

THE VALE OF GLAMORGAN COUNCIL

LEARNING AND CULTURE SCRUTINY COMMITTEE: 8TH FEBRUARY, 2024

REFERENCE FROM CABINET: 11TH JANUARY, 2024

**“C199 ANNUAL EQUALITY MONITORING REPORT 2022-23 (CEERS)
(SCRUTINY – LEARNING AND CULTURE) –**

The Cabinet Member presented the report, the purpose of which was to seek approval of the Annual Equality Monitoring Report (attached at Appendix A to the report). The Monitoring Report demonstrated the work being undertaken and that the Vale of Glamorgan Council was committed to equality within the Vale of Glamorgan through all its services and policies.

Councillor Sivagnanam referred to the ten objectives listed in paragraph 2.2 of the report and examples for each of those objectives listed within the Strategic Equality Objectives within Appendix A, as well as information regarding the Public Participation Strategy.

Once the final version of the report was agreed by Scrutiny and Cabinet, the Annual Equality Monitoring Report would be translated into Welsh for bi-lingual versions to be made available.

The Leader said that individual characteristics needed to be understood so as the Council could understand how best to serve those relevant needs.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the Annual Equality Monitoring Report 2022-2023 as described in the body of the report and at Appendix A be approved.

(2) T H A T the report be referred 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 decisions

(1) To allow the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whilst ensuring the Council’s equality work was 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, 2023 to meet the Council's statutory duties."

Attached as Appendix – Report to Cabinet: 11th January, 2024

Meeting of:	Cabinet
Date of Meeting:	Thursday, 11 January 2024
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Annual Equality Monitoring Report 2022-2023
Purpose of Report:	To seek approval of the Annual Equality Monitoring Report (Appendix A).
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 2022-2023.</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 Scrutiny Committee for comments.</p>	

Recommendations

1. That Cabinet approves the Annual Equality Monitoring Report 2022-2023 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 the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whilst ensuring the Council's 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, 2023 to meet the Council's 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 2022-2023 for approval.

2. Key Issues for Consideration

- 2.1 The Annual Equality Monitoring Report for 2022 - 2023 can be found in Appendix A. The report provides information relating to the ten equality objectives contained in the Council's [Strategic Equality Plan 2020-2024](#).

- 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 2023, 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 8 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
2022-2023**

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

**This document will soon be available in Welsh.
Bydd y ddogfen hon ar gael yn fuan yn Gymraeg.**

Contents

Introduction	3
Background	3
Steps taken to identify and collect relevant information	5
Reasons for not collecting relevant information	6
Statement on the effectiveness of steps taken to fulfil each of our equality objectives	7
Strategic Equality Objectives	9
Strategic Equality Objectives	9
Other matters relevant to the general duty and specific duties	37
Socio-Economic Duty	37
Equality Impact Assessments	38
Equality Training	39
Anti-Racism Training	39
Procurement	40
Disability Confident Scheme	40
Stonewall Diversity Champion	41
Race Equality Week	42
Trailblazer Status	43
Safe Space	43
Windrush Day	43
Staff Networks	44
Menopause Awareness	46
Integrated Autism Service	47
Vale 50+ Strategy Forum	48
Data analysis	49
Leisure Services – Vale Sports and Play	49
Summer of Fun	53
LGBTQ+ Veterans Hub	53
Culture Book	54
Job Evaluation	55
The Workforce Plan	55
Specified employment information, including information on training and pay	56
Review of the Strategic Equality Plan 2020 - 2024	63
For more information	65

Introduction

We must report on progress towards meeting our equality objectives and other equality matters every year by 31 March for performance in the previous year. This report tells you about our equality work between April 2022 and March 2023.

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.

We have a Cabinet member for Community Engagement, Equalities and Regulatory Services to lead on equality issues as well as an elected member 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
- Benefits
- Communications
- Community Safety
- Customer Relations
- Electoral Registration
- Housing Solutions
- Human Resources
- Integrated Autism Service
- Learning and Skills – School Access and Organisation
- Learning and Skills – Social Inclusion and Wellbeing
- Leisure Services – Healthy Living Team
- Older People – Vale 50+ Forum
- Planning
- Procurement
- Social Services – Children and Young People's Services
- Social Services – Adult Services
- Supporting People
- Transport

- Tourism
- Vale Public Services Board
- 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 Objectives

Strategic Equality Objective 1

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

Contact centre - ContactOneVale

There were 171,986 phone calls to the C1V call centre between April 2022 and March 2023. The average wait time was 327 seconds. There were also around 35,000 emails to C1V. Approximately 87% of customer service enquiries were resolved at first contact.

Public Participation Strategy

The Communications team published our Public Participation Survey in May 2022 and have made strides in establishing an internal network to coordinate the Council's participation work. This includes representatives from key corporate teams and other services such as the Youth Service.

The Public Participation Strategy outlines the Council's current position on engagement and consultation, as well as setting out how we will be diverse in our engagement methods to provide as many stakeholders as possible the opportunity to be involved in the decision-making process. We want people to be able to shape what we do and how we do it. We continue to explore new and innovative ways to connect with the public.

The Strategy also ensures that we bring all the Council's consultation, engagement, and participation activities together into a single, easily accessible online hub, with the long-term objective of developing a portal that joins together all pathways for participation in the Vale.

Consultations

We have engaged with residents of the Vale of Glamorgan throughout 2022-23 and held a number of consultations including:

- Local Development Plan
- Recycling and Waste Management Strategy
- Active Travel scheme proposals
- Keep Wales Tidy services
- Wellbeing Plan
- Penarth Pier and Esplanade
- Penarth Food Pod and Information Hub
- Draft budget proposals

Responses to the draft budget proposals were considered when putting forward final budget proposals to Cabinet.

We also held an in-person event at the Civic Offices which was well attended by tenants interested in getting involved in more engagement activity.

Age Friendly

The new Age Friendly Vale Officer has been recruited to focus on developing the Vale 50+ Strategy and progressing the application to achieve Age Friendly status. The Age Friendly Vale Officer has held events to continue to engage with older people and members of the Vale 50+ Forum, including the Festive Coffee Morning in December and other 'warm space' events.

Electoral Services

We work hard to reach various demographics. To encourage eligible residents of the Vale of Glamorgan to register to vote, we have continued to undertake a variety of activities to ensure everyone can register to vote. Activities continue to include:

- 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

In addition, we have engaged with disabilities groups and charities for feedback on enhanced accessibility features at polling stations following implementation of the Elections Act. This Act also sees the introduction of Voter ID in polling stations, so we have included an information flyer with all council tax bills which are delivered to every household in the Vale of Glamorgan. This has been particularly helpful to older residents as we have received most enquiries about Voter ID from this group.

We have successfully applied for funding from Welsh Government on regional level with Cardiff and Rhondda Cynon Taf to purchase video equipment and training for Public Awareness Offices. They will create How to Vote videos aimed at specific groups including young voters, voters with disabilities, and qualifying foreign nationals.

Social Services – Children and Young People

We redeveloped our foster carer surveys to produce three separate surveys: recruitment and induction; training and development; and support. We also created more detailed questionnaires for the adoption service to ensure questions are more reflective of the experiences of adopters throughout their adoption journey. We continue to utilise a wide variety of communication methods to ensure that Flying Start families remain informed and involved. We have provided opportunities for parents to attend drop-in sessions at nursery settings.

We have included young people in the recruitment and interview process for Children and Young Peoples Services operational managers.

We have involved young people attending Ysgol y Deri in our engagement process to get their experiences and opinions on social workers, activities, and professional support. We also worked with their parents to explore their views about support and communication throughout their involvement. We consulted with involved professionals to obtain a full picture and feedback of our services.

For the 14 Plus Team, we expanded the question areas to include level of involvement in planning for the future, communication, and social worker contact. We also discussed signposting and support from other involved services.

We ensure all consultation and engagement communication is in plain English and available in easy read format. Citizen engagement is important to ensuring that our services are appropriate, effective and that we listen to our service users.

Social Services – Adult Services

Members of Vale People First are on the interview panel for all social care staff and manager appointments within the Learning Disabilities team. Vale People First are also key partners in monitoring the Supported Living Contract.

We ensure we have a person with lived experience on the interview panel at all mental health and substance misuse appointments. We have developed a proposal

for a peer-led research project looking at people's experiences of being assessed under the Mental Health Act, with the aim of delivery in 2023-24.

We engage with our service users to ensure that all citizens have an opportunity to have a say in improving the service they receive. We complete a feedback form in all consultation reports. We engage with users in Adult Placements, New Horizons day opportunities, residential services, and Vale Community Resource Service. We continue to explore whether citizens feel that they have more autonomy and choice over decisions that affect their care, and that methods we use to engage citizens and their families are open, accessible, appropriate, and interactive.

We worked with other local authorities and led on the Regional Medication Policy which was finalised in September 2022. Within this, we considered the support we give to maintain service users' independence.

Replacement Local Development Plan

We invited residents to complete our 'Register Your Interest' form to receive updates on the Replacement Local Development Plan and other consultation exercises. By monitoring this information, we are able to highlight underrepresented groups to target directly in order to diversify and strengthen the scope of our public engagement. The form is due to be replaced with a consultation portal in April 2023.

We have also engaged with residents and stakeholders regarding the Integrated Sustainability Appraisal scoping report and Supplementary Planning Guidance consultation, as well as with members of the gypsy and traveller community with Housing colleagues.

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 £1.03, an increase from £0.71 last year. The difference in median hourly rate between male and female employees is £1.02. The mean gender pay gap as a percentage of men's pay is 6.38% and the median gender pay gap as a percentage of men's pay is 7.06%, which is less than the UK median gender pay gap of 8.3%.

We also monitor the ethnicity pay gap on a regular basis, reporting as part of the Council's Quarterly Performance Indicators. The difference between White British and ethnic minorities' mean average hourly pay is £0.65. The difference between median average hourly pay is £0.37. The mean ethnicity pay gap is 4.20%. The median ethnicity pay gap is 2.66. Both have increased from last year.

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.

We increased salaries to the equivalent of the Real Living Wage and implemented new pay awards across the organisation. We agreed to increase pay for staff on first two grades of Council's scale to £9.90 per hour from £9.60 and £9.79 per hour.

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.

Colleagues from Human Resources, Communities for Work, Adult Services, Equalities, and the Integrated Autism Service came together for a Disability Task and Finish Group to discuss how the Council could better promote itself to applicants with disabilities as well as improving conditions and retention levels for current staff with disabilities. The overarching aim is for the Council to become an employer of choice. In the group we discussed the application and interview process, and what changes could be made to make the process easier for applicants with disabilities. We also discussed and implemented actual changes such as adding the Communities for Work banner to the Jobs page on the Vale of Glamorgan website:

 <p>Cymunedau am Waith Communities for Work</p>	<p>Need help with applying for these jobs?</p> <p>For employment support and further advice and guidance please contact Communities for Work:</p> <p> 07860784880 / 07874635237  c4w-barry@valeofglamorgan.gov.uk</p>
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We promoted National Apprenticeship Week in February 2023. We held a Youth Event in the Memo with the Communities for Work team to showcase the wide range of employment and training options for young adults in the Vale of Glamorgan. We offer a variety of apprenticeship and work experience opportunities through community investment opportunities such as the council housebuilding scheme. This has helped enhance peoples' skills and readiness for work. Opportunities are matched to local people via the Community Investment Team and are targeted towards individuals participating in employability initiatives.

The Adult Community Learning team continue to monitor equalities data of users to help identify individuals or groups who may require additional support, to inform the Curriculum Offer, and to offer more learner hours and out of classroom activities.

This year we have run an Employability Hub and warm spaces to support job seekers and people adversely impacted by the pandemic and cost-of-living crisis. We have run employability events for focused groups including young people, over 50s, and Welsh speakers. We continue to hold our Men's Shed group and social speaking groups for ESOL learners.

Communities for Work have been engaged to help open training and employment opportunities for citizens that attend the Day Service, following engagement with service users.

We have worked in partnership with colleagues in Prevention and Partnership which has resulted in securing funding through the Shared Prosperity Fund for three supported employment mentors to work with people with mental health problems, physical and / or learning disabilities, sensory needs, and autism to develop skills and confidence to secure voluntary and paid employment.

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.

We continue to monitor and evaluate improvements towards further inclusion of our LGBTQ+ workforce. We took part in the Stonewall Workplace Equalities Index. We

were awarded a silver award for 2022/23 and ranked 126th out of 400, with a score of 60.5 out of 200.

We have two established staff networks in the Vale of Glamorgan Council: GLAM and Diverse. We are working on a new Disability staff network, and we have also started to think about an older people's group.

GLAM is our staff network for LGBTQ+ members and allies; Diverse is our network for Black, Asian, minority ethnic, and racialised people and allies; and the Disability network will be for staff with disabilities, staff with family or friends with disabilities, and allies. More information about the networks' activities and actions through this period can be found [later in the report](#).

The staff networks provide support and information to members, share knowledge and experiences, consult on Council policies, and help inform training. The networks are important in showing how the Council delivers its corporate values and culture as an inclusive employer of choice.

Throughout the year we post articles on Staffnet to mark various awareness days and events. These include Black Inclusion Week, National Inclusion Week, Race Equality Week, Pride Month, Black History Month, and specific days like IDAHOBIT, Windrush Day, Transgender Day of Visibility, and Non-Binary Awareness Day. Sharing information about these awareness days and events means we can raise awareness of different groups and minorities, contributing to a more inclusive work environment. In addition, we ensure relevant equalities-related content on iDev is up-to-date and promoting the right message.

As an outcome from the HR-run Disability Task and Finish Group, we have added the Communities for Work banner to the Jobs page of the Vale of Glamorgan website. We have also re-registered for the Disability confident scheme. These actions show how we strive to be a more inclusive and supportive place of work.

We continue to make wellbeing of staff a priority. 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 opened a wellbeing garden for staff in the Civic Offices providing an outside space to take a break. Over 1300 employees completed the staff wellbeing survey, which is more than previous surveys.

The new political leadership of the Council was agreed in May 2022 with the new Cabinet formed of five women and three men. The Leader stated that the new Cabinet “reflects my desire for better gender balance and diversity not just in politics but all positions of power.” This also reflects the gender balance of the Council’s workforce.

Social workers within the Vale Locality Mental Health Team received co-production training developed in liaison with Cardiff and Vale Action on Mental Health and delivered by a person with lived experience. Following this training, we developed a good practice toolkit for staff to use.

Staff and managers from services including Social Services and Environment attended an interactive race awareness workshop delivered by No Boundaries.

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. Equality and Diversity training has been mandatory for all members from 2022 with an initial session held in June 2022 as part of the new Member Induction programme. This included information from the staff networks, GLAM and Diverse. Female members attended a Digital Citizen Workshop with Glitch in

October 2022. Sessions run by Red Shiny Apple about Equalities in Decision Making and Scrutiny were held for members in October 2022 and January 2023.

The presentations, links and resources from all training are available to members at any time via Membernet.

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.

Vulnerable Groups Team

The Vulnerable Groups Team continues to support children and young people in elective home education (EHE). We also provide support for pupils who speak English as an additional language as well as advanced support for pupils in the Syrian Resettlement Programme (SRP) and other ethnic minorities.

The Vulnerable Groups Team operate alongside schools and Careers Wales to ensure all pupils in the SRP access education and careers support. We also assist young people in the SRP with the need to accelerate their learning, access training, and gain employment. Our aim is to raise the achievement for all pupils regardless of background.

In July 2022, we launched Education Workshops for Parents to help parents from Syria and Afghanistan become more involved in their children's education. The interpreters and multilingual Learning Support Assistants delivered the workshops in the parents' home languages. The first workshop was an enormous success because parents said they felt included and engaged in learning how to support their children's learning in schools in Wales. The parents requested that the Education Workshops took place on a termly basis. In July 2022, we re-assessed all targeted pupils in the SRP and found pupils had made substantial progress.

A third of the children in the SRP have an identified additional learning need (ALN) and just under half require extra targeted support. Children in Year 11 achieved GCSEs in line with their abilities in Summer 2022 and another has started university. These show significant successes for the support provided by the team.

Social Services – Children and Young People Services (CYPS)

CYPS is delivered based on eligibility for care and support which considers the individual, including their specific characteristics. As such, it is important that we accurately and effectively monitor equalities information. We have started to produce weekly reports for managers to monitor and improve the recording of equalities information on our recording system Welsh Community Care Information System (WCCIS).

We collate data on all protected characteristics as part of our citizen engagement programme and are looking at how we could include this data in WCCIS. We use data to inform and assist service delivery as well as to report in annual statutory returns to Welsh Government.

The majority of service users are white, British, and English speaking. Slightly more boys than girls are registered. There is a noticeable decrease in the number of children not recording their ethnicity and religion this year, which is a direct result of weekly monitoring introduced this year.

We have worked with local leisure centre provision to enable young people to get more access to reduced rate physical activities and support to attend the gym. This is an ongoing concern with further engagement planned for 2023/24.

We continue to provide the following services:

- Families First Advice Line (FFAL)
- Team Around the Family (TAF)
- Vale Parenting Service (VPS)
- Flying Start
- Fostering and adoption services

We ensure that our literature is available in both English and Welsh. We provide interpreters for other languages where required. We also work with parents with disabilities, making necessary adjustments to our practices where required.

All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries.

Youth Service

We provide social and informal educational opportunities through open access provision to all young people between the ages of 11 and 25. Most of our members are aged between 11 and 16. Members from this age group have grown in number in line with increased activity with Year 7 and 8 children following the pandemic. There has been a decline in the number of members aged over 17 as there has been a reduction in post-16 NEET provision.

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.

We are developing a new membership form to improve how we collect equalities data. We have increased opportunities to access Welsh language provision for speakers and learners by working with the Urdd. We 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. We recognise that we could do more to engage with ethnic minority groups and are utilising a Welsh government grant to research what this should encompass. This grant will also look to pilot a disability project.

We run an LGBTQ+ youth group, I AM ME. This is a targeted youth club for young people aged 13 to 18 who are part of the LGBTQ+ community or allies. The group

meets weekly in Barry and has approximately 15 members from across the Vale of Glamorgan. In the last year, I AM ME have had several guest speakers including SHOT who spoke with the young people about healthy relationships and safe sex; and Mike Mainwaring from Children in Wales who delivered LGBTQ+ training to the group.



I AM ME members also requested pronoun badges. Members and staff across the Vale Youth Service now wear these badges. We obtained a badge making machine so pronoun and flag badges can be made at Youth Service events and sessions.

We also run an 18+plus additional needs youth club, Youthy 18+. Membership is currently around ten young people aged between 18 and 25. Many of our members have a range of additional learning needs (ALN) from mild autism to more profound ALN. Young people can attend with their own support workers if necessary. The aim of this group is to provide older young people with a safe space to meet with their friends, work on life skills such as cooking, college applications, CVs, employment opportunities, and support socialising.

Members have worked on a variety of projects including tackling the cost-of-living crisis, finding healthier and cheaper alternatives to fast food, money management, and budgeting.

We also provide informal Welsh language youth activities. We fund disability dance and Teenscheme activities through our Welsh Government grant funding. This also support the ongoing development of projects with this group. Our teams work with individuals to assess their needs and work on bespoke activities.

Transgender Toolkit for Schools

We have begun revising our Transgender Toolkit and Guidance for Schools. We put this out for consultation in February 2023 with different stakeholders such as governors, headteachers, school staff, parents, pupils, and community groups through Participate Vale. Members of the I AM ME youth group also provided feedback. The toolkit forms part of the suite of guidance documentation that we provide to schools on a range of issues including bullying, safeguarding, and protected characteristics.

School meals

From September 2022 we offered Free School Meals offer to all Reception, Year 1, and Year 2 children. This was extended to all primary school children (Reception, and Years 1 to 6) from April 2023. Both dates were in advance of Welsh Government ambitions.

The continued rollout ensures as many as children as possible will enjoy a healthy free meal in school as well as contributing towards cost-of-living support.

Pupil Development Grants

Schools have been proactive in encouraging qualifying parents to apply for Free School Meals and Pupil Development Grants, and we have not seen a decline in applications following universal free school meal entitlement. In fact, we have received more Pupil Development Grant applications for Reception, Year 1 and Year 2 from September 2022 to March 2023 than a full year's worth of applications from September 2021 to August 2022, 699 compared to 860. This may well reflect the greater financial pressures on families and parents than previous years. We have also invited families to claim, identifying cases through reports based on qualifying income.

For the period September 2022 to March 2023, we awarded 3345 Pupil Development Grants (also known as School Essentials Payments), of which 69 were for Children Looked After. A total of £774,750 has been paid out. This is higher than previous years because the Welsh Government provided an additional £100 for each

qualifying school year, so £300 for children in Year 7 and £225 for Reception to Year 11. The amounts will revert to £200 and £125 respectively from September 2023.

