 26,303 | 26,309 |
| Prefer not to say | 28,407 | 28,834 |

In all groups, the average pay has increased.

For males, average pay increased by £1183 but only by £481 for females and £427 for those who prefer not to say. For not recorded, it only increased by £6.

The average salary for those who prefer not to say is higher than the average female at birth salary but slightly lower than the average male at birth salary.

National Identity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|-------------------|--------------------|--------------------|
| National Identity | Average Salary (£) | Average Salary (£) |
| British | 26,596 | 27,094 |
| English | 26,581 | 27,098 |
| Northern Irish | 43,325 | 42,576 |
| Not Recorded | 26,414 | 26,883 |
| Other | 24,055 | 23,866 |
| Prefer not to say | 30,257 | 29,785 |
| Scottish | 25,193 | 26,545 |
| Welsh | 26,534 | 27,030 |

There has been a decrease in average pay for Northern Irish from £43,325 to £42,576 but this remains the highest average salary group.

There have also been reductions in the average salary for other and those who prefer not to say.

The average salary for all other national identity groups increased from the previous year.

The biggest increase was for Scottish, an increase of £1,352. The biggest decrease was for Northern Irish, a decrease of £749.

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|---------------------------|--------------------|--------------------|
| Ethnic Background | Average Salary (£) | Average Salary (£) |
| White and British | 27,311 | 27,774 |
| White and English | 24,624 | 25,418 |
| White and Scottish | 23,273 | 22,764 |
| White and Welsh | 25,088 | 25,499 |
| White and Irish | 28,687 | 30,706 |
| White Other | 25,911 | 26,568 |
| White and Black Caribbean | 23,470 | 24,607 |
| White and Black African | 30,614 | 27,188 |
| White and Asian | 21,237 | 22,255 |
| Mixed Other | 32,743 | 36,795 |
| Indian | 23,775 | 24,287 |
| Pakistani | 29,651 | 30,012 |
| Bangladeshi | 20,092 | 19,480 |
| Asian Other | 20,688 | 21,764 |
| Caribbean | 30,806 | 31,480 |
| African | 20,224 | 26,446 |
| Black Other | 28,295 | 28,496 |
| Chinese | 21,624 | 25,573 |

| | | |
|---------------|--------|--------|
| Other | 18,933 | 19,457 |
| Not disclosed | 27,328 | 25,284 |
| Not recorded | 25,195 | 25,507 |

The group with the highest average pay was 'Mixed Other' (£36,795).

There was a decrease in average salary for those who did not disclose their ethnicity, White and Scottish, White and Black African, and Bangladeshi.

There was an increase in average pay for all other ethnic groups and those who chose not to record their ethnicity.

The biggest increases were for African (£20,224 to £26,446), Chinese (£21,624 to £25,573) and Mixed Other (£32,743 to £36,795).

The smallest increases were for Black Other (£28,295 to £28,496), Pakistani (£29,651 to £30,012), and not recorded (£25,195 to £25,507).

Disability

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|------------------------|--------------------|--------------------|
| Disabled | Average Salary (£) | Average Salary (£) |
| No | 26,315 | 26,954 |
| Not recorded | 27,518 | 27,019 |
| Prefer not to say | 26,677 | 25,914 |
| Yes | 27,246 | 27,445 |
| Yes - limited a little | 27,296 | 28,080 |
| Yes - limited a lot | 29,002 | 28,429 |

The average salary increased for those who recorded no, yes, and yes – a little.

The average salary decreased for those who chose not to record their disability status, prefer not to say, and those who selected yes – a lot.

The biggest increase was for yes – limited a little which increased by £784 to £28,080.

The biggest decrease was for prefer not to say which decreased by £763 to £25,194.

Those who told us yes, they have a disability have the highest average salary (£28,429). This group was also highest in the previous year.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|---------------------------|---------------------------|---------------------------|
| Sexual Orientation | Average Salary (£) | Average Salary (£) |
| Bisexual | 21,918 | 20,039 |
| Gay or Lesbian | 29,420 | 29,615 |
| Heterosexual | 26,542 | 27,221 |
| Not recorded | 26,189 | 26,184 |
| Other | 29,577 | 30,095 |
| Prefer not to say | 29,076 | 30,276 |

The average salary for those who preferred not to say their sexual orientation remains the highest salary (£30,276), which is a change from 'Other' last year.

The average salary for those recorded as bisexual or other have decreased, but all other groups have increased.

The biggest decrease was for bisexual, which decreased by £1,879 to £20,039. The biggest increase was for those who prefer not to say.

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|-------------------------------|--------------------|--------------------|
| Religious Belief | Average Salary (£) | Average Salary (£) |
| Buddhist | 22,690 | 24,641 |
| Christian (all denominations) | 27,651 | 28,341 |
| Hindu | 34,234 | 34,833 |
| Jewish | 20,558 | 20,366 |
| Muslim | 27,157 | 26,883 |
| No religion | 25,890 | 26,549 |
| Not Recorded | 26,250 | 26,223 |
| Other | 23,411 | 23,070 |
| Prefer not to say | 26,617 | 27,866 |
| Sikh | 23,541 | 24,432 |

The highest average salary was for employees who told us they are Hindu, £34,833.

There has been an increase in the average salary for those who said they are Buddhist, Christian or Hindu, as well as those who recorded no religion.

The biggest increase in average salary was for Buddhists, an increase of £1,951.

There has been a decrease in the average salary for those who said they were Jewish or Muslim, and for those who said other or not recorded.