Bullying

The Additional Learning Needs and Wellbeing team analyse school bullying data to identify trends and to review anti-bullying strategies to address findings. In January 2021, a Model Anti-Bullying policy was provided to all schools within the Vale of Glamorgan. The Model Anti-Bullying policy was compiled to ensure interoperability with Welsh Government 'Rights, Respect, Equality' guidance 2019.

The policy not only considers 'unkind' behaviour in the form of traditional bullying but also places significant emphasis on the focus of all forms of bullying including one off prejudice related incidents that focus on protected characteristics.

We currently await publication of the Welsh Government Peer on Peer Sexual Harassment action plan in September 2023 which will set in place clear actions for schools, Local Authority, and Welsh Government in tackling peer on peer sexual harassment along with misogyny, transphobia, homophobia, and biphobia.

In Spring 2022, we developed a 'How to Guide' for schools to assist in tackling peer on peer sexual harassment in secondary school settings. This was in response to the initial Welsh Government action plan. We distributed the guide to all schools to:

- Provide detailed guidance for a school approach for raising awareness, supporting victims, and challenging learners who carry out discriminatory and prejudice behaviour
- Improve confidence of School and Directorate staff in recognising, supporting, and tackling those affected by discriminatory behaviour.

Analysis of school bullying data captured by the 'My Concern' bespoke ICT system used by Vale schools between 1 April 2022 and 31 March 2023 shows the following headlines:

- There were 86 incidents of bullying were recorded across all school.
- The bullying category with highest recorded levels was ‘bullying focussed on appearance’ (23 records), followed by Homophobic/Biphobic/Transphobic bullying (18 records).
- A total of 100 ‘one-off prejudice incidents’ were recorded, the highest recording for a particular category was for ‘race’ with 58 being recorded.

We are currently unable to complete any comparable data examination on an academic yearly or termly basis as the new way of reporting has only been active since November 2021. We hope this will be possible in the 2023-24 reporting period.

We actively engage with third sector providers, such as No Boundaries and Barnardo’s to support schools in raising awareness of race and other forms of prejudice. Bullies Out have delivered workshops and training programmes to schools in the Vale of Glamorgan. This continues to be a very successful partnership. During Summer term 2022, we worked with Barnardo’s to deliver awareness training on harmful sexual behaviour to staff from secondary schools and the Youth Service.

Social Inclusion and Wellbeing

We continue to monitor rates of attendance in relation to protected characteristics, some on a case-by-case basis, to analyse if these pupils have lower attendance rates than expected.

We also monitor the rates of attendance for pupils who are entitled to free school meals as this is an indicator of socio-economic disadvantage and promoting equality of opportunity.

We analyse and monitor this data at a local authority level, school level, and individual case level. If we identify issues at specific schools around inclusion and protected characteristics, then we implement targeted support. We provide bespoke support measures on a case-by-case basis. We undertake multi-agency working to ensure schools receive the appropriate support and signposting to other agencies and professional services.

We are trained by the Resilience Project in supporting mental health needs and offering support to learners who are transitioning or facing difficulties linked to their sexual orientation. We continue to share resources from Mermaids and Stonewall to support learners and their families with this information.

We have used the Elective Home Education (EHE) Welsh Government grant to support EHE learners with vulnerabilities and protected characteristics access support and services.

We have promoted training related to inclusion and exclusion issues in terms of pastoral care in schools. We have created new Liaison Engagement Officers (LEO) from September 2022 to link schools with help and support for vulnerable families through biweekly LEO surgeries. We are already identifying areas of need that may not previously have come to the attention of the inclusion team. This approach shows our focus on understanding and meeting the specific needs of vulnerable learners rather than a punitive approach to incidents.

We have also created and are rolling out a new training offer that identifies the Welsh Government approach to penal measures, incorporating the use of emotional based school avoidance (EBSA) approaches to embed and enable a way to deal with the rise in learners with anxious and phobic issues and needs. This aligns with revised and updated training on Pastoral support plans. The exclusion training has an enhanced focus on the public sector equality act and protected characteristics.

The Vulnerable Groups Team started a research project with six schools to produce case studies on how schools can be actively anti-racist and contribute to the Council Anti Racist Action Plan. We developed a portal to track the attainment of looked after children. This portal supports us to identify the gaps in progress for looked after children. We developed a virtual school to track the attendance of pupils who are refugees and asylum seekers.

We provided all schools with a template to update their Strategic Equality Plan (SEP) which is aligned to the Council's Strategic Equality Plan.

Ysgol y Deri

We have worked with Ysgol y Deri on a Bocs Bwyd project. Pupils will gain first hand work experience. A mobile canteen unit has been donated by Morgan Sindall to enable this function to be sustained after project completion. Bocs Boyd and Ysgol Y Deri are also working with the Big Fresh catering company in developing paid work opportunities for young people.

Opportunities

As part of the Sustainable Communities for Learning programme, we are committed to providing quality educational facilities for school pupils and also the wider community. During the 2022 summer holidays, we provided 4G pitches at Whitmore School free of charge to the Joe Ledley Football Academy who offered discounted rates to their summer soccer camps. We also provided free lunch and snacks which enabled lots of children to attend who may otherwise be excluded.

420 pupils in five Barry schools participated in Welsh Government's 'Reform of the School Day'. The schools developed a joint timetable of an extended school day to include additional learning and wellbeing opportunities for vulnerable pupils outside of school hours. We have progressed specific localised projects to tackle inequalities such as the Active Beyond the School Day project at Pencoedre High, which supports pupils to access free afterschool sports provision alongside provision of food.

We have created apprentice places across the Council which have provided employment opportunities for young people aged 16 to 24 in Neighbourhood Services and Housing and Building Services. We have also collaborated with the Vale Academy and Communities for Work schemes.

Youth Offending Service

The Vale of Glamorgan Youth Offending Service (YOS) was given an overall rating of 'good' following an inspection by Her Majesty's Inspectorate of Probation. Staff were praised for their knowledge and overall delivery of work that helps deter children and young people from crime. The service was found to have met the balance between helping children and protecting the public. The YOS offer a range of support to prevent

offending, drug counselling, enable children to address any harm caused to victims or the wider community through victim awareness, and assist parents in promoting positive behaviour and outcomes.

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 Community Safety team have continued to process anti-social behaviour incidents across the Vale of Glamorgan and work to deliver preventative measures to reduce anti-social behaviour. There has been a reduction in referrals from Stage 1, demonstrating the effectiveness of the process in reducing anti-social behaviour escalation. Anti-social behaviour in specific areas such as derelict buildings in Penarth and fires started in Barry Island has prompted the Community Safety Team to deliver more preventative measures. We have also successfully bid for PCC funding for engagement work with these young people and other multi-agency discussions to discuss prevention work.

We have worked with South Wales Police in relation to increased off-road biking incidents. Anti-social behaviour along the Cardiff and Vale of Glamorgan coastline has more than halved in the last two years as a result of Operation Elstree, a multi-agency approach aimed at keeping coastal areas safe and family friendly. From May to September 2022, there were over 1800 fines issued for public offences, 23 arrests, and over a thousand additional patrol hours on foot, horse, quad bike, and boat.

We also continue to work with Safer Wales and several specialist services to signpost victims who may require different support. These services include Bawso, the Dyn Project, New Pathways, Rainbow Bridge, and Live Fear Free. New projects and groups in 2022/23 include the Cedar Project (Pobl) and Drive, which focuses on males who perpetrated or caused harm.

We have continued to work on the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) strategy, updating for 2023-28. The updated strategy

includes new commitments around strangulation, children as victims in their own right, and new policies for street and workplace harassment. We work with Vale Domestic Abuse Service (Vale DAS) who have changed their name from Atal y Fro. They remain the specialist support provider in the Vale working to ensure that victims of domestic abuse have access to help, support, and protection.

We provide twice-weekly meetings which have improved outcomes for victims of high-risk domestic abuse by ensuring a more rapid multi-agency approach is provided. There were around 12 cases reported each month. Approximately 3% of cases were LGBT+ victims and 5% were Black or minority ethnic. On average 7% of cases were diverted away from the multi-agency risk assessment conference (MARAC) process. Of cases reviewed in MARAC process, most victims were female.

We continue to actively promote Clare's Law as a vital tool to support the safety of women who think they might be at risk of being in a relationship with a perpetrator of domestic abuse. There were on average 11 applications per month to Clare's Law.

We have processed standard and medium Public Protection Notices (PPNs) where the victim has given consent for their data to be shared. In the first half of the year, we had 270 cases. The majority of cases were female victims. Over 100 of these cases were repeat offenders, which is within expectations. Over 500 referrals were made by DAARC (Domestic Abuse Assessment and Referral Coordinator). 100% of domestic abuse victims reported feeling safer as a result of security improvements to their homes delivered by the Safer Vale Partnership.

On average we see around 12 hate incidents every month. Of these, the majority are migratorily racial incidents, with 150 racial related crimes in 2022/23. The next most common incidents are due to sexual orientation and transgender issues, which had 31 incidences each in 2022/23. We continue to work with South Wales Police to actively promote the reporting of hate crime so increases in the number of reported incidents are not necessarily seen as negative indications of actual increases in hate crime.

We continue to make progress on the Safer Vale Partnership delivery plan to complete actions by March 2023. We are also working on a communication strategy

to be launched alongside the Safer Vale Strategy 2023-28, updated this year. We work with the Safer Vale Partnership 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 continue to look at improving the Community Cohesion Group Agenda and membership, including reaching out to communities that are currently under-represented. We have recruited a new community cohesion officer who has supported progress on the actions in the community cohesion plan and helped to promote community initiatives and national days via our social media platforms.

We continue to have an active online presence to improve cohesion and provide information to residents. In this period, Community Safety posted over 200 times on Instagram to 170 followers, tweeted an average fifty times a month to the 960 followers on Twitter, and posted regularly to the 640 Facebook followers. Facebook posts also included sharing posts from other partner organisations.

The Vale of Glamorgan Council received media attention in August 2022 following a refusal to cancel hugely popular Drag Queen Story Hour events at libraries across the county. A small number of protestors objected to the events. The Council released a statement saying “we are proud to offer experiences that reflect the diversity of our residents. Drag Queen Story Hour is an opportunity to inspire a love of reading, while teaching deeper lessons about diversity, self-love and an appreciation of others. There are also important messages around acceptance and inclusivity”.

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.

Draft Older Peoples Housing Strategy 2022 – 2036

The Strategy sets out how the Council will work in partnership with residents and stakeholders to meet the housing requirements for older people and maximise opportunities to improve the quality of life for older residents of the Vale of Glamorgan. It provides a high-level vision and framework for addressing the needs of an aging population. During 2022, we consulted with staff across the Council, partner organisations, older people, and used analysis of local demographics. The Draft Strategy was approved by Cabinet in January 2023.

Affordable housing

In Quarter 2, 89% of the 36 dwellings approved through planning were designated as affordable housing. We continue to apply robust affordable housing policies and negotiate with developers to secure 30-40% of affordable housing.

SMART houses

Three residents have moved into the newly developed Transition SMART house in Castle Avenue, Penarth. The scheme aims to improve outcomes for our citizens by supporting independent living and enhancing well-being. A further SMART house in Carys Close was completed in November 2022.

Refugees

We are developing around 90 units of temporary accommodation in Llantwit Major to provide high-quality short-term housing for Ukrainian refugees. We are committed to the Welsh Government's declaration that Wales is a 'Nation of Sanctuary' and continue to make a significant effort to helping those in need. The units are not permanent structures so can be moved to another location in the future if needed. We are also looking at working with the Ministry of Defence with a view to leasing around ten properties to help accommodate Afghan refugees.

Supporting people

The Supporting People programme is responsible for engaging hard to reach vulnerable clients and providing them with support to maintain their tenancies. Services are open to everyone, and referrals are based on individual need. There are no barriers to receiving our services. A total of 3392 people received support this

year. Due to the large number of alarm services that we fund, the over 60s are the largest demographic of service users. There are more females than males receiving support, with 61% of service users identifying as female and the majority of those receiving support identify as white British at 57%.

We carry out equality monitoring on all service users and tenants to ensure that all those with protected characteristics are not adversely affected by policies or services in any way. We have also commissioned a new violence against women, domestic abuse, and sexual violence (VAWDASV) service.

Housing Solutions

Homelessness prevention continues to be a priority for the Council. The Housing Solutions team deliver the statutory homelessness function, manage temporary accommodation, and provide housing advice. We work with schools and Llamau on the Youth Homelessness Project as a preventative measure to support young people and learners at risk of homelessness. We are also responsible for the Homes4U housing allocations system on behalf of social landlords in the Vale of Glamorgan.

The overall number of Homes4U applications has decreased this year, but the number of male applicants has slightly increased. This is expected because of changes in legislation due to the pandemic. We had guidance from the Welsh Government to remove priority need investigations, which has historically been important in managing demand.

The Housing Solutions team continue to work with households to minimise barriers to accessing accommodation. The increased prevention funding provides opportunities to save existing tenants and provide bonds or rent in advance for new tenancies in the private rented sector. In terms of accessing social rented accommodation, we also allow former tenants with outstanding debts to re-join the housing waiting list provided repayment agreements are in place and 25% of the debt has been cleared.

We have worked to influence the Rapid Rehousing Strategy which has now been finalised. We will use the plan to review social housing development and the

Homes4U scheme. We have appointed a Rapid Rehousing Officer to progress actions within the Rapid Rehousing Strategy. The Strategy sets out how the Council will reduce the reliance on use of bed and breakfast and other forms of temporary accommodation. We also aim to reduce the costs of temporary accommodation by building more social housing, working with private landlords to make more private rentals available, and considering scope to remove restrictions which affect homeless peoples' ability to bid for certain properties such as age designated homes and properties subject to local lettings criteria.

The Older Persons Housing Strategy has been adopted in principle by Cabinet. The strategy reflects best practise and emerging trends, incorporating feedback from a range of partners, including colleagues from Adult Services, Health, Vale 50+ Forum, and registered social landlords.

We will continue to assess the allocation process for households with accessible housing needs to ensure that applicants with disabilities are considered for a greater number of homes considering all reasonable and appropriate adaptations.

Benefits

Housing Benefit and Council Tax Reduction help many people across the Vale of Glamorgan with their housing costs. It is key to the Council's work with regards to socio-economic disadvantage and cost of living. Whilst we help many people with protected characteristics, legislation specifically dictates how entitlement for these people is assessed. For example, disability can impact the rate of entitlement and there are different regulations for people of pension age.

We ask questions via our online claim form to accurately calculate entitlement. Some questions are mandatory but other questions about race, ethnicity and national identity are optional. The answer does not impact the rate of entitlement but helps to ensure we are reaching people across the Vale. Many people leave the questions about race, ethnic group, and national identity blank. However, of 5479 responses, 5016 declared their ethnic identity as White British. The next highest groups were White Other (162) and White and Black Caribbean (48).

There has been a decrease in the working-age Housing Benefit and Council Tax Reduction caseload. The number of working age passported claims receiving both Housing Benefit and Council Tax Reduction has reduced from 2658 to 1838. These reductions reflect more working age people moving onto Universal Credit. We did not however expect to see a reduction in pension age claims from 1309 to 1217, so we will continue to monitor and consider targeted work to ensure that pensioners continue to apply for Housing Benefit and Council Tax Reduction.

This information allows us to plan for the impact of other welfare reforms which may impact on the Discretionary Housing Payments budget. We also extract data throughout the year to monitor caseload and trends. This assists with budgetary planning for Council Tax Reduction. 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.

Gypsy and Traveller accommodation

We published our Gypsy and Traveller Accommodation Assessment in June 2022 which provides a robust and credible assessment of current and future need for Gypsy and Traveller accommodation in the Vale of Glamorgan. This has contributed to the new Local Development Plan (LDP) period to 2036. The study has estimated additional pitch provision for the LDP period of eleven pitches across the county and that there may be a need for more transit provision to fully support nomadic families.

Strategic Equality Objective 9

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

Work began in January 2023 on the new transport interchange at the Dock Offices and Barry Docks station. This will be a meeting point for different modes of transport, connecting trains, buses, cycle, and taxi services, creating a hub of sustainable

travel. This is being delivered in partnership with the Cardiff Capital Region and Welsh Government.

We are planning bus stop improvements in Rhose using funding from Welsh Government to enhance the Active Travel scheme and provide an improved facility for Cardiff Airport Rail Link Service. Further bus stop upgrades are planned for other Vale towns to include solar-powered displays and improve accessibility.

We continue to operate the Greenlinks adapted service for residents with mobility issues, ensuring drivers are fully trained to transport disabled passengers. We work collaboratively with the Vale 50+ Forum, youth cabinet, and public transport buses to meet the Public Services Vehicle Accessibility regulations.

Transport is a major concern to visitors to Barry Island, as shown by the Tourism service's annual survey. 94% of respondents said car parking, road access and public transport were very, poor, average or good. 61% of respondents travelled by car, and 76% classed themselves as 'local'. 50% of respondents rate Barry Island 'good' as a destination and 78% would definitely return. Transport and accessibility remain top concerns to the public.

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.

We have improved accessibility at Barry Island. There is now provision for beach wheelchairs at Whitmore Bay in Barry Island, as well as new Changing Places facilities located at the Western Shelter.

Responses to the Barry Island Customer Satisfaction Survey 2022 show that most visitors are return visitors who would recommend the resort to others. The location

and beach are the strongest factors motivating people to visit. Most respondents said they were not disabled whilst there is criticism about the increased number of disabled parking spaces. We are looking at how we can survey a wider range of visitors with different protected characteristics, including those with disabilities.

We launched a new Community Development Team in Autumn 2022 to assist communities with projects and accessing funding, building on the good work of the Vale's Creative Rural Communities program which ended in 2022.

We invited community groups to apply for the Mayor's Foundation Grant Fund and Strong Communities Grant Fund in Summer 2022.

We offered local groups the opportunity to access funding via the UK Government's Shared Prosperity Fund. We held a series of 'hack' days aimed at third sector organisations and local businesses to work together to develop new ideas to tackle the effects of the cost-of-living crisis and other social challenges.

We held a second PhotoBARRYthon in August 2022 over three separate free events, giving participants the opportunity to capture different aspects of Barry.

We worked with partners and residents to transform a derelict site in Barry into a flourishing garden space for the community to enjoy.

Other matters relevant to the general duty and specific duties

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

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

Socio-Economic Duty

We established a cross-departmental group in May 2022 in response to the cost-of-living crisis. Over 35,000 eligible residents received one-off £150 Cost of Living Support payments, based on households in Council Tax bands A-D and customers receiving Council Tax Reduction. The group oversaw the administration of the Welsh Government discretionary fund to support those not eligible for the main scheme but were still impacted by the financial pressures associated with the cost of living. As of December 2022, over 8,500 people have been paid a total of £1,705,400 and a further 958 applicants are being processed.

As part of our work to support residents through the cost-of-living crisis, we developed the Warm Welcome / Croeso Cynnes scheme. This is a network of community spaces that offer a warm and inviting place to come together over the winter months, at no cost. We have awarded nearly £30,000 to community projects through the Warm Welcome initiative, accessed by more than 3,500 people. Nearly 40 locations across the Vale took part. Some settings provided activities such as crafts or books, others provided wi-fi and space to work with a laptop. All locations provided refreshments, from teas and coffees to cooked meals. Around ten schemes will end provision in the Spring, but the majority will continue, providing a valuable community service.

We have also received funding to help tackle food poverty. By December 2022, we had awarded:

- £32,747 via the Household Support Fund to directly support households;

- £29,920 in Direct Food Support funding has been allocated to local food support organisations;
- £50,000 of Discretionary Cost of Living funding has been used to support the Vale Foodbank and the local community food offers run through the six schools in the Pencoedtre school cluster.
- £11,671 of Warm Banks funding has been allocated to a range of organisations for the Warm Welcome / Croeso Cynnes scheme.

We also understand and appreciate that many Council staff are also impacted by the cost-of-living crisis. In response, we have created a cost-of-living hub on Staffnet. This provides information about budgeting, claiming benefits, and health and wellbeing, as well as links to advice agencies. We also have a dedicated cost of living page on the external Vale of Glamorgan website, with a wealth of information and resources. We also held a cost-of-living webinar in November 2022.

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.

We have considered the Audit Wales report '[Equality Impact Assessments: More than a Tick Box Exercise](#)'. As a result, we have begun a review of our process with internal and external stakeholders, including Equality Consultative Forum members.

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.

Equality and Diversity training has been mandatory for all members from 2022 with an initial session held in June 2022 as part of the new Member Induction programme.

Anti-Racism Training

No Boundaries delivered anti-racism training to the Strategic Leadership Team in November 2022. We decided that it would be useful to roll the training out to other departments.

The anti-racism workshop was then delivered to staff from Neighbourhood Services, Transport, Shared Regulatory Services, and Environment and Housing Services in March 2023. Around 15 members of staff took part.

Procurement

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 automatically fails meaning the supplier will not progress any further in the procurement exercise. The award stage of the procurement process also includes equality and diversity requirements for evaluation.

We have published a new Procurement Policy and Strategy for 2023-2027. The overall aim is that all procurement decisions are made through the lens of the Well-being of Future Generations Act. The new policy includes a framework for minimum, expected and preferred standards for specific areas in sustainable and ethical procurement. These standards will be reflected in the Council's procurement processes and documentation

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.

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. 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 drafted a Transitioning at Work Policy include a question and answer section.

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 2022/23 and ranked 126th.

Race Equality Week

We marked Race Equality Week for the second time by promoting Race Equality Matters' 5 Day Challenge through emails and articles on Staffnet+. Staff across the Council were encouraged to complete the five minute daily reflective exercises and challenges, watching videos to explore different themes including microaggressions and being anti-racist.

Within the daily articles, we shared information about the Diverse network, Trailblazer status, Safe Space, and promoted the #MyNameIs solution.

Day five of Race Equality Week calls for staff to make a Big Promise to show commitment to race equality. Senior leaders took part, and we shared the Big Promise of the Chief Executive and Director of Resources.

Over 99% of Vale of Glamorgan Council staff received the articles and daily challenges by email. The articles were also shared on Staffnet+, with each article viewed over 1000 times.

Trailblazer Status

In August 2022, the Vale of Glamorgan Council was awarded Race Equality Matters Trailblazer status in recognition of its work to address racial inequality across the organisation, addressing racial inequality and become a more diverse, inclusive, and equal organisation.

Designed to recognise organisations driving meaningful change in the race equality sphere, Trailblazer status has been determined by an independent panel of experts, all with lived experience of race inequality in the workplace.

The panel deemed that the Council's work to ensure that ethnic minority voices are heard in Safe Space meetings was "clear and substantial" and gave the highest score possible for making sure that improvement suggestions were implemented.

Only 64% of applicants achieving Trailblazer status which demonstrates how seriously the judges took this decision as well as the level of achievement attained by the Council.

Safe Space

A second Safe Space meeting was held in December 2022 to develop and continue actions and progress from the first Safe Space meeting in February 2022.

Windrush Day

We celebrated Windrush Day 2022 by raising the Windrush flag outside the Civic Offices. We held a moment of reflection for invited guests including young people from the Vale's youth parliaments, members of the Diverse network, Senior Leadership Team, Councillors and external guests. For 2023, we have worked with a local artist and Holton School to deliver an arts project to celebrate and raise awareness of Windrush and migration stories, funded by a Arts Council Wales grant.

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

GLAM is the Vale of Glamorgan Council's LGBTQ+ staff network, welcoming LGBTQ+ staff and allies from across the council. There are over 40 members made up of staff, senior leadership, and councillors. GLAM have supported management training sessions on equality, diversity, and inclusion as well as contributing to articles about awareness days and promoting pronouns in email signatures.

GLAM held Uni-Tea Pride planning events in July and August 2022 to prepare for Pride Cymru on 27 August 2022. GLAM members, friends and family attended the parade in Cardiff and also took part in Barry Pride in October 2022, in Barry Island.

We were able to obtain sponsorship to fund new GLAM t-shirts for members and a set of placards and banner to show the GLAM logo and corporate values. Members of the Strategic Leadership Team signed the placards to symbolise the Council's commitment to LGBTQ+ inclusion.



Placards on Queen Street, Cardiff for Pride Cymru



Placards and banner with GLAM members at Barry Island following Barry Pride

The GLAM chair left the Council in January 2023 and the process is underway to find a replacement chair or co-chairs to ensure the activity and role of the network is maintained. We are also using this as an opportunity to refresh the network, looking at the workstreams and promoting membership across the Council, including in schools.

GLAM continues to work 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 works 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.

Diverse works with different Council departments to promote race equality and to improve employment and service delivery for ethnic minority employees and communities. Diverse also supports mandatory race awareness and unconscious bias training for staff along with anti-racism workshops in schools.

Diverse has held a number of meetings including a book club in October 2022 where members discussed Reni Eddo-Lodge's *Why I'm No Longer Talking to White People*

About Race, and a watch party in January 2023 for the BBC short film *Black and Welsh*.

Diverse members have played had a significant role in the Safe Space meetings and achieving the Trailblazer accolade.

Disability Network

We have begun work to start a disability staff network. Two initial meetings have been held, one in December 2022 and the second in January 2023, where staff from across the Council came together to discuss what they want from a disability network. There was a lot of interest and a strong sense of wanting a base to obtain support and information, as well as to provide a voice to make sure staff with disabilities are considered at all levels of the employee journey. Many staff were willing to share their own stories and experiences, which will add real value and worth to the network. Steps are underway to decide a name for the group and plan terms of reference or constitution.

Menopause Awareness

The Council recognises that a large and increasing proportion of its workers will be working through and beyond the menopause. As an organisation we are committed to supporting all our staff affected by the menopause. We have been delivering menopause awareness sessions and are currently looking at ways to develop online learning that all staff can access. Some staff face barriers in recognising how they may be affected by the menopause and how they may offer support or be supported within the workplace.

The Occupational Health team delivered two Menopause Awareness sessions for staff in 2022-23 to help increase understanding and encourage open conversation about menopause. We recognise that by raising awareness and offering support and acceptance, the sessions can contribute to a more inclusive workplace.

Staff that attended found the café to be a welcoming place and were comfortable to share experiences. We are planning future events for 2023 and are currently

considering holding them at different council sites such as the Dock Offices or Alps to reach as many staff as possible. We have also offered support to schools in setting up sessions for school-based staff.

We are working hard as an organisation to address what we can do to support our staff in a meaningful way around menopause. Our procedural guidelines are currently under review, and we are aiming to achieve The Menopause Friendly Accreditation in recognition of what we offer in awareness, education, and support.

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.

We gather information about available services which 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. Without this low-level support, clients may not be aware of support opportunities or how to access these services.

The Integrated Autism Service's short-term targeted interventions encourage people to be independent and not to become dependent on the team. Appointments are held virtually and in-person. We also offer support through a virtual Advice Hub.

We also run a range of groups, including:

- A monthly adult hub meeting;
- A post diagnostic group where adults learn about the condition and how it may affect their lives;
- A social skills communication workshop; and
- Groups concerned with mindfulness and healthy lifestyles

This year we have worked with colleagues from Human Resources, Equalities and Communities for Work to help improve recruitment practices and working conditions for staff with disabilities and autism. We also produced an article for Staffnet about the experiences of a member of staff who was recently diagnosed with autism.

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. The Forum works closely with the Council to ensure that the interests and welfare of older people are considered. They also receive financial and administrative support from the Council.

A program of meetings and events is held throughout the year and the Forum also readily participates in consultation and engagement activities.

The Forum has an Executive Committee and sub-groups covering transport, health and social care, housing, race equality, arts and leisure, and climate change. The transport group has been preparing a response to a Welsh Government consultation highlighting both national and Value issues for older people in accessing transport services. Similarly, the health and social care group has been focussing on access to health care including GPs, dental, optical, podiatry, and hearing services. The University Health Board is refreshing its strategy for the next five years and our work is feeding into that. We are also contributing to the Welsh Government's work on social care provision, which will be a live issue over the coming years. There are also specific issues in the Vale with which we are involved, such as establishing "wellbeing hubs" and services in more rural parts of the Vale.

The Vale 50+ Strategy Forum work closely with the Age Friendly Vale Officer who was appointed in 2022. They have held a number of information and social events across the Vale including a Festive Get Together at Christmas in the Civic Offices and a Have Your Say open meeting focussed on the cost-of-living crisis.

Data analysis

During 2022-23, we have progressed a number of workstreams to provide advice and training to services on data analysis. Following the release of the first data from the 2021 Census in Autumn-Winter 2022/23, we produced a [report](#) analysing the results for the Vale of Glamorgan. Alongside the publication of the detailed report, we have presented briefings on the results to Cabinet, the Strategic Leadership team, the Heads of Service network, the Insight Board, the Human Resources Directorate Team, and Corporate Resources Colleagues.

We have also used the results of the Census to inform the refresh and re-launch of the Public Services Board's Evidence Base. This builds on the findings of the Well-being Assessment and subsequent insight into people's well-being. The refreshed Evidence Base is constructed of a suite of four individual reports which together form the PSB Evidence Base. These include the [Demographic Change Report](#), the [Education and Economy Report](#), The [Health and Communities Report](#) and the [Environment and Transport Report](#). The Evidence Base will provide colleagues with up-to-date data and evidence to inform decision making and to support policy development.

During 2022-23 we established the Public Participation Practitioners Network which brings together colleagues who engage in consultation and engagement activities across the organisation to share learning and best practice. In March 2023, we delivered a presentation to the network on Data and Insight. This presentation was designed to raise awareness of how colleagues can use data and insight to support their work, to inform of how data analysis can be supported across the organisation, and to raise awareness of opportunities for the sharing of data and insight across the organisation.

Leisure Services – Vale Sports and Play

The Healthy Living Team (Sports Development) held a School Sport survey. As a result of the findings of the survey, the Active Young People team have developed new partnerships to ensure disabled young people have more opportunities to access sport and physical activity. Over 4,200 pupils aged 7 to 16 completed the

National School Sport Survey to highlight physical activity levels, barriers, and challenges faced, and what they wanted to do to become more active.

Here are some of the projects and impacts as a result of the findings:

- We developed new and additional extracurricular sessions within secondary schools impacting on 931 pupils across at least 3055 participations.
- We worked with the Youth Service to address inequalities in participation through more 'informal' sport for the least active. New and additional community sessions reached 468 least active young people.
- We organised festivals and taster sessions with local clubs in primary schools enabling around 4,500 pupils to try new opportunities with basketball, dance, cricket, gymnastics, martial arts, tennis, running, and football.
- We delivered Sports Leaders Playmakers training to some Key Stage 2 pupils to enable them to facilitate peer led breaktime activities. As a result, 218 pupils in years 5/6 have been trained. Schools have observed increased physical activity levels and improvements in playground behaviour.
- We developed a 'youth takeover' event at Penarth Leisure Centre working with Legacy Leisure and the Youth Service. 67 young people registered to take part. 93% wanted to continue to take part in leisure centre activities.
- We provided training to 151 coaches to develop more community activities and help more children become more active.
- We continue to target schools with high Entitled to Free School Meals (eFSM) rates to help narrow the inequality gap. We worked with the play team and other partners to deliver the Summer of Fun program of activities.

- We established the Young Ambassador program. Young Ambassadors are in years 7 and 8. We work with them to deliver leadership training to primary school pupils and with school councils, to improve participation rates. Through the Young Ambassador program, at least 64 pupils have attended an extracurricular sports club who had not previously.
- 40% of young people indicated they wanted to do more swimming, with feedback telling us that existing free swim sessions were not attractive to their age group. We developed a weekly teen inflatable swim session with Legacy Leisure and provided a swim voucher scheme with three secondary schools. We saw 249 participations over a block of twelve new sessions, with at least 75 pupils supported to access swimming to increase activity levels.
- We developed weekly 'turn up and play' football sessions for 6 to 8 year olds, allowing over 30 children to access community football for the first time. We worked with Cardiff City Football in the Community to re-establish 'Kicks' football, an informal turn up and play weekly session for 11 to 17 year olds.
- We established basketball enrichment activity at a secondary school for the cluster primary schools to attend on a rota basis. 105 pupils have taken part. We have trained 12 new coaches to support more basketball opportunities.
- We have worked with the Active Travel and Road Safety teams to create a Vale-wide cycle forum with thirteen members. We developed opportunities for those with no access to bikes, securing funding for 17 bikes at one high school utilised by eFSM pupils during a summer program, and helped to create cycle trails so children have safe and accessible places to cycle.
- We collaborated with a local netball club to develop afterschool sessions impacting over 90 pupils, with 30 new players joining the club.
- We worked with a local golf club to reinstall a junior section that had dissolved during Covid. We helped the club work with schools to deliver taster sessions

and are pleased that the junior section is again thriving and developing facilities using a Be Active Grant.

We provided family-based physical activity sessions, targeting families where children did not already belong to a local sports club or families with low activity levels. 27% of participants said they had additional needs or disabilities. Sessions were provided at no cost to participants.

We also developed Vale on the Move community-based taster sessions with local clubs. We worked with schools and local organisations to ensure children and young people with additional needs accessed the sessions.

Following a referral through the Disability Health Pathway scheme, we worked with an autism resource base at a Vale secondary school to provide a separate timetable of extra-curricular provision. This has enabled young people at the resource base to overcome some of the identified barriers in accessing the school's enrichment program, such as noise related challenges.

In another secondary school, we used Active Young People funding to establish an archery club to provide a valuable inclusive opportunity within the school's extracurricular program for members of the Specialist Teaching Facility (TYFU) including visually impaired pupils. The club was nominated for the Participation Project of the Year Award through Archery UK in 2022.

Similarly, we worked with a resource base at a primary school to increase additional sports opportunities by improving flexibility to remove barriers. We worked with the school's Family Liaison Officer and three local clubs to deliver a series of sessions.

We have also continued to promote the Golden Fund, Golden Pass and Golden Activators projects throughout the Vale. One Golden Activator project took place in Peterston Super Ely in the Western Vale. A local resident initiated the project, which was funded through the Golden Fund element of the 60+ Active Leisure Scheme. Short Mat Bowls sessions were introduced in the village hall in Peterston Super Ely with an average of 20 people attending every week. The group were supported by

the 60+ lead within the Healthy Living Team to access the funding. The project has attracted older people into physical activity and has also helped with social isolation, with more people engaging with their local community.

Summer of Fun

Summer of Fun was a program of free play, sports, and cultural activities co-ordinated by the Health Living Team and delivered between July and September 2022 aimed at children and young people, and their families. Funding was provided by Welsh Government and the program aimed to support the mental, social, and physical wellbeing of children and young people in the context of recovery from Covid restrictions. The program was open to all children and young people across the Vale, but there was also a desire to engage those most affected by the cost-of-living crisis and Covid. As such, some targeted provision was provided.

The Healthy Living Team worked with 130 partner organisations to deliver over 147 different activities across 946 separate sessions in 23 different locations. There were over 19,500 attendees of which 433 were children with disabilities or illnesses, and more than 475 were children with additional needs. However, not all organisations recorded this data. Highest participation levels were amongst 5 –10-year-olds at 48% and lowest participation was amongst 16 – 24-year-olds at 7%. The low uptake of activities aimed at young people is an area that will need to be considered further if similar programs are run in the future. The promotion of activities may have contributed to low take-up amongst this age group.

Summer of Fun has been deemed a huge success, with positive feedback from 99% of participants about the activities delivered and staff delivering the activities. 79% of participants agreed sessions were 'great'.

LGBTQ+ Veterans Hub

The LGBTQ+ Veterans Hub was launched at Cardiff Castle Firing Line Museum in October 2022. The purpose of the hub is to allow veterans from the LGBTQ+ community a place to talk and use the group as a stepping-stone to joining one of their local Veteran Groups. When speaking to veterans, some felt they were not

ready to walk into a veteran group and some said they did not feel like a veteran. We are pleased to have the help of Fighting with Pride, who support the health and wellbeing of LGBT+ veterans, service personnel and their families.

Culture Book

Diversity, equality, and inclusion have become top priorities for employers. Building a culture of inclusion is now a necessity. At the Vale of Glamorgan Council, we understand how diversity, equality, and inclusion strategies have a significant and direct impact on employee attraction, engagement, and retention.

Our culture book seeks to support these strategies through stories that highlight best practice and our organisational values internally and externally. The culture book is both for staff and utilised as a recruitment tool.

We will be updating the book in 2023 to include the new disability network and refreshing the information about the other staff networks.

As the Culture Book is a living document, we make continuous updates. These reflect changes that happen within the organisation and that underpin our culture.

Our induction programme reinforces our organisational values and culture for new starters from the beginning of their employment journey with us. During the session the leader of the council joins us and discusses the value that a gender balanced council brings to the organisation. We advertise the many networks within the organisation and encourage new starters to get involved as much as possible.

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.

Specified employment information, including information on training and pay

We have been collecting employment data for many years. We have developed new systems that let us report on more protected characteristics. We collect information on the following protected characteristics:

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

We have used guidance from the Welsh Government. The name of the guidance is 'Collecting Equality Data: Harmonised Standards and Best Practice'.

We ask about protected characteristics when people apply for jobs with us.

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. The following figures refer to corporate staff and do not include staff employed in schools.

Age

- We employ more people overall but the number of 25 - 29 year olds, 45 - 49 year olds, 50 – 54 year olds, and 55 – 59 year olds has decreased.
- 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 (15.7%). This has changed from 20 – 24 year olds last year (15.6%).
- The highest proportion of people attending training came from the 55 - 59 age group – 330 (5.7%).
- Most people who left were between 55 and 59 years of age, 12.4% of all leavers.
- All average salaries increased.
- People between 55 and 59 had the highest average salary, £31,345.

Disability

- 77.2% of our staff said they did not have a disability. 2.8% said they had a disability that limited them a little.
- The percentage of applicants who said they had no disability was 85.3%, an increase from 78.3% last year.
- 3.2% of people who attended training had a disability that limited them to some extent. 79.1% of people who attended training had no disability.
- The number of leavers who said they had no disability increased from 234 to 260 since the previous year, a percentage decrease from 78.5% to 71.6%.
- The average salary for all disability related options increased.

Marital Status

- The number of those who are married remains the highest category in marital status for employed staff at 43.0%, followed by single people at 35.6%
- Most applications were from single people, 43.7%, the same as last year.
- The number of applications from married people has increased from 779 to 1265, an increase from 23.7% to 36.4%
- The number of divorced and married leavers have increased but most leavers were single (39.7%).
- Average pay increased for all groups except for those who said they were in a civil partnership.

Maternity, Paternity, and Adoption

- There were 58 corporate employees who had maternity, paternity or adoption pay and leave during 2022/2023, a decrease from 63 last year.

National Identity

- Most employees said they were Welsh (1087) or British (1056).
- Over half of applicants said they were Welsh, 1781. This remains the highest identity for applicants at 51.3%.
- The highest national identity for leavers is Welsh, at 38.3% which has decreased from 42.6% last year.
- All groups apart from those who 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 66.7%.
- White and British remains the highest category for applicants at 70.2%. 77.6% of people applying for jobs were White, less than the previous year (79%).
- The number of applicants choosing not to record their race or ethnicity has decreased to zero.
- Over 78% of leavers were White. There was an increase in the percentage of White and British leavers which remains the highest group at 58.7%.
- For people with White ethnic backgrounds, pay increased for those in eight out of the nine groups since the previous year.

Religion or Belief

- Most staff either had no religion (37.2%), did not record their religion or belief (28.6%), or said they were Christian (28.5%).
- Over half of all applicants stated that they had no religion (51.0%).
- Most employees who attend training say they have no religion (38.8%).
- Most leavers recorded no religion, 38.6% compared to 40.6% last year.

Gender

- Our corporate workforce was 66.3% female and 33.7% male. The number of female employees has decreased from 1793 to 1786 and the number of male employees has increased from 873 to 908.
- Most employees, both male and female, continued to work in permanent full-time jobs.
- Around 66% of people who attended training were women and around 33% were men. These percentages reflect the same proportion of males and females employed.
- Most people applying for jobs were female (60.8%). This is in comparison to 32.9% that were male.
- More women than men left their jobs. We would expect this as we employ more women than men.
- 49.3% of women and 39.1% of men held jobs paid between £15,000 - £19,999. 45.8% of all jobs are paid between £15,000 and £19,999 which is an increase on 27.3%, due to the pay increases awarded this year.
- Average pay for males remains the highest average salary. The average salary for male and females has increased, but more so for males.

Sexual Orientation

- Most of our staff said they were heterosexual (66.4%). The percentage of the workforce who said they were gay, lesbian, or bisexual has increased slightly from 2.5% to 2.7%. Our workforce increased by 1.05%.
- We monitor the success of lesbian, gay, and bisexual people from application to successful appointment. In 2022/23, the success rate for applicants was 25% compared to 14.6% in the previous year.
- The percentage of applicants who said they were heterosexual remains the highest (82.8%).
- Over 62% of leavers were heterosexual.
- 39% of LGBTQ+ employees were employed in the salary band £20,000 - £29,999.

Welsh Language

- The percentage of our staff saying they have no Welsh language skills has increased from 15.3% to 34.5% this year. These percentages are based on the average of the 'none' option for understanding, speaking, reading, and writing.
- The percentage of staff with Welsh language skills rated between Basic and Fluent have decreased but remain between one-fifth and two-fifths: understanding 22.6%; speaking 22.9%; reading 16.9%; and writing 12.8%.
- Welsh language skills for applicants were as follows: understanding 44.6%; speaking 39.4%; reading 36.0%; and writing 30.2%.
- We still receive most applications from people who say they have no Welsh language skills.

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 2023/24 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.