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

| | 2020/2021 | 2021/2022 |
|---|--------------------|--------------------|
| Marital Status | Average Salary (£) | Average Salary (£) |
| Civil partnership | 38,302 | 38,972 |
| Divorced | 25,612 | 26,003 |
| Formerly in a same-sex civil partnership which is now legally dissolved | 0 | 0 |
| In a registered same-sex civil partnership and living with your partner | 24,483 | 25,167 |
| Legally separated | 34,936 | 37,056 |
| Living together | 22,709 | 21,554 |
| Married | 27,982 | 28,633 |
| Not recorded | 27,802 | 27,918 |
| Partner | 21,032 | 21,149 |
| Prefer not to say | 29,235 | 28,384 |
| Separated but still legally married | 23,825 | 24,761 |
| Separated but still legally in a same-sex civil partnership | 38,890 | 0 |
| Single | 24,630 | 25,107 |
| Unspecified | 26,437 | 26,437 |
| Widowed | 23,841 | 23,431 |

The highest pay was for people in a civil partnership (£38,972). This is a change from the separated but still legally in a same-sex civil partnership group which was the highest in the previous year. This group is now zero.

The biggest increase was for legally separated people, which increased from £34,936 to £37,056.

Average pay increased for all groups except for those who said they were living together, those who prefer not to say, and widowed, which all decreased on the previous year.

Maternity, paternity and adoption

We record information for Maternity, paternity and adoption in other areas as shown in this report.

Welsh Language

| | Understanding | | Speaking | | Reading | | Writing | |
|--------------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Average Salary (£) | 2020 / 2021 | 2021 / 2022 | 2020 / 2021 | 2021 / 2022 | 2020 / 2021 | 2021 / 2022 | 2020 / 2021 | 2021 / 2022 |
| None | 27,339 | 28,143 | 27,750 | 28,543 | 27,801 | 28,624 | 27,932 | 28,733 |
| Basic | 27,563 | 28,347 | 27,518 | 28,336 | 27,711 | 28,456 | 27,381 | 28,284 |
| Competent | 29,057 | 29,093 | 31,083 | 31,492 | 25,300 | 25,336 | 31,164 | 30,408 |
| Good | 34,413 | 35,145 | 31,304 | 31,969 | 29,687 | 30,226 | 29,186 | 29,436 |
| Fluent | 28,351 | 29,355 | 27,849 | 28,697 | 29,459 | 30,400 | 26,719 | 27,707 |
| Not recorded | 24,201 | 24,820 | 24,008 | 24,684 | 23,958 | 24,662 | 23,977 | 24,676 |

There has been an increase in the average salary in for all competencies and areas, except for those who said they are competent at writing Welsh which decreased from £31,164 to £30,408.

The highest average salaries are within the 'Good' competency, with good understanding taking the highest average - £35,145.

The lowest average salary is the not recorded reading field, £24,662.

10. Pay Gap Reports

We report on both the mean and median pay gap.

The mean salary, also known as the average, is a measure of the "center of gravity" of a collection of salaries.

The median salary is the salary at which half of the employees fall to either side. i.e. this is the comparison between the middle ranked male and middle ranked female and half the salaries are above the median and half are below.

Gender Pay Report

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Gender Pay Report has been calculated in line with the full requirements.

Mean Gender Pay Gap in Hourly Pay

This table illustrates the 'mean' hourly rate of pay for full-time equivalent employees.

| | 2020/2021 | 2021/2022 |
|---------------------|-------------|-------------|
| Mean Gender Pay Gap | Hourly Rate | Hourly Rate |
| Male | £14.88 | £15.21 |
| Female | £14.28 | £14.50 |

The difference in mean hourly rate between Male and Female is £0.71 which is an increase compared to last year (£0.60). The Mean gender pay gap as a percentage of men's pay is 4.67%.

Median Gender Pay Gap in Hourly Pay

This table illustrates the ‘median’ hourly rate of pay for full-time equivalent employees.

| | 2020/2021 | 2021/2022 |
|-----------------------|-------------|-------------|
| Median Gender Pay Gap | Hourly Rate | Hourly Rate |
| Male | £13.21 | £13.44 |
| Female | £12.50 | £12.67 |

The difference in median hourly rate between Male and Female is £0.77. The Median gender pay gap as a percentage of men’s pay is 5.73%. This is lower than the UK figure shown below.

In the UK the Median Gender Pay Gap is 7.9% (Office of National Statistics).

11. Ethnicity Pay Gap Report

The Ethnicity pay gap is defined as ‘the difference between the average hourly pay of ethnic minorities and White British people expressed as a percentage difference’.

The Ethnicity Pay Gap Report has been calculated in line with the Gender Pay Gap Reporting requirements.

Mean Ethnicity pay gap in hourly pay

This table illustrates the ‘mean’ hourly rate of pay for full-time equivalent employees by Ethnic group.

| | 2020/2021 | 2021/2022 |
|------------------------|-------------|-------------|
| Mean Ethnicity Pay Gap | Hourly Rate | Hourly Rate |

| | | |
|-------------------|--------|--------|
| White British | £14.49 | £14.73 |
| Ethnic Minorities | £14.04 | £14.44 |

The difference in mean hourly rate between White British and Ethnic Minorities is £0.29 which is less than last year. The Mean Ethnicity pay gap as a percentage is 1.97%.

Median Ethnicity pay gap in hourly pay

This table illustrates the ‘median’ hourly rate of pay for full-time equivalent employees by Ethnic group.

| | 2020/2021 | 2021/2022 |
|---------------------------------|--------------------|--------------------|
| Median Ethnicity Pay Gap | Hourly Rate | Hourly Rate |
| White British | £12.56 | £12.82 |
| Ethnic Minorities | £12.21 | £12.67 |

The difference in median hourly rate between White British and Ethnic Minorities is £0.15. The Median Ethnicity pay gap as a percentage is 1.17%.