Review of the Strategic Equality Plan 2020 - 2024

The current strategic equality objectives are for the period 2020 to 2024. There is a statutory requirement in Wales to review Strategic Equality Plans no less than every four years so we will need to have a reviewed plan in place in 2024. As part of this review, we will report on how we have met our current objectives and decide whether we need to change them or further develop them.

We have linked the current Strategic Equality Plan to the corporate wellbeing objectives in our Corporate Plan and used the Equality and Human Rights Commission's 'Is Wales Fairer 2018?' research to shape our strategic equality objectives. We have translated our equality duties into local action by showing how we will work together for a fairer future.

Current corporate wellbeing objectives	How our strategic equality objectives link
To work with and for our communities.	Identifies the communities who are most disadvantaged as shown in 'Is Wales Fairer 2018' and through local engagement.
To support learning, employment and sustainable economic growth.	Supports learning and employment for people with protected characteristics, focusing on those who are most disadvantaged.
To support people at home and in their community.	Supports the safety and well-being of people at home and in their community, with particular regard to people with protected characteristics identified as

	disadvantaged in 'Is Wales Fairer 2018' and our own local information and data.
To respect, enhance and enjoy our environment.	Ensures our local environment can be enjoyed by a diverse range of people, including disabled people.

We will not be reviewing our Corporate Plan and its objectives until 2025. It is likely that the Equality and Human Rights will not publish its research on whether Wales is fairer soon enough to properly inform our equality objectives. This means that we may wish to review our Strategic Equality Plan for 2024 – 2028 again in 2025 to assure ourselves that it aligns with the latest research and the Council's Corporate Plan for 2025 – 2030

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Guidance on Equalities Monitoring in Service Delivery



Why do we need to monitor equalities?

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 also 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.

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.

Gathering effective monitoring data is essential to identifying discrimination. 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. These are subject to separate guidance.

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.

Be specific and give explicit examples of how your work and activities have contributed to the three aims of the general duty. Explain how you have used equalities monitoring data to improve your service delivery. **What have you done, why have you done it, what will you do differently.**

Whilst it is nice to know what you plan to do, it is more important in terms of this report to know what you have done/what you have been doing this year.

Ensure that your data complies with data protection requirements. This may mean removing certain data or marking quantities under ten with an asterisk (*) in graphs, charts and tables.

You are also required to publish your reasons for not collecting relevant information that you have identified but do not hold i.e. any gaps in data.

How do I collect data?

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. Please use the most up-to-date form from the Equalities Team to gather equalities data when you undertake surveys.

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.

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;
- 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.

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.

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 [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.

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. Managers should support employees who have the responsibility of requesting data and 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 whether services are reaching all sections of the community;
- identify key equality issues and develop equality objectives;
- make practices more transparent and help to explain how and why decisions are taken;
- demonstrate the Council's equality achievements and monitor progress;
- demonstrate to regulators and inspectorates that the Council is monitoring 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 2022 – 31 March 2023’](#). 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.

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.
- Consider how you are going to get the information, for example, by a survey of service users.
- Think about when you need the information.
- Decide who will analyse the information.
- Submit the information each year using the ‘Equality Monitoring in Service Delivery’ form.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

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 2022– 31 March 2023 or as at 31 March 2023.					
4. Which protected characteristics have you monitored?					
Have you monitored socio-economic disadvantage?					
Age		Pregnancy & 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. Why did you collect the data?
8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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 the data or the analysis 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 - <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.
12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Please 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.

Scrutiny have requested the report is submitted by summer recess. As such, we are asking you to please respond by 20 May 2023 to allow time to produce the report.

Please email the completed form and data analysis by 20th May 2023 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

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

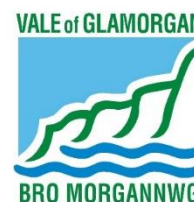
Annual Equalities Monitoring Report 2022-23

Appendix 4 – Service Information

Contents

Directorate – link to section	Services included in Appendix 4
Corporate Resources	Benefits Communications Customer Relations Electoral Registration Human Resources Procurement Vale Public Services Board
Environment and Housing	Community Safety Healthy Living Housing Solutions Supporting People Tourism
Learning and Skills	Additional Learning Needs and Wellbeing Adult Community Learning School Access and Organisation Social Inclusion and Wellbeing
Place	Planning Section 106
Social Services	Adult Services Children and Young People’s Services Youth Service
Other supporting statements and evidence	Integrated Autism Service Menopause Café Older People – Vale 50+ Forum Veterans Group

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

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 2022– 31 March 2023 or as at 31 March 2023.					
We collect information using our application forms.					
4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	X	Pregnancy & Maternity		Religion or belief	
Disability	X	Race – ethnic group		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 lot of people leave the race question blank.

7. Why did you collect the data?

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 2022 – 31 March 2023 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 the data or the analysis 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 is also a decrease in Council Tax Reduction claims for those on passported benefit. For the working age this would tie in with people moving onto Universal Credit and they would not then show in the passported figures if claiming Council Tax Reduction. You would not expect the decrease in pension age though. This will need to be monitored as it is only a small drop but if this continues it may be that some targeted work is needed to ensure that they apply. There has been a slight increase on those getting the Disability and 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?

Please 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 as at 31.03.2023

Working Age (claimant and partner both aged under 60)							
3	Tenants with Rent Rebate	3(a)	<input type="text"/>	JSA(IB)	3(b)	<input type="text" value="666"/>	IS/ESA(IR)
4	Tenants with Rent Allowance	4(a)	<input type="text" value="30"/>	JSA(IB)	4(b)	<input type="text" value="1286"/>	IS/ESA(IR)
					Average weekly	Average weekly	

WORKING AGE HOUSING BENEFIT TENANTS ON INCOME SUPPORT/
JOBSEEKERS- INCOME BASED OR EMPLOYMENT AND SUPPORT
ALLOWANCE = 1987 **2874** (Sum of Boxes 3 and 4)

20	Recipients of main Council Tax Benefit	20(a)	<input type="text" value="2085"/>
----	--	-------	-----------------------------------

21	Second Adult Rebates	21	<input type="text" value="0"/>
22	Total number of cases in receipt of both HB and CTB	22	<input type="text" value="1838"/>

WORKING AGE COUNCIL TAX REDUCTION TENANTS ON INCOME
SUPPORT/JOBSEEKERS – INCOME BASED OR EMPLOYMENT AND SUPPORT
ALLOWANCE INCOME RELATED = 2085 **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 = 1838
2658 (Box 22)

TOTAL HOUSING BENEFIT ONLY CLAIMS 1987-1838 = 149 **216**
TOTAL COUNCIL TAX REDUCTION ONLY CLAIMS = 2085 – 1838 = 247 **369**
TOTAL WORKING AGE CASELOAD ON ABOVE BENEFITS = **2423 3243**

Elderly (claimant or partner in receipt of PC(GC))					
23	Tenants with Rent Rebate	23	<input type="text" value="614"/>	PC (GC)	
24	Tenants with Rent Allowance	24	<input type="text" value="603"/>	PC (GC)	
				Average weekly	Average weekly

PENSION AGE HOUSING BENEFIT TENANTS ON GUARANTEE PENSION
CREDIT = 1217 **1309** ((boxes 23 & 24)

Caseflow

38	Recipients of main Council Tax Benefit	38(a)	<u>2000</u>
39	Second Adult Rebates	39	<u>0</u>
40	Total number of cases in receipt of both HB and CTB	40	<u>1182</u>

PENSION AGE COUNCIL TAX REDUCTION TENANTS ON GUARANTEE PENSION CREDIT = 2000 **2261** (Box 38)

PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION = 1182 **1276** (Box 40)

TOTAL PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING HOUSING BENEFIT ONLY = 1309 – 1182 = 127 **33**

TOTAL PENSION AGE TENANTS ON GUARANTEE PENSION CREDIT CLAIMING COUNCIL TAX REDUCTION ONLY = 2000– 1182 = 818 **985**

TOTAL PENSION AGE GUARANTEE PENSION CREDIT TENANTS = 1182+127+818 = **2127 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	
01	█	24	█	10	█	█	49
02	35	17	65	█	█	█	129
03	19	112	█	18	20	█	178
04	57	19	23	█	0	0	104
20	29	137	28	45	40	█	286
21	752	893	732	190	195	33	2795
						22	0
23	Total number of Working Age cases in receipt of both HB and CTB						281

TOTAL WORKING AGE TENANTS CLAIMING HOUSING BENEFIT NOT ON A PASSPORTED BENEFIT = 460 **919** (Last column of Boxes 1,2, 3 and 4)

TOTAL WORKING AGE TENANTS CLAIMING COUNCIL TAX REDUCTION NOT ON A PASSPORTED BENEFIT = 3081 **2636** (Last column of boxes 20 and 21)

TOTAL WORKING AGE TENANTS CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION NOT ON A PASSPORTED BENEFIT = 281 **665** (Box 23)

TOTAL WORKING AGE TENANTS HOUSING BENEFIT ONLY TENANTS NOT ON A PASSPORTED BENEFIT = 460 – 281 = 179 **254**

TOTAL WORKING AGE TENANTS CLAIMING COUNCIL TAX REDUCTION ONLY NOT ON A PASSPORTED BENEFIT = 3081 – 281 = **2800 1971**

TOTAL WORKING AGE CASELOAD NOT ON A PASSPORTED BENEFIT = 281+179+2800 =3260 **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	█	0	█	0	13
25	284	62	73	13	432
26	14	0	█	0	18
27	310	61	62	█	441
41	45	0	41	0	86
42	1156	220	392	54	1822
				43	0
44	Total number of Elderly cases in receipt of both HB and CTB			830	

TOTAL PENSION AGE TENANTS CLAIMING HOUSING BENEFIT NOT ON GUARANTEE PENSION CREDIT = 904 **879** (Last column of boxes 24,25,26 and 27)

TOTAL PENSION AGE TENANTS CLAIMING COUNCIL TAX REDUCTION NOT ON GUARANTEE PENSION CREDIT = 1908 **1721**(Last column of boxes 41 and 42)

TOTAL PENSION AGE TENANTS CLAIMING HOUSING BENEFIT AND COUNCIL TAX REDUCTION NOT ON GUARANTEE PENSION CREDIT = 830 **802** (Box 44)

TOTAL PENSION AGE HOUSING BENEFIT ONLY TENANTS = 904 - 830 = 74 **77**

TOTAL PENSION AGE COUNCIL TAX REDUCTION ONLY TENANTS = 1908 – 830 = 1078 **919**

TOTAL PENSION AGE CASELOAD 830 + 77 + 1078 = 1985 1798

TOTAL CASELOAD AT 31.03.23 = 2423 + 2127 + 3260 + 1985 = 9795 9902

Benefits Ethnicity Report

Report: hb6860a Academy Information Systems Ltd Version: 9400

Date: 31.05.2023 Time: 12:42 Page: 2

Number of Claims for Ethnic Group: White: British = 5016

Number of Claims for Ethnic Group: White: Irish = 31

Number of Claims for Ethnic Group: White: Any Other = 162

Number of Claims for Ethnic Group: Mixed: White & Black Caribbean = 48

Number of Claims for Ethnic Group: Mixed: White & Black African = 18

Number of Claims for Ethnic Group: Mixed: White and Asian = 17

Number of Claims for Ethnic Group: Mixed: Any Other = 10

Number of Claims for Ethnic Group: Asian/Asian British: Indian = 11

Number of Claims for Ethnic Group: Asian/Asian British: Pakistani = 17

Number of Claims for Ethnic Group: Asian/Asian British: Bangladeshi = 15

Number of Claims for Ethnic Group: Asian/Asian British: Any Other = 13

Number of Claims for Ethnic Group: Black/Black British: Caribbean = 16

Number of Claims for Ethnic Group: Black/Black British: African = 16

Number of Claims for Ethnic Group: Black/Black British: Any Other = *

Number of Claims for Ethnic Group: Chinese = *

Number of Claims for Ethnic Group: Any Other = 80

Number of Claims for Ethnic Group: SUPPORTED ACCOMMODATION = *

Number of Claims for Division: 5479


Total Number of Claims: 5479

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area					
Corporate Resources, Communications					
2. Function					
Public Participation					
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 2022– 31 March 2023 or as at 31 March 2023.					
We collect equality monitoring data through online surveys as part of our consultation and engagement projects.					
4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	x	Pregnancy & 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					

<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>Socio-economic disadvantage was not monitored through the survey in question however, it is something I think would be helpful to capture in future.</p>
<p>6. What was the response rate, if applicable?</p>
<p>762 respondents, however a small percentage of respondents did not answer the equality monitoring questions.</p>
<p>7. Why did you collect the data?</p>
<p>To see if responses are representative of the Vale's population. The data captured through the survey is compared with the census data.</p>
<p>8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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> Comms data.xlsx</p> <p>See table from attached data below</p>
<p>9. What does the data or the analysis tell you?</p>
<p>That the responses to the survey in question were fairly representative, on the whole. But more can be done to reach some groups such as those who have a disability.</p>
<p>10. If you have comparable data for other years, what does the trend tell you?</p>
<p></p>
<p>11. How has this helped you to meet the three aims of the general duty?</p> <p>The three aims:</p>

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? Please provide examples.

This survey formed part of the Council's consultation on draft budget proposals. The responses to the consultation were considered when putting forward final budget proposals, as outlined in this [report](#) to the Council's cabinet.

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

We are taking steps to work more closely with seldom heard groups in a way that is accessible or better suited to them.

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 are working to achieve the objectives set out in our [Public Participation Strategy](#)

**Do you agree or disagree with
the following proposals to
address the budget shortfall for
2023/24?**

	Strongly disagree	Disagree	Agree	Strongly agree
Continue to review the way services are delivered to make them as efficient as possible	36	50	282	301
Prioritise services that protect our most vulnerable residents	91	95	347	231
Increase Council tax by 4.9% (this would keep the Vale of Glamorgan below the Welsh average)	344	179	181	57
Increase charges for a number of services in line with inflation	260	218	234	52
Introduce charges for discretionary services	294	205	192	69

Electoral Registration/Electoral Services

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 and Ukrainian 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.
- Our annual house to house canvass enables anyone that might need assistance, to have the opportunity to register to vote

Other activities include:

- Implementation of the Elections Act which will see enhanced accessibility features at Polling Stations, enabling anyone with a disability to vote independently or with assistance. Changes will include where possible pencil grips, Makaton guides on how to vote, disabled parking and seating as well as everything else already in place. As part of the process, we have engaged with disabilities groups and charities for feedback. We will also be including a full page on our website outlining the changes.
- The Elections Act will also see the introduction of Voter ID in Polling Stations. We included an information flyer with all Council Tax bills, which are delivered to every household in the Vale of Glamorgan. It would seem that this has been of particular help to the older residents in the electorate, this is the group we have received most queries from regarding Voter ID.
- We recently applied for funding from Welsh Government on a regional level with Cardiff and Rhondda Cynon Taf and our bid was successful. Our intention is to use the grant money to purchase video equipment and training for our Public Awareness Officers. They will then between them create videos on How to Vote aimed at young voters, voters with disabilities and qualifying foreign nationals.

Pupil Development Grants

The below table shows payments broken down by year group from September 2022 up to the end of March 2023. We made 3345 payments in total and 69 of those were for Children Looked After, so the total spend to the end of March is £774,750. It's a lot higher than last year as Welsh Government provided an extra £100 this year to all school years, so £300 for Year 7 and £225 for reception to Years 11. The amounts will revert to the usual £200 and £125 from this September.

With regards to take-up, we ran a report at the beginning of the year to highlight all those eligible for Free School Meals that would also be eligible for a Pupil Development Grant but who had not yet applied. We then invited them to submit applications but unfortunately, we did not monitor how many more applied as a result. We do not therefore know how successful it was.

	A	B	C	D	E
	Blwyddyn/Year Group	Nifer Number FSM	Nifer plant DG/Number LAC	Nifer Number NRPF	Gwariant Total Spend
4					
5	Derbyn/Reception	279	5		£63,900
6	Blwyddyn/Year 1	274	4		£62,550
7	Blwyddyn/Year 2	280	1		£63,225
8	Blwyddyn/Year 3	278	7		£64,125
9	Blwyddyn/Year 4	284	8		£65,700
0	Blwyddyn/Year 5	266	5		£60,975
1	Blwyddyn/Year 6	277	7		£63,900
2	Blwyddyn/Year 7	289	6		£88,500
3	Blwyddyn/Year 8	304	9		£70,425
4	Blwyddyn/Year 9	275	5		£63,000
5	Blwyddyn/Year 10	240	8		£55,800
6	Blwyddyn/Year 11	230	4		£52,650
7	is gyfanswm/Sub Total	3,276	69	0	£774,750
8	costau gweinyddolAdministration costs				
9	Gwariant/TOTAL Expenditure				
0	Dyfarniad/Grant Awarded				
1	Balans/Balance remaining				
2					
3	Cynnydd gostyngiad mewn hawliadau o gymharu a 2019-20/Increase/decrease in claims when compared to 2019-20:				
4					
5					
6	no - 273				

Universal free school meal entitlement from September 2022 for Reception, Year 1 and Year 2

We have received more applications already for children in Reception, Year 1 and Year 2 just up to the end of March 2023, compared to a full years' worth of applications from September 2021 to August 2022 as shown in the two tables below:

Sept 2021 scheme apps/payments

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

Sept 2022 to March 2023 apps/payments

Blwyddyn/Year Group	Nifer Number FSM	Nifer plant DG/Number LAC	Nifer Number NRPF	Gwariant Total Spend
Derbyn/Reception	279	5		£63,900
Blwyddyn/Year 1	274	4		£62,550
Blwyddyn/Year 2	280	1		£63,225

We are not actively reminding parents of the need to still apply for Free School Meals in these year groups. However as children have to be in receipt of Free School Meals (not just Universal Free School Meals) i.e. the parent/carer must meet the qualifying criteria to receive a Pupil Development Grant, there is still a strong encouraging factor to apply. We have had conversations with schools, and it appears that schools are being proactive in encouraging Free School Meal take up because it directly affects the funding they receive from Welsh Government.

Equalities Monitoring:

Data, Analysis, and Equality Information for

1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

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 2022– 31 March 2023 or as at 31 March 2023.
<p>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.</p> <p>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.</p> <p>The award stage of the procurement process can also include equality and diversity requirements for evaluation</p>
4. Which protected characteristics have you monitored?

Have you monitored socio-economic disadvantage?					
Age		Pregnancy & 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. Why did you collect the data?					
N/A					
8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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 the data or the analysis 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?
Please 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.

The Council's new Procurement Policy and Strategy 2023-2027 is now in effect.

The overarching aim is that all procurement decisions are made through the lens of the Well-being of Future Generations Act.

The new policy includes a framework for minimum, expected and preferred standards for specific areas in sustainable and ethical procurement. These standards will be reflected in the Council's procurement processes and documentation

Ethical procurement is a wide-ranging element of the Strategy covering: Labour & Employment, Real Living Wage, Equality & Diversity, Prompt Payments through the Supply Chain, Modern Slavery, Prevention of Corruption and Sustainable Food.

They are individually set out to highlight their importance.

The Policy document and the Executive summary in both English and Welsh will be available through the Council website in the Council's public document library on the Welsh Government website "Sell2Wales"

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.

Data Analysis

In 2022-23 a number of workstreams have been progressed to provide advice and training to services on data analysis. Following the release of the first data from the 2021 Census in Autumn-Winter 2022/23, a [report](#) analysing the results for the Vale of Glamorgan was produced. Alongside the publication of the detailed report, briefings on the results have been presented to Cabinet, the Senior Leadership team, the Heads of Service network, the Insight Board, the Human Resources Directorate Team and to Corporate Resources Colleagues.

The results of the Census have also informed the refresh and re-launch of the Public Services Board's Evidence Base. The Evidence Base builds on the findings of the Well-being Assessment and the insight into people's well-being that it provided. The refreshed Evidence Base is constructed of a suite of four individual reports which together form the PSB Evidence Base. These include the [Demographic Change Report](#), the [Education and Economy Report](#), The [Health and Communities Report](#) and the [Environment and Transport Report](#). The Evidence Base will provide colleagues with up-to-date data and evidence to inform decision making and to support policy development.

2022-23 has seen the establishment of a Public Participation Practitioners Network, this brings together colleagues who engage in consultation and engagement activities across the organisation to share learning and best practice. In March 2023, the network received a presentation on Data and Insight. This presentation was designed to raise awareness of how colleagues can use data and insight to support their work, to inform of how data analysis can be supported across the organisation and to raise awareness of opportunities for the sharing of data and insight across the organisation.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area					
Community Safety					
2. Function					
Community Safety: Domestic and Sexual Violence, Community engagement and awareness, Anti-Social Behaviour, CCTV monitoring					
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 2022 – 31 March 2023 or as at 31 March 2023.					
Yes. We collect equalities information from police notifications and MARAC conferences. We collect the information both retrospectively and at the time.					
4. Which protected characteristics have you monitored? All – tick all Have you monitored socio-economic disadvantage?					
Age	x	Pregnancy & 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		Not directly	
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>We do not directly monitor socio-economic disadvantage. We do however ascertain and ask other questions about employment and financial status, housing, family status which contribute to an overall picture of socio-economic disadvantage.</p> <p>All other protected characteristics are monitored as this information is reported to Welsh Government as well as other partners.p</p>			
6. What was the response rate, if applicable?			
<p>Low response rate to religion and belief, but other questions are usually answered</p>			
7. Why did you collect the data?			
<p>We collect the data for provide necessary information to Welsh Government, the Local Authority, and South Wales Police.</p> <p>We monitor the data to identify funding gaps or areas that we need to address with awareness or improvement.</p> <p>Specifically, it can help identify areas for targeted action. For example, we can identify the wards where domestic abuse is happening or not. We can then go to those areas to provide information or engagement and provide targeted support.</p> <p>We use data from other sources to enrich our findings, such as the Census and Public Services Board information.</p>			
8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 for publication as part of the annual equality monitoring report. <p>Where you have collected information for more than one year, please provide analysis of trends.</p>			
<p>The data is available to view if required via an Excel spreadsheet for the whole year or on a quarterly basis. Please contact Julie Grady, Debbie Gibbs or Stacey Evans.</p>			

<p>9. What does the data or the analysis tell you?</p>
<p>The data shows gaps and trends.</p>
<p>10. If you have comparable data for other years, what does the trend tell you?</p>
<p>We are able to monitor trends regarding victims. We discuss this at monthly meetings and also report quarterly Identifying gaps in services allows us to focus our priorities.</p>
<p>11. 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>We are able to monitor the protected characteristics of victims as well as perpetrators of crime, so can consider how to foster good relations as well as advance equality of opportunity. We work to eliminate harassment and victimisation.</p>
<p>12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Please provide examples.</p>
<p>Yes – we can identify and subsequently predict periods when domestic violence is higher and more prevalent. This knowledge allows us to raise awareness of support and help, and target campaigns.</p>
<p>13. What have you achieved in respect of equality objectives from the Strategic Equality Plan 2020 – 2024 that are relevant to your service?</p>

Yes – 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 work of the Community Safety team directly contributes to this Strategic Equality Objective.

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 run other support and awareness groups, and have introduced two new groups this period: the Cedar Project for men who are victims of domestic abuse and Drive – a project for men who cause harm or who are the perpetrators of violence and crime.



Case Study: Targeting Inequalities Using school sport survey data to increase physical activity levels



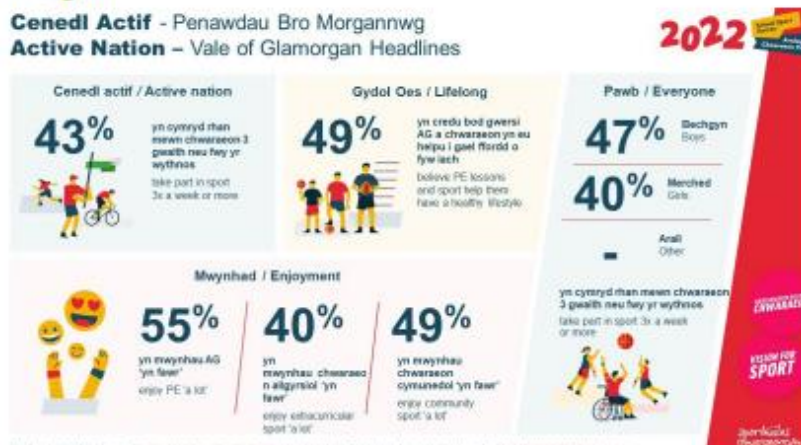
Project Background

4,284 pupils aged 7-16 years completed the National School Sport Survey in the Vale of Glam to highlight physical activity levels, barriers and challenges faced and sports they wanted to do more of to help them become more active.



Insight

Cenedl Actif - Penawdau Bro Morgannwg
Active Nation - Vale of Glamorgan Headlines



Pawb - Penawdau Bro Morgannwg
Everyone - Vale of Glamorgan Headlines



Further Information please contact Healthy Living Team:
healthylivingteam@valeofglamorgan.gov.uk



Projects and Impact - You Said....We Did....

What did data tell us	What did we do as a result of data	Impact - what does it really mean?
<p>Consultation with young people aged 11-16 years in School Sport Survey and School Health Research network told us that secondary school age children do not meet the recommended guidance for physical activity levels to have a positive health impact</p>	<ul style="list-style-type: none"> • Developed new extra-curricular and community opportunities in sports highlighted by pupils including basketball, teen swimming, dance, football, golf, fitness, archery • Worked more closely with youth service to address inequalities in participation through more 'informal' sport and developing opportunities for those least active. • Started development of social prescribing pilot project for young people 	<p>New / additional extra-curricular sessions within secondary schools impacting on 931 pupils across at least 3055 participations. Additional participations through projects funded through team to target pupils</p> <p>New /additional community sessions reaching 468 least active young people of secondary age to become more physically active in community</p> <p>Two referral partners on board for social prescribing physical activity referral project</p>
<p>School Sport survey told us that extra-curricular and community participation rates for pupils in school yrs 3 / 4 and 5/6 were lower than those pupils at secondary age (a reverse of the National data)</p>	<ul style="list-style-type: none"> • Organised a series of taster sessions (linked to local clubs) in primary schools who had completed the school sport survey based on sports they indicated they wanted to do more. • Organised festivals to encourage participation • Delivered Sports Leaders Playmakers training to identified KS2 pupils to enable them to facilitate peer led break-time/lunch-time activities to younger pupils. As a result, 218 pupils in school years 5/6 have been trained and 100% reported an increase in confidence to facilitate activities for peers. As well as observing increased physical activity levels, schools also reported noticeable positive differences in playground behaviour etc. 	<p>Approx 4500 primary pupils have had opportunities to try new opportunities and become more active in basketball, dance, tennis, cricket, gymnastics, martial arts, football and running through school-club links and festivals</p> <p>218 pupils in school years 5/6 have been trained to facilitate activities for peers - 100% reported an increase in confidence. As well as observing increased physical activity levels, schools also reported noticeable positive differences in playground behaviour etc.</p>
<p>Consultation with young people indicated 83% enjoyed 'informal' opportunities to be active</p> <p>Young people also enjoyed sport more in a community sports club.</p>	<p>Developed 'youth takeover' event at Penarth leisure centre working with Legacy Leisure and Vale youth service with young people trying different activities after centre had shut to public. Penarth initially targeted as centre had indicated anti-social behaviour. Events will be rolled out to other centres</p> <p>New teen swim sessions developed, new skateboarding sessions developed, informal football opportunities supported through Kicks project</p> <p>Worked with clubs to develop new /additional opportunities</p>	<p>67 young people aged 11- 16 registered to take part in Youth take over . Event was successful in attracting those less active with 69% of participants who responded to post event survey indicating they did not meet Public Health recommended activity guidelines. As a result of attending event, 92% felt more confident to take part in more physical activity, 76% felt more motivated to be more active and 93% wanted to continue to take part in leisure centre based opportunities (dependent on costs).</p> <p>151 leaders / coaches attended training opportunities to support developing additional community / club activities . A further 265 pupils in yr 5/6 trained to deliver to peers resulting in at least 960 more pupils in Foundation through to yr 6 more active</p> <p>22 organisations / sports clubs within Vale of Glam have accessed £234,627.00 of external Sport Wales funding to increase physical activity / sport opportunities Further clubs supported to develop additional / new opportunities and significant investment into facilities to support and encourage increased physical activity levels for residents.</p>

Projects and Impact - You Said....We Did....

What did data tell us	what did we do as a result of data	impact - what does it really mean?
<p>Consultation has told us that families want low-cost / no cost activities to help children become more active.</p> <p>School sports survey data told us that 48% of pupils in Free School Meal 1 category Vale of Glamorgan participate in organised sport outside of the curriculum at least three or more times a week, compared to 44% in quartile 4 - schools with higher number of pupils receiving free school meals. This 4% gap between participation rate for pupils in quartile 1 and 4 is 12% lower than Wales average.</p>	<p>Continued to target FSM 3 and 4 schools with extra-curricular targeted work to narrow inequality gap.</p> <p>Worked with play team to include free physical activity / sport as part of play sessions during school holidays.</p> <p>Delivered a free school holiday sports programme with a focus on areas with lower participation. Promotion and booking of activities within e.g. Foodbanks to ensure those most at need were aware of opportunities and able to book.</p> <p>Established 'equipment loan' schemes at two Foodpad/Foodshare sites (St Lukes Housing and Llantwit Major Foodshare) to enable families to access free sports equipment.</p>	<p>The Summer of Fun programme impacted on at least 432 children and young people across at least 84 sessions and included work with partners such as National Governing Bodies of Sport, local sports clubs. Additional holiday provision has been provided throughout the year</p> <p>2 equipment loan schemes developed</p>
<p>Data has shown that in Vale of Glamorgan, 15% of pupils said their ideas around school sport and PE were 'always' listened to, and 45% said their ideas were listened to 'sometimes'</p>	<p>Expanded Young Ambassador programme:</p> <p>'In partnership with our team, one school now has 2 Sport/Physical; Activity Young Ambassadors per form for school years 7 & 8. This has had a significant impact on increasing participation rates as further consultation has been undertaken with Young Ambassadors and</p> <p>'Young Ambassadors in a cluster have been working with the team to deliver leadership training to primary school pupils. This has not only upskilled Young Ambassadors but also provided opportunities for year 5/6 pupils to discuss types of activities they are interested in to progress. In both extra-curricular and community settings.</p> <p>'Young Ambassadors have been working with school Council/School Sport Councils.</p>	<p>As a result of school-wide consultation in 1 school (and subsequent actions, at least 64 pupils have attended an extra-curricular sports club who have not previously attended anything active this school year.</p>
<p>School sport data indicated a 10% gap in activity levels between disabled children and young people being active compared to non disabled counterparts.</p>	<p>Targeted projects with three schools to reduce disability inequality including:</p> <ul style="list-style-type: none"> -Work with primary school resource base to increase opportunities to access appropriate physical activity. -Work with secondary autism resource base to increase opportunities taking into account current barriers - consultation undertaken and programme of activity developed as a result. -Work started with Specialist Resource base at Cowbridge Comp to increase opportunities -Working in partnership with University Health Board and Disability Sport Wales to signpost disabled people to local sports / physical activity opportunities. 	<p>16 targeted disabled pupils at primary age have been accessing regular physical activity</p> <p>12 pupils within autism resource base at secondary age have been consulted and consultation undertaken and programme of activity developed as a result.</p> <p>New signposting pathway in place for disabled young people referred from Health Board</p>

You Said....We Did.... for sports with highest latent demand

What did data tell us	what did we do as a result of data	impact - what does it really mean?
<p>Swimming 40% of young people aged 11-16 years indicated that they wanted to do more swimming and 58% told us that they enjoyed 'informal' activities 'a lot'. Anecdotal feedback from young people said that although there were existing free swim sessions, they were not attractive to their age group.</p>	<p>A weekly teen inflatable swim session was developed in partnership with Legacy Leisure resulting in</p> <p>Three secondary schools where swimming was identified with a high latent demand had a swim voucher scheme where young people could access free swim vouchers.</p>	<p>249 participations in swimming over a block of 12 new sessions. As a result of the success and partnership working, weekly sessions will now be continued at the leisure centre.</p> <p>At least 75 pupils from three schools were supported to access swimming to increase activity levels.</p>
<p>Football 48% of pupils aged 7-10 wanted to play more football. After liaising with local junior football league it was notable that spaces for ages 6-8 years in most clubs were taken up with no further capacity. Further consultation with residents also indicated that many of this age group did not want commitment of joining a club.</p> <p>35% of pupils aged 11-16 years wanted to play more football with 85% enjoying sport played outside school or a sports club</p>	<p>Developed weekly 'turn up and play' football sessions for 6-8 year olds which resulted in 33 children accessing community football for the first time. As a result of these sessions, partnership work with Legacy has resulted in ongoing weekly sessions.</p> <p>Worked with Cardiff City Football in the Community to re-establish community 'Kicks' football - an informal turn up and play weekly sessions for ages 11-17 years.</p>	<p>Feedback indicated that 75% of respondents indicated their child did not meet recommended activity guidelines but as a result of taking part in sessions 100% felt more confident to take part in more activities and 76% felt more motivated to continue with sessions.</p> <p>As a result of new sessions being re-established in January 23, there were 108 Kicks participations with weekly sessions to continue.</p>
<p>Basketball 52% of children aged 7-10 years and 41% of young people aged 11-16 years indicated they wanted to be more active through basketball</p>	<p>Cluster basketball enrichment activity at local secondary school - LSA basketball coach delivers sessions, school provides transport and local primary schools attend for 4 weeks on rotational basis.</p> <p>12 new coaches have been trained to support more basketball opportunities within Vale basketball clubs and extra-curricular settings.</p> <p>Club development to expand opps</p>	<p>The basketball link has facilitated 105 pupils to date to take part in weekly sessions of basketball with each child receiving at least 4 weeks of activity (which will be continued through extra-curricular club at primary school)</p> <p>100% of newly trained basketball coaches feel more confident to deliver basketball sessions.</p> <p>Work is ongoing to develop basketball sessions in Penarth and support expanding current sessions at club in Barry.</p>
<p>Cycling 41% of children and young people in the Vale indicated they wanted to cycle more</p>	<p>A Vale wide cycle forum has been developed led by the Healthy Living Team in partnership with Active Travel and Road Safety team. This forum has been established to enable collaboration between partners to develop cycling opportunities.</p> <p>Work with Road Safety and Active travel to develop opportunities for those with no access to bikes</p> <p>Work with local Community Councils to develop cycle trails</p>	<p>13 different organisations involved in newly established Vale cycling forum.</p> <p>Cluster officer secured funding for 17 bikes at local high school. As a result of bike availability, a scheme was introduced in summer in partnership with Vale Road Safety Team to upskill pupils on free school meals through cycling proficiency to enable them to loan bikes during school holiday period. In order to make this sustainable, 3 staff from the school will be subsequently trained and school plan to work with feeder primary schools.</p> <p>Two local community councils have been identified to host 'cycle activity trails / areas to meet local demographics. This is to ensure we have safe and accessible spaces for children to learn to ride / sustain cycling activity where traditionally no access to tracks etc</p>

FURTHER GLANCE AT PROJECTS

Leisure Centre Youth Take Over

School sport survey and SHRN data highlighted limited activity levels for secondary age pupils (11-16 years) and at same time, more young people enjoyed sport more in an informal environment. Therefore, working in partnership with Vale youth service, local leisure provider and local organisations, the Healthy Living Team organised a leisure centre youth take over based at a centre which was also experiencing anti-social behaviour around centre. This informal two hour event took part on a weekend - after centre had shut to public - and gave young people the opportunity to take part in a range of activities including swimming, 5-a-side football, SPIN, dance, skateboarding, archery, badminton and gym inductions. 67 young people registered and could take part in any activities through the event.

- Event was successful in attracting those less active with 69% of participants who responded to post event survey indicating they did not meet 5 x 60 activity guidelines.
- As a result of attending event, 92% felt more confident to take part in more physical activity and 76% felt more motivated to be more active
- 93% indicated they wanted to continue to take part in leisure centre based opportunities /local opportunities linked to activities they had tried (dependent on costs)



What young people loved about event?

Archery and gym activities with his mates offer Meeting friends friends
 absolutely loved activities time different
 good range of activities gym new activities freedom
 choices amazing time session great time independence

So much an offer he had an amazing time trying out activities with his mates

They loved the freedom to choose what they wanted to do.

The event was great! My son had a fantastic time, and had some dependence in a safe environment while trying new activities and socialising! Fantastic opportunity for a age range which doesn't seem to be catered for much other than expensive activities.



School-Club Links

School sport survey data highlighted higher Community participation and so club development has been a focal part of development work to satisfy local demand and identified gaps. Two notable projects based around school-club links has led to increased community participation:

Netball:

Discussions with local club had identified a drop off in primary age participation post COVID. A series of six after-school sessions at 6 primary schools were delivered by club coaches during the winter and spring term impacting at least 90 pupils with club also running end of term festivals. As a result of development 30 new players have joined the club and 6 schools have started after-school netball clubs. In addition, 1 parent at a school has trained as a netball leader and is also now volunteering within the club. Further development work with the local secondary school has also resulted in a direct school-club link where the club use school facilities for delivery of club sessions and in return club deliver after-school netball provision (as school did not have a regular after-school club.)

Golf

The junior section at Brynhill Golf club had dissolved during COVID. Therefore, club worked with team to develop offer of school-club links for secondary age working with two cluster secondary schools and community taster sessions for primary and secondary. As part of development, club had incentivised offers including pupils progressing from taster sessions to 6 week introductory block receiving a cap, t-shirt and free Junior Membership upon completion which assisted retention with over 50% becoming junior members. The junior membership is now thriving and the club was also successful in a Be Active Grant to develop facilities.

Vale on the Move - Western Vale

School Sport data in the Western Vale geographical cluster indicated participation in physical activity/sport was lower for primary ages but at same time, children enjoyed sport more in a community setting. Therefore, as a result of this data, a series of community club taster sessions were organised in 4 different sports as highlighted as latent demand in the consultation.

➤ 56 participants (55% females and 45% males) attended the sessions of which none indicated they met the recommended national physical activity guidelines. Therefore, this was considered a success as tasters were marketed for this audience.

➤ As a result of participation in tasters, 100% of respondents felt more confident and motivated to take part in more activities

➤ 80% of participants wanted to join a club following the taster sessions.



Vale of Glamorgan Golden Fund / Golden Pass – Case Study

Name of Project	Peterston Super Ely – Short Mat Bowls Club
Aims of the Project	<p>To engage the community into short mat bowls to increase their physical activity levels, and also to engage them into the community – helping to reduce social isolation.</p> <p>The project aimed to appeal to people who:</p> <p>(a) will be more able to handle bowls that are lighter than outdoor bowls</p> <p>(b). people who have never played any sort of bowls or undertaken very little physical exercise</p> <p>(c) will take place indoors all year round, be free from inclement weather and provide a safe and happy meeting place for people to meet and interact.</p> <p>Peterston Super Ely is a rural village in the Western Vale. Insight undertaken by the local authority as part of the Wellbeing Assessment and through localised insight, has highlighted that access to services is more limited in the rural Vale, and a high percentage of older people report feeling socially isolated. The limited access to public transport in this area has contributed to this, so the creation of more localised opportunities was identified as important to support increased activity amongst the residents in this village.</p>
General Overview of Project	<p>Discussions had taken place around the creation of this new opportunity amongst people of the village prior to the pandemic. Whilst the pandemic did impact on this, it also allowed time to consider the best way to progress this project and for the village to set up a new section within the Peterston Church and Community Hall Committee to drive forward the project.</p> <p><i>Description of what was delivered, how participants were engaged, how activities were adapted for the group, how did you ensure a social element was part of the activity?</i></p> <p>A local resident was the initial driving force behind this project. When the Golden Activators project was promoted alongside the Golden Fund project in the Vale, this resident came on board with the 60+ project and became a great advocate for the scheme. Following informal conversations with local people, he published a notice in the parish magazine giving the background and details of the proposed project, asking for interested individuals to contact him. Further promotion took place in the local shop/church and in the Glamorgan Star – see attached photos. The project was also promoted at other village events. As a result of the interest generated, the group were supported by the 60+ lead within the Healthy Living Team to access the Golden Fund funding to introduce this new activity. The Officer also supported the group with their development.</p>

	<p>New Short Mat Bowls sessions were introduced into the Village Hall in Peterston Super Ely. The sessions were funded through the Golden Fund element of the 60+ Active Leisure Scheme, where a Short Mat and light weight bowls were purchased.</p> <p>30 people have signed up to date with on average 18-20 people attending every week. The initial sessions were free as they were funded through the Golden Fund. Following the initial free sessions, the participants pay £3 which includes the use of all equipment, tea/coffee biscuits and heating – see photos for social element.</p>
<p>Outcomes of the Project</p> <p><i>Number of participants continuing activity, number of new members at session, a new session developed for your club/organisation?</i></p>	<ul style="list-style-type: none"> • Creation of a new activity in a rural village, supporting increased physical activity and social interaction in a community with limited opportunities where transport links are limited. • Weekly 2 hour sessions delivered - every Friday 10-12pm. • 2 short mats available allowing for higher number of participants. 1 x practice mat and 1 x match mat. • 30 registered members, with 18/20 regular participants • Creation of a new sub-committee of Peterston Church and Community Hall dedicated to this project – ensuring future sustainability and highlighting the importance placed on the provision. • The sessions are inclusive offering opportunities for people of all ability levels. E.g. one of the regular participants has Dementia and is supported to attend with her carer on a weekly basis, not only benefitting the participant but also offering support to the carer. It has also attracted male participants to activity in the area. • All fees minus expenses go into the village hall, who are providing the space and heating etc for free.
<p>What did you learn from the project?</p> <p><i>Any successes, barriers, enablers, complications that helped or hindered your project?</i></p>	<ul style="list-style-type: none"> • A positive example of a community led project, driven by a Golden Activator, that has benefitted from support from the Healthy Living Team and Sport Wales funding. • Highlighting the importance of local residents and community facilities working together to benefit rural communities. Using local community knowledge and access to non-sport opportunities/events to support gathering of insight and consultation to inform planning.

	<ul style="list-style-type: none"> • The sessions have brought the community together, acting as a social hub for the area. Many of the participants now participate in other activities/village events as a result of the confidence and friendship built from these sessions. • The increased physical activity is important to the participants, however equally or even more important to them is the social aspect (you can see from the photos below the participants interacting in the background). • Despite only being a relatively small amount of funding provided to the club, the Golden Fund has had a great impact on this project, highlighting the positive links between the Golden Pass, Golden Activators and Golden Fund elements of the 60+ programme in the Vale. • The club would benefit from more equipment including more lightweight bowls and a scoreboard (they are currently using a home-made score board).
<p>Feedback from Participants and other individuals involved</p> <p><i>Please include any quotes you've gathered from participants & those involved in the project</i></p>	<p>One participant commented <i>"the bowls help her with her knees as she can no longer take part in yoga"</i> – female aged 83.</p> <p><i>"There are so many benefits from participating in bowls as I now feel part of the community and feel included"</i> – female aged 79.</p> <p>See below photo of card sent from the bowls club thanking input of Elliot, Healthy Living Officer.</p> <p><i>"The Golden Pass scheme has not only engaged 60+ people into physical activity, it has helped with social isolation. Many of the participants of the bowls sessions now engage in other community activities, especially those who live on the outskirts of the village who live on their own. These people now engage in table tennis, badminton and bowls on a weekly basis many of whom would not have reengaged with the community if they had not taken part in the Golden Pass scheme. The photos show the social aspect of the bowls sessions where you can see the gentlemen in the background having a chat and a cup of tea something that often in other physical activity sessions is missing, as they take part e.g in walking football then leave straight after the session. For many of these participants this is the only social interaction they have all week. Bowls works very well in this aspect, as they have the social element whilst they are waiting their turn .</i></p> <p>Feedback from Healthy Living Team – 60+ lead</p>



**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



1. Department and Service Area
Housing Solutions
2. Function
<p>The Housing Solutions Team provides the following functions:</p> <ul style="list-style-type: none"> • 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.
<p>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).</p>
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 applicants has reduced again across the year more so in the number of females H4U applicants and this is common across all age groups. However due to covid pressures and changes in legislation we have seen a distinct increase in the number of male homeless presentations which is reflected in the number of full homelessness duties awarded. However female presentations remain similar to the

previous year, with the exception in the 18-24 yr old category where there has been a decrease. This overall has increased the pressure on temporary accommodation which is evident with the high numbers of single male in particular in B&B accommodation.

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

It is felt that comparing historic data would 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 the increase particularly in single males presenting and applying for housing since the remove of this test. I would expect this trend to continue past 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 homelessness 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 the previous update - the data continues to be used to influence a Rapid Rehousing Strategy which has now been finalised, receiving both Cabinet and Scrutiny approval. This will be used to review social housing development in these challenging times

including a full review of the Homes4U Scheme which did commence however placed on hold temporarily while WG establish their position on Allocations Policy generally.

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 continue to review and will amend the allocation process as necessary 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 also under review and await engagement events with WG before wider consultation with partners and service users ensuring all social housing is allocated proportionately and alleviates the pressures on temporary accommodation.

Homelessness prevention continues to be a priority and the department has also commissions Officers through the Council's Supporting People Service/Housing Support Grant with a newly appointed Rapid Rehousing Officer now in post to progress actions within the Councils Rapid Rehousing Policy.

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

Gender

	Total	
	2021/2022	2022/2023
Male	680	596
Female	1303	1053
Total	1983	1649

Age

		16-25	26-40	41-60	60+	Total
		Total	Male	91	225	195
	Female	219	459	240	135	1053

Ethnicity

	16-25	26-40	41-60	60 +	Total
White British	270	574	349	198	1391
Gypsy or Irish Traveller	0	0	0	0	0
White Irish	0	*	*	*	*
White Other	20	55	44	12	131
Mixed White + Black Caribbean	*	12	*	0	16
Mixed White + Black African	*	*	*	0	*
Mixed White + Asian	*	*	0	0	*
Mixed Other	*	*	*	*	*

Asian Indian	0	0	0	0	0
Asian Bangladeshi	0	0	0	0	0
Asian Pakistani	0	0	0	0	0
Chinese	0	0	0	0	0
Asian Other	*	*	*	0	*
Black Caribbean	0	*	*	0	*
Black African	*	*	*	*	10
Black Other	*	*	*	0	14
Arab	0	0	0	0	0
Any Other Ethnic Group	0	*	*	0	*
Not Stated on Form	*	15	14	*	38
Total	309	680	435	219	1643

Religion

	16-25	26-40	41-60	60+	Total	Male	Female
Any other religion	*	16	19	*	50	18	32
Buddhist	*	*	*	0	*	*	*

Christian (all denominations)	30	113	119	98	360	128	232
Muslim	*	16	13	0	35	19	16
Hindu	0	*	0	0	*	0	*
Jewish	0	0	0	0	0	0	0
Sikh	0	*	0	0	*	0	*
No religion	260	522	256	106	1144	407	737
Not Answered	*	14	24	*	52	21	31
Total	310	684	435	220	1649	596	1053

Sexual Orientation

	16-25	26-40	41-60	60+	Total	Male	Female
Bisexual	23	29	*	0	58	*	52
Gay Man/ Lesbian	14	21	*	*	48	18	30
Heterosexual	252	560	369	197	1408	510	898
Not Answered	*	15	22	*	53	23	30
Other	*	*	*	0	12	*	*
Prefer not to say	10	24	26	10	70	34	536
Total	310	684	435	220	1649	596	1053

Disability

Do you consider yourself to be disabled?

	16-25	26-40	41-60	60+	Total	Male	Female
No	182	356	165	53	756	254	502
Not answered	0	*	10	24	49	22	27
Yes	114	288	196	150	785	301	484
Total	310	684	435	220	1649	596	1053

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	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Male	Age 16-17	*	0	0	0	0	*
	Age 18-24	*	*	*	26	32	23
	Age 25 and	44	24	24	39	121	127
	Total	53	32	30	65	153	151
Female	Age 16-17	*	*	*	0	*	*

	Age 18-24	30	30	29	18	33	42
	Age 25 and	34	27	48	60	52	84
	Total	65	59	78	78	86	129
Total	Age 16-17	*	*	*	0	*	*
	Age 18-24	38	38	35	44	65	65
	Age 25 and	78	59	48	99	173	211
	Total	118	91	83	143	239	280

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



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 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 2022 – 31 March 2023.					
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.			
See analysis provided in attached document:			
 equalities data 2023.docx			
Data can also be viewed next in this appendix.			
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.

The Supporting People Team submits a HSG Delivery plan every 3 years 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. The HSG Local Development Plan for Supporting People services in the Vale of Glamorgan for 2022 – 2025 is attached for information.



HSG Delivery Plan
2022-2025 - final vers

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 recently recommissioned 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 equal levels of support and that 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:

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.

Supporting People – People in receipt of Housing related Support 2022-2023

Gender

	Male		Female		Not Stated		Total	
	Number	%	Number	%	No.	%	Number	%
Total	1319	38.5	2062	61.2	11	0.2	3392	100

Age Range

	Male		Female		Not Stated		Total	
	Number	%	Number	%	Number	%	Number	%
16-25	79		125		*		206	
26-40	140		185		*		326	
41-60	205		208		*		415	
60 and over	882		1527		*		2412	
Not Stated	13		17		*		33	
Total	1319	38.5	2062	61.2	11	0.26	3392	100

Ethnicity

2022-23					
WHITE	No.	%	ASIAN		
British	1942	57	Indian	*	*
Irish	21	0.6	Pakistani	*	*
Any other White Background	36	1	Bangladeshi	*	*
			Chinese	*	*
			Any other Asian Background	13	
MIXED/ MULTIPLE ETHNIC					
White & Asian	*	*	Black African	*	*
White & Black African	*	*	Black Caribbean	*	*
White & Black Caribbean	16	0.4	Any other Black Background	*	*
Any other Mixed Background	*	*			
Any other Ethnic	28	0.8			
Not Stated	1262	37			

Only 4 applicants for support have been rejected over the last 12 months.

Rejected Applicants:

Gender	Male		Female		Not Stated		Total	
	Number	%	Number	%	No.	%	Number	%
Total	*	100	0	0	0	0	*	100

	Total	
	Number	%
16-25	*	25
26-40	*	75
41-60	0	0
60 and over	0	0
Not Stated	0	0
Total	*	100

Ethnicity

2020-21						
WHITE		No.	%	ASIAN		
British		*	*	Indian	0	0
Irish		0	0	Pakistani	0	0
Any other White Background		0	0	Bangladeshi	0	0
				Chinese	0	0
				Any other Asian Background	0	0
MIXED/ MULTIPLE ETHNIC						
White & Asian		0	0	Black African	0	0
White & Black African		0	0	Black Caribbean	0	0
White & Black Caribbean		0	0	Any other Black Background	0	0
Any other Mixed Background		0	0			
Any other Ethnic		0	0			
Not Stated		*	25			

Historical Data 2019-20 & 2020-21:

Gender

	Male		Female		Total	
	Number	%	Number	%	Number	%
Total 2020-21	1261	38.1	2037	61.6	3306	100
Total 2021-22	1302	38.6	2068	61	3370	100

Age Range

	2020-21		2021-22	
	Number	%	Number	%
16-25	198	5.98	206	6.0
16-40	300	9.07	326	9.6
41-60	413	12.49	415	12.2
60 and over	2370	71.6	2412	71.1
Unknown	25	0.75	33	0.9
Total	3306	100	3392	100

Ethnicity

2021-22					
WHITE	No.	%	ASIAN		
British	1936	57.2	Indian	*	*
Irish	20	0.5	Pakistani	*	*
Any other White Background	27	0.7	Bangladeshi	*	*
			Chinese	*	*
			Any other Asian Background	*	*
MIXED/ MULTIPLE ETHNIC					
White & Asian	*	*	Black African	*	*
White & Black African	*	*	Black Caribbean	*	*

White & Black Caribbean	15	0.44	Any other Black Background	*	*
Any other Mixed Background	10	0.3			
Any other Ethnic	27	0.7			
Not Stated	1275	37.7			

2020-21					
WHITE			ASIAN		
	No.	%			
British	1912	57.8	Indian	*	*
Irish	18	0.5	Pakistani	*	*
Any other White Background	22	0.6	Bangladeshi	*	*
			Chinese	*	*
			Any other Asian Background	*	*
MIXED/ MULTIPLE ETHNIC					
White & Asian	*	*	Black African	*	*
White & Black African	*	*	Black Caribbean	*	*
White & Black Caribbean	13	0.3	Any other Black Background	*	*
Any other Mixed Background	*	*			
Any other Ethnic	20	0.6			
Not Stated	1259	38			

Less than ten applicants were rejected for support in 2021-22.

Analysis of Supporting People Equality Monitoring Data 2022-23.

Gender

- A clear majority 61% of people in receipt of housing related support are female.
- All the rejected for support are male.
- **Current data compared to last year's data**; the number of females on support remains roughly the same at 61% today although total number has dropped slightly.
- Correspondingly the percentage of men on support has remained the same at 38% but total numbers of Males on support has increased.

Age

- The largest age group in receipt of support in 2022 is the 60 and over category which remains unchanged from last year.
- The 41- 60 age group is the second highest category for those receiving support in the last year.
- All applicants rejected for support were under the age of 40.
- The smallest age group is those aged 16-25 but the total number has remained stable.
- **2022- 23 data compared to the 2021-22 data**; Overall numbers on support have seen a small increase from 3379 to 3392. Services have been expanded in the last year.
- The number of people where age has not been stated remains similar to last.
- The number of over 60s on support has remained roughly the same.

Ethnicity

- The majority of those receiving support identify as White British 57% and remains almost unchanged on the previous year.

- All applicants rejected for support identify as White British or Not stated.
- The 2021 census recorded the population as 131,900 of which 94.6% identified themselves as White: English/Welsh/Scottish/Northern Irish/British. 2.1% identified as Asian or Asian British.
- There have been slight increases in the number of service users recorded from Black, Asian or Multiple ethnic backgrounds compared to 2021-2022.
- It must be noted that the ethnicity is not stated for 37% for those receiving support in which is only a slight drop on last year, this gap in data would explain why the data on ethnic makeup of service users contrasts with the census data for the Vale of Glamorgan.

The data analysis tells us that our services are being delivered to people from a diverse background including people with protected characteristics. Due to the large number of alarms services funded by Supporting People the over 60s are by far the largest demographic of service users on support.

Our services are open to everyone and referrals are based on individual need. There are no barriers to receiving our services.



Barry Island Customer Satisfaction Survey Summer 2022 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
2022	3%	24%	39%	25%	9%

Q2. Please rate Barry Island as a destination-

	Very Poor	Poor	Average	Good	Excellent
2022	2%	5%	24%	50%	19%
Comments:	See Q2 Below:				

Q3. How would you rate the following?

	Very Poor	Poor	Average	Good	Excellent
Food Offer (restaurant/takeaways)	3%	7%	40%	41%	9%
Retail Offer	8%	26%	50%	12%	4%
Cleanliness of public areas (Promenade/Beach/Gardens)	2%	8%	21%	45%	24%
Cleanliness of public conveniences	4%	9%	38%	41%	8%
Car Parking	14%	25%	28%	27%	6%
Road Access	4%	12%	45%	33%	6%
Public Transport	3%	12%	36%	43%	6%
Visitor Information	3%	13%	44%	33%	7%
Attractions	7%	18%	34%	31%	10%
Events	3%	7%	29%	46%	15%
Directional Signage (to get here)	1%	3%	25%	55%	16%

Comments – See [here](#)

Q4. How did you get here?

	Walk	Cycle	Car	Train	Bus (Coach Tour)	Bus (Public Transport)
2022	28%	2%	61%	8%	0	1%

Q5. What motivated you to come?

Attractions 2022 – 26	Beach 2022 – 142	VFR 2022 - 8	Easy Road Access 2022 - 5
Location 2022 - 116	Variety on offer 2022 - 7	Food 2022 - 22	Disabled Friendly 2022 - 12
Value for money 2022 - 20	Easy Public Transport 2022 - 6	Walks 2022 - 97	Beach Huts 2022 - 19
Recommended 2022 - 3	Coach Tours 2022 – 1	Blue /Green Flag Awards 2022 - 19	Gavin & Stacey 2022 - 20
Events 2022 - 47	2022 –Also noted. Motorbike – 2 / Squirrel -1 / Litter Picking – 1 / Fitness - 3		

Q6. Are you a:

	Day Visitor	Staying visitor	Local	Visiting Friends Relatives
2022	18%	3%	76%	3%

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
2022	2%	1%	5%	10%	5%	6%	50%	21%

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
2022	0%	2%	14%	13%	78%

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
2022	5%	20%	11%	22%	42%

Q10. Gender

	Male	Female	Prefer not to disclose
2022	24%	76%	0

Q11. What age group applies to you?

	Under 18	18-24	25-34	35-44	45-54	55-64	65-74	75 +
2022	0%	1%	10%	28%	22%	24%	13%	2%

Q 12. How would you describe your ethnic origin?

	2022	
White British	51%	
White Welsh	38%	
White English	0%	
White Scottish	0.25%	
White Northern Irish	0.25%	
White Irish	0.25%	
Gypsy or Irish Traveller	0%	
Any other white Background	1%	
Bangladeshi	0%	
Pakistani	0%	
Indian	0%	
Chinese	0%	
Any other Asian background	0%	
Black African	0%	
Black Caribbean	0%	
Any other Black/African /Caribbean background	0.25%	
Arab	0%	
Any other ethnic group	1%	
Prefer not to say	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
2022	12%	88%

Learning and Skills

Additional Learning Needs (ALN) and Wellbeing, Learning and Skills Equalities Monitoring Report

Action 3

Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place.

How we will know how we are doing

Analysis of school bullying data showing trends and review of anti-bullying strategies to address findings.

In January 2021 a Model Anti-Bullying policy was provided to all schools within the Vale of Glamorgan to adopt as their own individual school policy. The Model Anti-Bullying policy was compiled to ensure interoperability with Welsh Government 'Rights, Respect, Equality' guidance 2019. This policy will be subject to review in autumn 2023

The policy not only focusses on traditional unkind behaviour in the form of traditional bullying but also places significant emphasis on the focus of all forms of bullying and one-off prejudice related incidents that focus on protected characteristics, such as racism, transphobia, sexism, misogyny, SEN, and Disability.

We currently await publication of the Welsh Government Peer on Peer Sexual Harassment action plan in September 2023 which will set in place clear actions for schools, Local Authority and Welsh Government in tackling peer on peer sexual harassment along with misogyny, transphobia, homophobia, and biphobia.

Since 1 November 2021 the collection and analysis of school bullying data and data of one-off prejudice incidents by the LA has become an automated process with an IT system called 'Clarity' being able to extract anonymised data from 'My Concern' IT system which is a bespoke record management system used by all schools in the Vale of Glamorgan to manage any safeguarding concerns.

The analysis of this data between 1 April 2022 and 31 March 2023 shows the following headlines:

- 86 incidents of bullying were recorded across all school.
- The bullying category with highest recorded levels was ‘bullying focused on appearance’ (23 records), followed by Homophobic / Biphobic / Transphobic bullying (18 records).
- A total of 100 ‘one-off prejudice incidents’ were recorded, the highest recording for a particular category was for ‘race’ with 58 being recorded.

At this time, we are unable to complete any comparable data examination on an academic yearly /termly basis as the new way of reporting has only been active since 1 November 2021. This will be possible in the 2023 – 2024 reporting period.

As a Local Authority we actively engage with third sector providers, such as Show Racism the Red Card and Barnardo’s to gain support for schools in raising awareness of race and other forms of prejudice. Bullies Out have delivered workshops and training programmes to schools in the Vale of Glamorgan, which continues to be a very successful partnership.

During Summer term 2022 we engaged with Barnardo’s to deliver sexual harmful behaviour training to secondary school staff / youth service staff / ALN staff

In Spring 2022 in response to the initial Welsh Government action plan in response to peer on peer sexual harassment in secondary settings we developed a ‘How to Guide’ for schools to assist in tackling peer on peer sexual harassment to help educate / challenge / support those affected by it. This was then distributed to all schools in an attempt to provide:

- Detailed guidance for a school approach for awareness raising / supporting victims and challenging people learners who carry out discriminatory and prejudice behaviour
- Improved confidence of School and Directorate staff in recognising / supporting and tackling those affected by discriminatory behaviour.

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



1. Department and Service Area
Adult Community Learning
2. Function
The Vale of Glamorgan Adult Community Learning Service recognises the value of learning throughout life and remains committed to providing a wide range of educational opportunities. The Service provides high quality education for adult learners aged 16+. It aims to meet the needs of individuals and local communities, encouraging lifelong learning through partnership with other education providers.
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 2022 – 31 March 2023 or as at 31 March 2023.
<ul style="list-style-type: none"> • Enrolment Data for the academic year 2022 - 2023 <ul style="list-style-type: none"> ○ The enrolment forms have been aligned to the CAVC enrolment forms to gather appropriate MIS information that satisfies Welsh Government audit. • Fields on the enrolment form include: <ul style="list-style-type: none"> ○ Contact/Age/Gender/ Marital status ○ Employment/Benefits ○ Disability/Health ○ National identity ○ Ethnicity ○ Welsh language

- Criminal Convictions

The information is recorded on the CAVC MIS system and available to Welsh Government, CAVC, Vale of Glamorgan Council and Awarding Bodies

Learner Voice surveys and Course satisfaction surveys enable us to take on the views of our learners and to act where appropriate.

4. Which protected characteristics have you monitored?

Age	yes	Pregnancy and Maternity	yes	Religion or belief	no
Disability	yes	Race – ethnic group	yes	Sex	yes
Gender Reassignment	no	Race – national identity	yes	Sexual orientation	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?

Only collected those fields that are required by MIS for Welsh Government. Yes, if required

6. What was the response rate, if applicable?

100% via enrolment forms

7. For what purpose was the data collected?

WG grant criteria. To inform Lifelong learning Wales Records

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.

Freeze Data for the current academic year will be available from Cardiff and Vale College in January 2024. [Copy of data from 2021 – 2022 can be viewed here.](#)

9. What does analysis of the data tell you?

The extent to which our learners align with Welsh Government priorities.

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

We are working towards/achieving Welsh Government targets

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 has helped us to identify any vulnerable individuals/groups who may require additional support and work with partners to promote equality of opportunity.

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.

Provided more learner hours and out of classroom activities when appropriate. Informs our Curriculum Offer.

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

Provide specialised support for specific groups to support learning and learners' entry to the employment market.

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.

- Employability Hub to support job seekers and those adversely affected by the pandemic and cost of living crisis
- Employability events for focused groups (Youth, 50+, Welsh Speakers)
- Warm Spaces
- Men's Shed Group
- Social Speaking groups for ESOL Learners

Cardiff and Vale Community Learning Partnership

Performance Analysis – 3 Year Trend

Final 2021-22 (Feb 2023)

Partnership Targets and Performance Analysis

The Partnership provision has changed significantly over the last ten years (i.e. following the establishment of a full cost recovery programme in 2013-14) and this should be considered when viewing fluctuations and decreases in data, which could partly be due to changes in the curriculum. This report will show the data over a three-year trend where data is available.

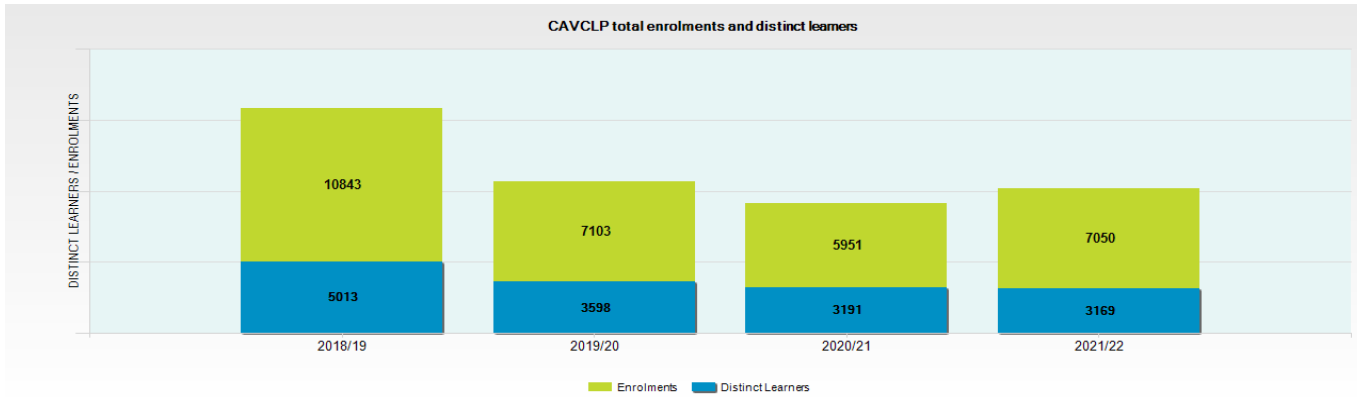


Chart 1: CVCLP Total Enrolments & Distinct Learners (not include CAVC ESOL, ABE or FL)

There were an additional 2963 learning activities at CAVC.

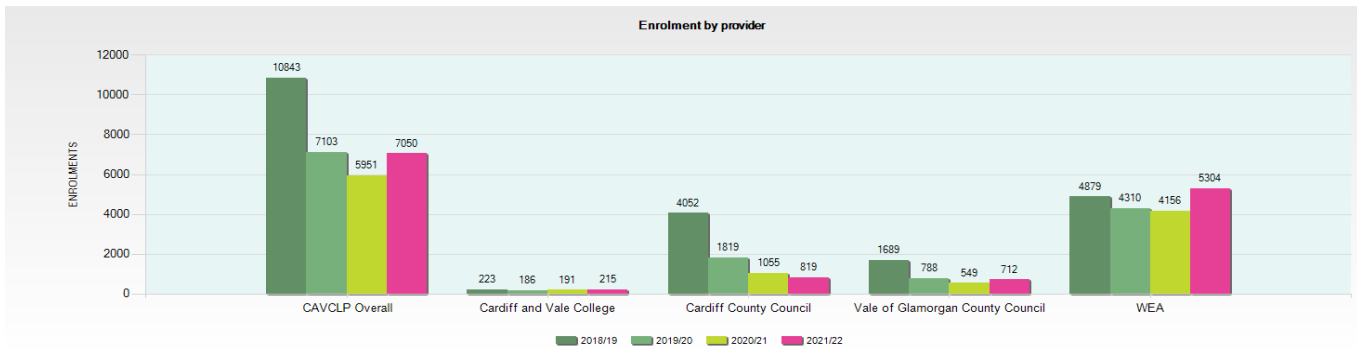


Chart 2: Enrolments by Provider(not include CAVC ESOL, ABE or FL)

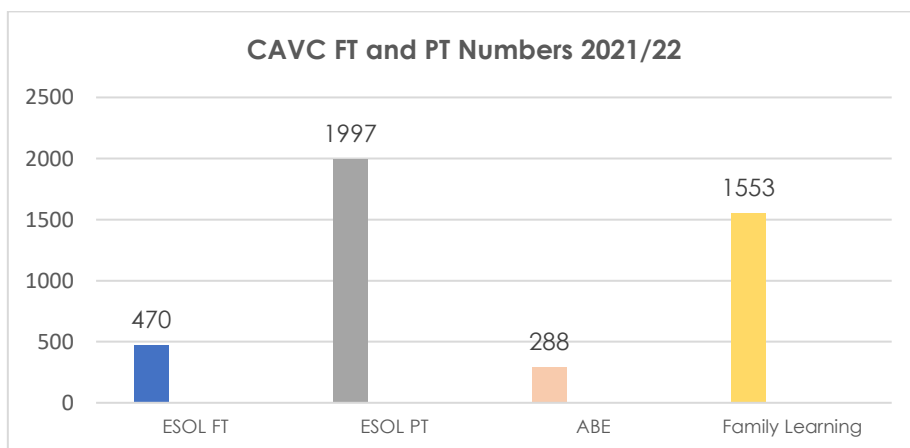


Chart 3: Learner Activities CAVC

Overall Findings

Strengths

- Enrolments have improved overall and in every area bar Cardiff Council, as we recover from the impact of the pandemic.
- Success overall for the Partnership has improved from 2020-21. Success at Cardiff and Vale of Glamorgan is excellent. Full-time ESOL provision at CAVC is 81% against a national comparator of 73%. Overall the performance at 87% is above ACL national comparator of 83%.
- Within the Partnership the greatest number of learners are at Entry and Level 1, success here is good.
- Although the number of our fluent Welsh-speaking learners has fallen, success continues to be strong.
- The number of enrolments from deprivation deciles 1 and 2 across the Partnership has increased from 28% in 2012/13 to 39% in 2021/22 – it was 33% in 20/21 – this shows a significant change and reflects the current situation. Success has improved from 81% in 20/21 to 87% in 21/22.
- 3% of learners have disclosed a disability. The 2021/22 success rate for learners with a disclosed disability is 94% (88%) in 2020/21. The success rate for those without a disability is 86% (82% previous year).
- Overall success for ethnic minority learners has improved although it is still below partnership average. The success scores of some of our BAME groups has increased, including:
 - o Bangaldeshi (+13%);
 - o Asian Indian (+8%)
 - o Asian Pakistani (+24%)
 - o Black Afrian (+7%);
 - o Other Asian (+10%).
- CAVC FT ESOL saw an increase for Asian Other of 19% and Other Ethnic Background of 6% - these are the 2 targets groups within the provision.
- Under 19 learners perform better within Cardiff Council (small numbers), CAVC FT ESOL and CAVC PT; this is contrary to the position across the partnership.
- Success for female learners is stron in CAVC franchise, FT ESOL and PT, as well as Cardiff Council.

Areas for Development

- There are pockets of lower performance across the partnership ie franchise provision at CAVC, ALW, CACC PT ESOL and CAVC PT ABE.
- Success for those under 19 is lower within the Partnership – they are the lowest performing in all partners outside Cardiff Council and in house CAVC.
- Although there are more female learners across the partnership, success is lower than for males (80% compared to 89%), this is due to data in Vale of Glamorgan and ALW. Success for male learners is lower for in house CAVC provision.

- Success for those learners with a disability has continued to be below that for those who do not declare a disability, although it is an improving trend.
- Success for deprivation deciles 1 – 3 is lower than provision average for CAVC franchise and CAVC PT.
- As noted, the success of ethnic minority learners is below that for White learners, although there is a positive trend. Some groups have small numbers which makes data analysis difficult. The largest group with declining success is Chinese. Within CAVC FT ESOL, the Black African group has 61 learners with success of 74% (provision overall 81%), although this has improved since 20/21. Within CAVC PT, several groups have lower success rates – Bangladeshi, Asian Other, Pakistani and Black African.

Overall Data – Learner Enrolment & Success Data by Provider

Number of Enrolments & Success by Provider						
Provider	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Addysg Oedolion Cymru Adult Learning Wales	4,310	83%	4,156	78%	5304	80%
Cardiff County Council	1,819	97%	1,055	99%	819	98%
Vale Franchise - ABE (VALE ABE)	96	89%	104	86%	74	66%
Vale Franchise - ESOL (VALE ESOL)	90	74%	87	80%	141	76%
Vale of Glamorgan ACL	788	100%	549	91%	712	98%
CAVC ESOL FT	1503	63%	538	71%	470	80%
CAVC In house PT					2493	73%

Table 1: Partnership Success Rate

The following tables detail learner enrolment numbers and success scores over various levels and E&D strands, namely:

- Learners on different levels;
- Welsh-speaking learners;
- Learners by age;
- Learners by gender;
- Learners with disabilities;
- Learners from varying deprivation deciles;
- Learners from minority ethnic groups.

Learner Enrolment & Success Data by Level

Number of Enrolments & Success by Level						
Level	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Entry Level	373	88%	282	78%	380	85%
Level 1	59	90%	111	89%	165	84%
Level 2	73	86%	127	73%	70	73%
Level 3	*	25%	15	47%	11	100%
Level 4+	*	33%				
Mixed/Unknown	45	100%	457			

All Levels – Short (under 24 calendar weeks)	6,543	89%	4,959	83%	6319	87%
Grand Total	7,103	89%	5,951	82%	7050	87%

Table 2: Enrolments & Success Scores by Level (not include CAVC FT/PT)

Number of Enrolments & Success by Level ESOL FT						
Level	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Entry Level	1,101	56.7%	389	71.5%	329	79.3%
Level 1	266	76.3%	90	67.8%	98	87.8%
Level 2	136	80.1%	59	74.6%	43	76.7%
Grand Total	1,503	62.3%	538	71.2%	470	80.9%

Table 3: Enrolments & Success Scores by Level ESOL FT CAVC

Number of Enrolments & Success by Level CAVC PT ESOL, ABE & FL						
Level	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Entry Level ESOL					885	66.2%
Level 1 ESOL					500	70.0%
Level 2 ESOL					137	48.9%
Entry Level FL					888	81.6%
Level 1 FL					77	77.9%
Level 3 FL					188	89.4%
Entry Level ABE					88	69.3%
Level 1 ABE					103	66.0%
Level 2 ABE					66	84.8%

Table 4: Enrolments & Success Scores by Level CAVC PT

Equality & Diversity Strands

Learner Enrolment & Success Data by Welsh Language Speakers

Number of Enrolments & Success by Welsh Language Speakers						
Welsh Language Speakers	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Fluent Welsh speaker	118	87%	225	88%	115	93%
Welsh speaker not fluent	256	81%	309	85%	185	85%
Not Welsh speaking	6,729	90%	5,397	82%	6,739	86%
Total	7,103	89%	5,951	82%	7050	87%

Table 5: Enrolments & Success Scores by Welsh Speakers (not include CAVC FT/PT)

Number of Enrolments & Success by Welsh Language Speakers CAVC PT						
Welsh Language Speakers	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Fluent Welsh speaker					69	75%
Welsh speaker not fluent					*	100%

Not Welsh speaking					2893	73%
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Table 6: Enrolments & Success Scores by Welsh Speakers CAVC PT

Learner Enrolment & Success Data by Age

Number of Enrolments & Success by Age						
Age	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
(a) <14	13	100%				
(b) 14-16	58	88%	110	77%	68	72%
(c) 17-18	138	82%	223	81%	97	73%
(d) 19-24	727	87%	678	72%	64	79%
(e) 25-49	4475	89%	3402	82%	4105	83%
(f) 50-74	1658	91%	1485	86%	1366	86%
(g) 75+					30	89%
Total	7,103	89%	5,951	82%	7050	87%

Table 7: Enrolments & Success Scores by Age (not include CAVC FT/PT)

Number of Enrolments & Success by Age						
Age	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Under 19	182	56%	39	68%	54	89%
19+	1321	63%	499	72%	416	80%
Total	1,503	62.3%	538	71.2%	470	80.9%

Table 8: Enrolments & Success Scores by Age CAVC ESOL FT

Number of Enrolments & Success by Age						
Age	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Under 19					54	76%
19+					2909	73%

Table 9: Enrolments & Success Scores by Age CAVC PT

Provider	Area	Age range	2019-20		2020-21		2021-22	
			No. Enrol	Success	No. Enrol	Success	No. Enrol	Success
AOC ALW	Addysg Oedolion Cymru Adult Learning Wales	(a) Under 16			*	100%	*	67%
		(b) 16-19	155	75%	229	73%	196	74%
		(c) 20-49	3,242	83%	2,771	77%	4077	81%
		(d) 50+	913	84%	1,151	82%	1024	80%
		Total:	4,310	83%	4,156	78%	5304	80%
Cardiff County Council	Cardiff County Council	(a) Under 16	14	100%	*		12	100%
		(b) 16-19	96	97%	173	100%	49	98%
		(c) 20-49	1,278	97%	732	99%	583	98%
		(d) 50+	431	99%	148	100%	175	99%
		Total:	1,819	97%	1,055	99%	819	98%
Delivered by LA via a franchise arrangement with a FE institution	Vale Franchise - ABE (VALE ABE)	(b) 16-19	*	50%	*	86%	*	45%
		(c) 20-49	81	90%	85	89%	58	66%
		(d) 50+	10	89%	12	73%	*	100%
		Vale Total::	96	89%	104	86%	74	66%
		Vale Franchise - ESOL (VALE ESOL)	(a) Under 16					

		(b) 16-19	*	100%	*	75%	*	68%
		(c) 20-49	78	73%	75	83%	122	77%
		(d) 50+	*	60%	*	50%	14	75%
		Total:	90	74%	87	80%	141	76%
	Delivered by LA via a franchise arrangement with a FE institution provider total:		186	83%	191	83%	215	72%
Vale of Glamorgan Council	VALE ACL (VALE_ACL)	(a) Under 16	*		*		*	50%
		(b) 16-19	18	100%	29	87%	21	100%
		(c) 20-49	433	100%	268	88%	337	98%
		(d) 50+	324	99%	222	98%	351	98%
		Total:	776	100%	520	92%	712	98%
Total:		7,103	89%	5,951	82%	7050	87%	

Table 10: Enrolments & Success Scores by Provider & Age

Learner Enrolment & Success Data by Gender

Number of Enrolments & Success by Gender						
Gender	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Female	4,565	87%	3,691	80%	1939	81%
Male	2,538	91%	2,260	86%	1230	87%
Total	7,103	89%	5,951	82%	7050	87%

Table 11: Enrolments & Success Scores by Gender (not include CAVC FT/PT)

Number of Enrolments & Success by Provider & Gender												
Provider	2018-19				2019-20				2020-21			
	Female		Male		Female		Male		Female		Male	
	No. enrol	Success	No. enrol	Success	No. enrol	Success	No. enrol	Success	No. enrol	Success	No. enrol	Success
Cardiff and Vale College	155	86%	68	79%	137	83%	49	82%	137	87%	54	76%
Cardiff County Council	2,819	98%	1,233	96%	1,165	97%	654	98%	611	99%	444	98%
Vale of Glamorgan County Council	1,145	93%	544	94%	490	99%	298	100%	350	89%	199	96%
ALW	2,899	84%	1,980	92%	2,773	80%	1,537	86%	2,593	73%	1,563	84%
Total	7,018	91%	3,825	93%	4,565	89%	2,538	90%	3,691	80%	2,260	86%
CAVC ESOL FT	835	67%	688	56%	287	74%	251	68%	260	86%	207	75%
CAVC PT									2142	74%	805	68%

Table 12: Enrolments & Success Scores by Provider & Gender

Learner Enrolment & Success Data by Disability

Number of Enrolments & Success by Disability						
Disability	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Has Disability	497	98%	120	88%	217	94%
No Disability	6,606	89%	5,831	82%	6833	86%
Total:	7,103	89%	5,951	82%	7050	87%

Table 13: Enrolments & Success Scores by Disability (not include CAVC FT/PT)

Number of Enrolments & Success by Disability						
Disability	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success

Has Disability ESOL FT	126	64%	49	69%	30	73%
No Disability ESOL FT	1120	61%	395	70%	375	82%
Has Disability PT					208	63%
No Disability PT					1997	73%

Table 14: Enrolments & Success Scores by Disability CAVC
Reminder – data tables do not show 'unknown'

Learner Enrolment & Success Data by Deprivation Decile

Number of Enrolments & Success by Deprivation Decile						
Decile	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
1	1861	86%	1103	76%	1579	86%
2	1394	91%	858	85%	1182	88%
3	688	91%	645	71%	563	83%
Total for Deciles 1-3:	3,943	89%	2,606	78%	1902	
4	525	90%	470	82%	533	82%
5	712	87%	625	78%	691	82%
6	342	94%	375	85%	400	90%
7	205	86%	336	86%	339	90%
8	310	94%	416	88%	383	86%
9	452	87%	457	85%	760	88%
10	530	93%	526	87%	486	91%
Total:	7,103	89%	5,951	82%	7050	87%

Table 15: Enrolments & Success Scores by Deprivation Decile (not include CAVC FT/PT)

Number of Enrolments & Success by Provider & Deprivation Decile							
Provider	Deprivation index	2019/20		2020/21		No. enrol	Success
		No. enrol	Success	No. enrol	Success		
Cardiff and Vale College	No Postcode	8	67%	12	71%	10	80%
	1	16	91%	20	84%	20	57%
	2	54	86%	64	96%	59	76%
	3	18	64%	22	67%	24	53%
	4	15	78%	*	57%	*	60%
	5	27	86%	26	79%	29	73%
	6	*	100%	15	67%	7	86%
	7	*	0%	*	100%	14	93%
	8	*	100%	*	100%	11	57%
	9	*	100%	*	100%	13	100%
	Total	186	83%	191	83%	215	72%
Cardiff County Council	No Postcode	21	100%	16	100%	19	100%
	1	664	97%	371	97%	244	97%
	2	278	98%	167	100%	139	98%
	3	166	98%	77	100%	68	98%
	4	119	98%	76	100%	53	98%
	5	106	94%	70	100%	57	98%
	6	115	97%	51	100%	32	100%

	7	69	98%	64	100%	64	98%
	8	100	98%	45	100%	31	100%
	9	89	98%	60	100%	63	95%
	10	92	98%	58	100%	49	98%
	Total	1819	97%	1055	99%	819	98%
Vale of Glamorgan County Council	No Postcode	38	100%	32	92%	27	100%
	1	53	100%	33	90%	62	100%
	2	187	100%	113	85%	182	98%
	3	49	95%	43	88%	29	100%
	4	46	100%	15	100%	26	94%
	5	89	100%	66	84%	81	98%
	6	36	100%	32	96%	22	100%
	7	12	89%	13	92%	17	100%
	8	37	100%	30	100%	31	100%
	9	57	100%	41	94%	82	98%
	10	184	100%	131	95%	153	95%
	Total	788	100%	549	91%	712	97.8%
ALW	No Postcode	17	100%	80	86%	78	85%
	1	1128	76%	679	67%	1253	79%
	2	875	85%	514	81%	802	82%
	3	455	89%	503	68%	442	78%
	4	345	87%	372	82%	448	77%
	5	490	82%	463	75%	524	74%
	6	183	90%	277	84%	339	86%
	7	120	81%	250	82%	244	82%
	8	172	89%	339	86%	310	83%
	9	297	82%	355	82%	602	79%
	10	228	86%	324	80%	262	86%
	Total	4310	83%	4156	78%	5304	80%
CAVC ESOL FT	No Postcode						
	1	238	69%	82	74%	77	74%
	2	288	63%	112	74%	82	88%
	3	239	59%	83	71%	97	77%
	4	235	60%	91	71%	63	86%
	5	121	62%	50	72%	34	79%
	6	85	60%	17	88%	20	85%
	7	87	58%	33	49%	26	73%
	8	65	65%	17	77%	19	100%
	9	72	58%	31	68%	26	81%
	10	70	66%	15	60%	17	71%
	Total	1503	62%	538	71%	470	81%
CAVC PT	No Postcode						
	1					546	71%
	2					553	72%
	3					349	69%
	4					381	72%
	5					242	74%
	6					159	72%
	7					170	77%
	8					134	81%
	9					160	71%
	10					207	77%
Total						73%	

Table 16: Summary of Enrolments & Success Scores by Provider & Deprivation Decile

Learner Enrolment & Success Data by Ethnicity

Number of Enrolments & Success by BAME & White Learners

Ethnicity	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Ethnic Minority	2,162	86%	1,620	74%	4468	81%
White	3,890	91%	3,720	83%	2582	89%
Total:*	6,052	89%	5,340	82%		
CAVC PT Eth Min					1778	73%
CAVC PT White					939	82%

Table 17: Summary of Enrolments & Success Scores by BAME & White Learners (not include CAVC FT/PT)
*Grand Total excludes 'not known' variables, such as 'Information Refused'

Number of Enrolments & Success by Ethnicity						
Ethnicity	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Asian - Bangladeshi	312	91%	160	69%	411	82%
Asian - Indian	88	74%	71	88%	95	96%
Asian - Other	23	91%	27	80%	27	74%
Asian - Pakistani	272	86%	105	63%	236	87%
Black African	380	81%	320	82%	429	89%
Black Caribbean	39	82%	52	89%	40	84%
Chinese	65	89%	39	77%	136	74%
Information Refused	*	100%	26	57%	*	
Mixed - Other	*	80%	*	100%	*	100%
Mixed - White Asian	*	86%	*	100%	*	100%
Mixed White Asian	16	91%	55	94%	32	91%
Mixed White Black African	25	95%	20	100%	25	100%
Mixed White Black Caribbean	19	100%	31	36%	20	100%
Not Known	957	87%	421	84%	1,401	83%
Other Asian	383	89%	355	71%	688	81%
Other Black	38	82%	42	42%	26	89%
Other Ethnic Background	422	84%	289	67%	586	86%
Other Mixed	57	76%	34	89%	51	89%
White	3,890	91%	3,720	83%	2,582	89%
Mixed - White Black Caribbean	*	100%	*	100%	*	
Total:	7,103	89%	5,951	82%	7,050	87%

Table 18: Enrolments & Success Scores by Ethnicity (not include CAVC FT/PT)

Number of Enrolments & Success by Ethnicity ESOL FT						
Ethnicity	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Asian - Bangladeshi	28	43%	*	80%	*	100%
Asian - Indian	12	100%	*	75%	*	100%
Asian - Other	463	70%	128	70%	123	89%
Asian - Pakistani	35	51%	18	72%	*	71%
Black - African	230	59%	66	72%	61	74%
Black - Caribbean	0	0	0	0	*	100%
Chinese	31	63%	13	62%	*	100%
Information Refused			*	83%	*	68%
Mixed - Other	32	50%	*	63%	12	83%
Mixed - White Asian	15	40%	*	100%	*	100%
Mixed White Black African	10	90%	*	25%		
Mixed White Black Caribbean						
Not Known	149	56%	115	75%	64	83%
Other Black	177	50%	42	62%		
Other Ethnic Background	207	64%	74	74%	113	80%
White	141	67%	53	72%	31	81%
Total:	1503	62%	538	72%	490	81%

Table 18: Enrolments & Success Scores by Ethnicity ESOL FT

Number of Enrolments & Success by Ethnicity						
Ethnicity	2019-20		2020-21		2021-22	
	No. enrol	Success	No. enrol	Success	No. enrol	Success
Asian - Bangladeshi					101	68%
Asian - Indian					41	78%
Asian - Other					444	66%
Asian - Pakistani					120	68%
Black - African					308	71%
Black - Caribbean					*	75%
Chinese					65	80%
Information Refused					18	72%
Mixed - Other					53	77%
Mixed - White Asian					*	68%
Mixed White Black African					16	69%
Mixed White Black Caribbean					*	100%
Not Known					228	69%
Other Black						
Other Ethnic Background					414	72%
White					939	80%
Total						73%

Table 19: Enrolments & Success Scores by Ethnicity CAVC PT

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

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 2022– 31 March 2023 or as at 31 March 2023.					
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 of 31 March 2023. Statutory consultation on admission arrangements was undertaken during the period 1 st April 2022 to 31 March 2023.					
4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	yes	Pregnancy & 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. Why did you collect the data?

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 2022 – 31 March 2023 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 the data or the analysis 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?

Please 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 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

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 2022– 31 March 2023 or as at 31 March 2023.					
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? Have you monitored socio-economic disadvantage?					
Age X We look for patterns or trends in any reduction in attendance in a year group eg such as school leavers or		Pregnancy & Maternity		Religion or belief X We do not monitor in terms of annual core data sets but do monitor	

much younger children to ensure this is not linked to any unmet ALN need.				monthly on a case by case basis.	
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.		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.		Sexual orientation X We do not monitor in terms of annual core data sets but do monitor monthly on a case by case basis.	
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 monitor the rates of attendance for pupils who are entitled to free school meals as the EFSM 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 WG then use to obtain comparative data year on year and by 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. Why did you collect the data?

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 2022 – 31 March 2023 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 22-23

Equalities Monitoring

9. What does the data or the analysis 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?
Please provide examples.**

Data is analysed and monitored both at a whole school and individual case level. One of the ways we do this is with the Attendance and Exclusion data that's collated and presented to the Managers and Head of Services every month as part of the DMT report, we have included some of this data in one of the Tabs in the AEMR spreadsheet that's attached. 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. 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.

There has also been use of 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 Liaison Engagement Officers (LEO) team to link in with the Schools in the Local Authority to help 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.

Place

**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



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 2022 – 31 March 2023 or as at 31 March 2023.
<p>Yes – equalities information has been requested on our ‘Register Your Interest’ Form for the Replacement Local Development Plan (RLDP). On 31st March 2023 we retired the ‘Register Your Interest’ Form, to be replaced with direct registration with our OPUS Consultation Portal</p> <p>Equalities monitoring data was also requested at the end of our <i>Issues Survey</i> which was circulated to elected Members, Town and Community Councils and the PSB, intending to establish the key Issues that the RLDP should address, and ambitions for the future of the Vale of Glamorgan.</p>
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				Main Language	✓

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?

- 31 people responded to the Issues Survey, everyone answered the equalities monitoring questions. Only 1 person chose ‘Prefer not to say’ as the answer for all of the questions.
- 378 people in total have completed our ‘Register Your Interest Form’, 108 people completed the form in the 2022-23 monitoring period – the following analysis is based on only these responses.
- 99 people have completed all of our equalities monitoring questions = 92%
- 4 people have left all of the equalities monitoring questions blank
- 4 people chose ‘Prefer not to say’ as the answer for all of the equalities monitoring questions = 4%

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.

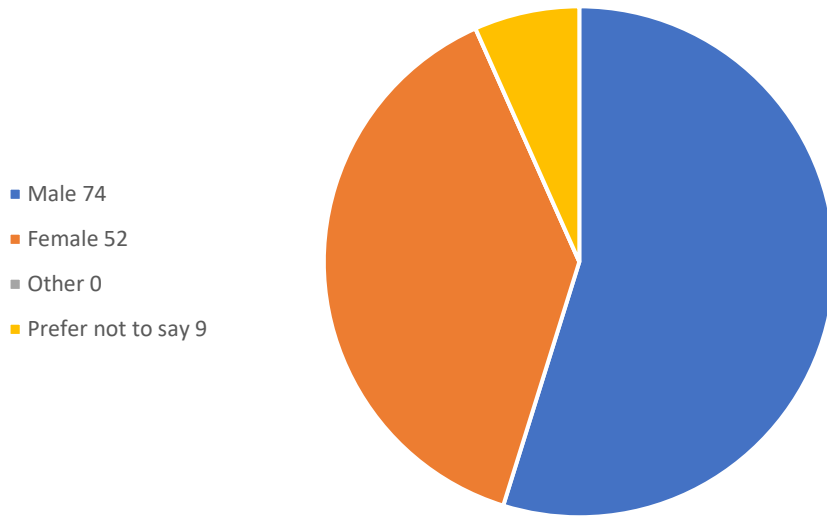
It will also be useful in identifying certain groups of people whom we may need to target directly in order to diversify and widen the scope of our public engagement.

- 8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 for publication as part of the annual equality monitoring report.**

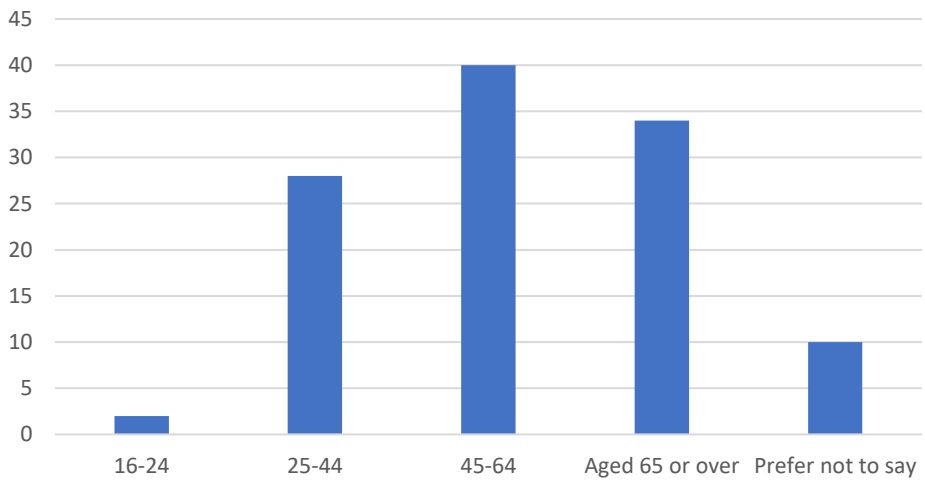
Where you have collected information for more than one year, please provide analysis of trends.

Data Collection from 'Register Your interest Form' Responses
April 2022 – March 2023 and RLDP Issues Survey

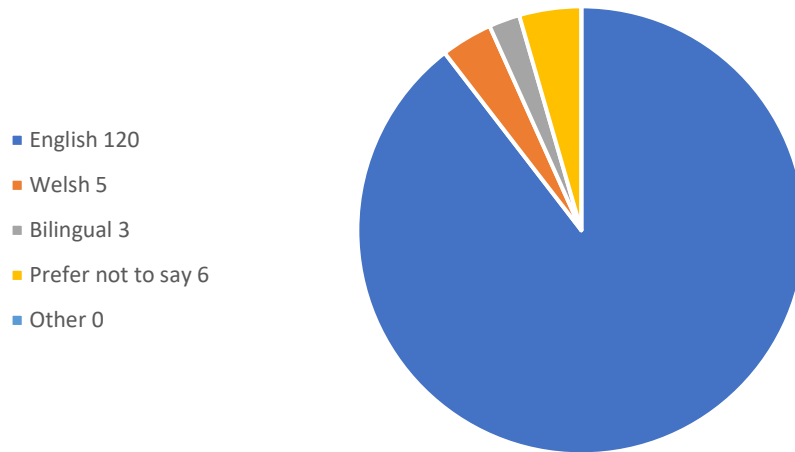
Are you?



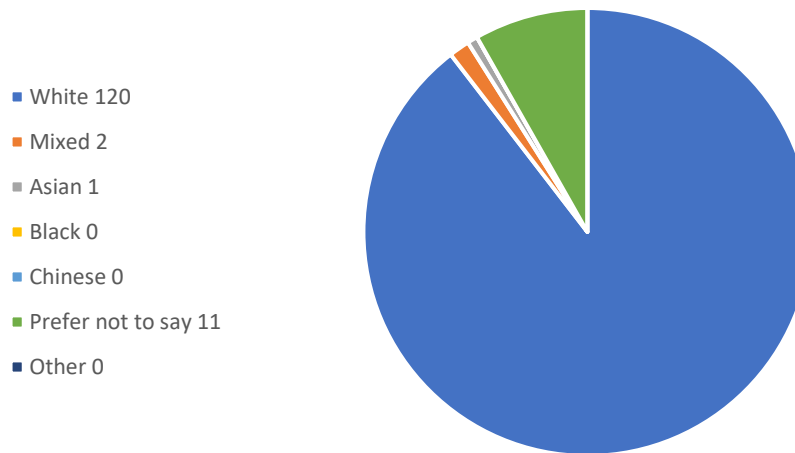
What is your age group?

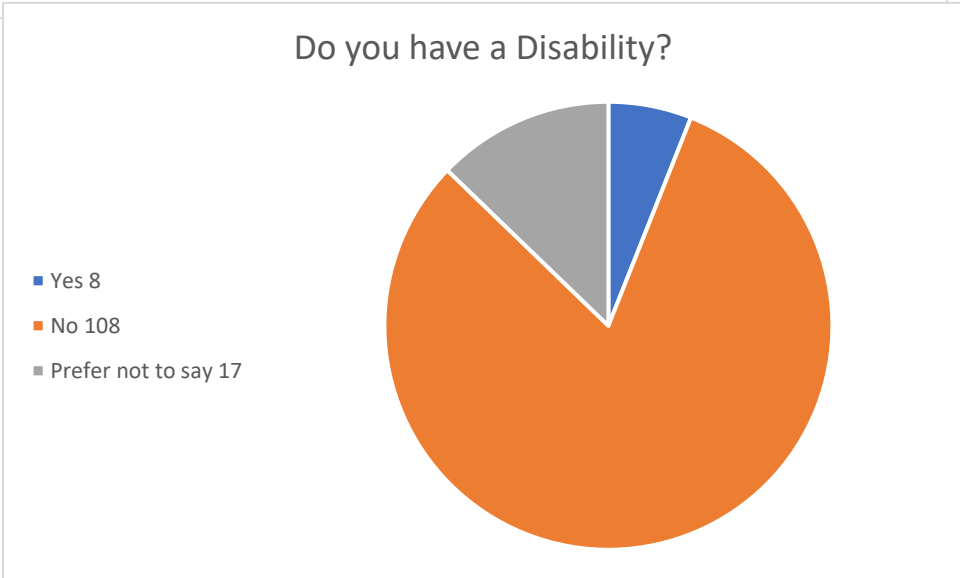
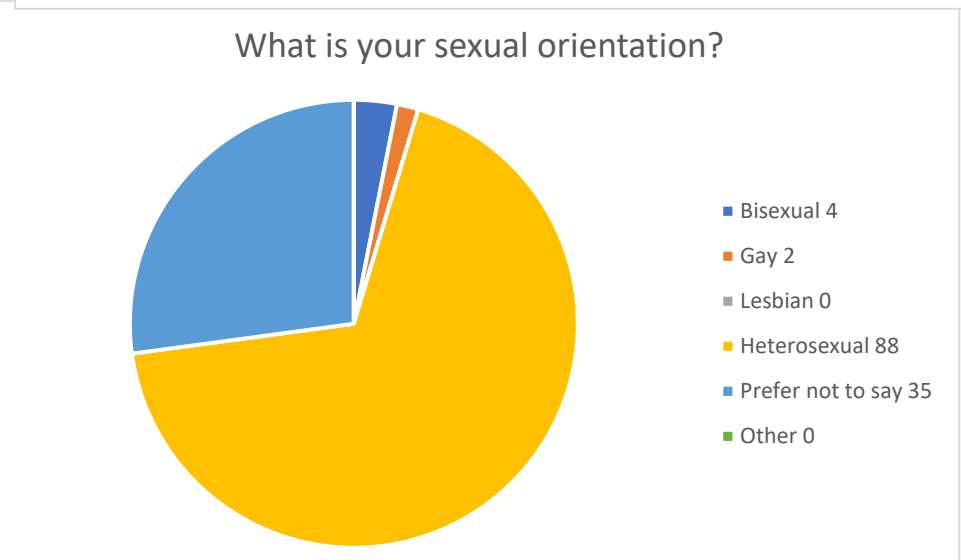
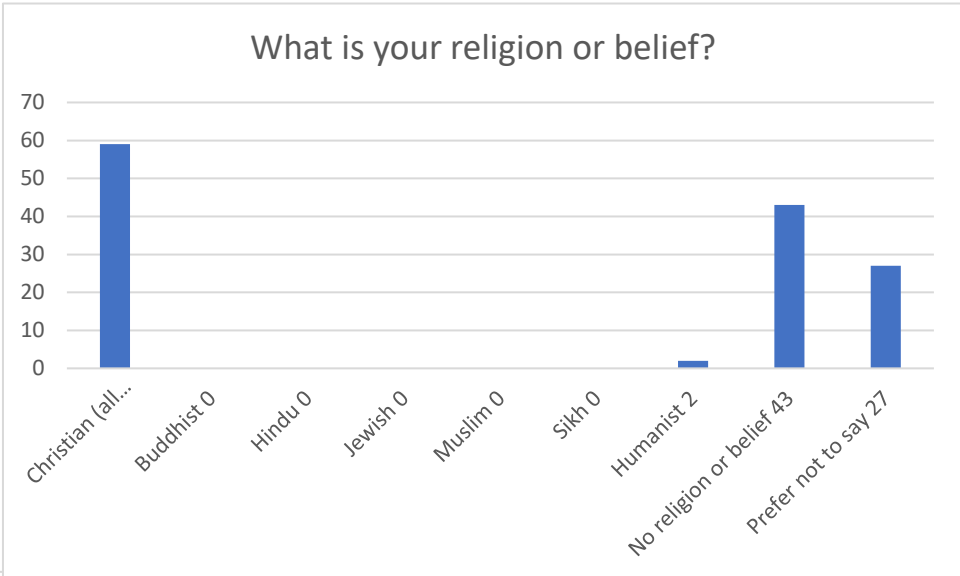


What is your main language?



What is your ethnic group?







9. What does analysis of the data tell you?

Key Findings:

- Over half of respondents identify as male = 55%
- Most common age group people fell into = 45 – 64 (35%) - *we need to improve our engagement with young people in the Vale of Glamorgan*
- Respondents predominantly white in terms of ethnic group = 94/103 (90%) - *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 (90%)
- Most common religion/belief amongst respondents = Christianity (all denominations)
- Majority of respondents stated that they did not have a disability
- Most common sexual orientation = Heterosexual (69%)
- 67% all respondents were married.

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

Negligible changes have been identified between the 01/02/21-31/03/22 and 01/04/22-31/03/23 periods.

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
- Integrated Sustainability Appraisal (ISA) Scoping Report Consultation – the report is a mechanism for considering and communicating the likely significant economic, social, environmental, and cultural effects of the emerging RLDP.
- Supplementary Planning Guidance (SPG) Consultation – the new SPGs intend to support key policies within the LDP relating to Retail & Town Centre Development, and Economic Development, Employment Land & Premises.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area					
Place, Regeneration and Planning					
2. Function					
Section 106					
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 2022– 31 March 2023 or as at 31 March 2023.					
Consultation surveys issued as required for specific Section 106 projects					
4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	X	Pregnancy & Maternity		Religion or belief	
Disability	X	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 others were not considered to be relevant to the consultation. However, we will re-consider this approach in future consultations.					

6. What was the response rate, if applicable?
23 responses were received to the Lougher Place fitness equipment consultation.
7. Why did you collect the data?
We wanted to establish what type of outdoor gym equipment people wanted to have at Lougher Place.
8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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 attached survey response report for Lougher Place Fitness Equipment (14/3/23 to 12/4/23)
9. What does the data or the analysis tell you?
Please see attached survey response report for Lougher Place Fitness Equipment (14/3/23 to 12/4/23)
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 -
<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.

Everyone is encouraged to participate in the consultation and therefore seeks to meet the 3 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? Please provide examples.

We will seek to encourage responses from all age groups in future consultations. 26% of respondents had a physical or mental health condition expected to last 12 months or more. Age and disability is taken into account when drafting tender briefs and assessing submissions for outdoor gym equipment to ensure it meets the needs of the local community.

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

The surveys have helped to achieve equality objective 1 as we have been able to provide new facilities which meet the diverse needs of the public.

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.

A face-to-face drop in session was also held for this Section 106 consultation in St Athan.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area

Social Services - Adult 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 2022– 31 March 2023 or as at 31 March 2023.

Some equalities information is part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment. This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.

In the last quarter of 2022-23 we have started to produce weekly reports for case managers to monitor and improve the recording of this information on our case management system Welsh Community Care Information System – WCCIS.

Citizen Satisfaction - All consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.

The data we have provided below is taken from our WCCIS System as at 31st March 2023.

**4. Which protected characteristics have you monitored?
Have you monitored socio-economic disadvantage?**

Age	<input type="checkbox"/>	Pregnancy & Maternity	<input checked="" type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Race – ethnic group	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	Race – national identity	<input type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Socio-economic disadvantage			<input checked="" type="checkbox"/>		

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, maternity and, socio-economic disadvantage - are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process,

We are currently reviewing the assessment and care management tool and will be looking to see how we can improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in our case management system WCCIS as part of that process.

The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.

6. What was the response rate, if applicable?

Response rate information is detailed in our monitoring trend data on WCCIS (link below)

7. Why did you collect the data?

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 and to ensure appropriate services are put in place to support them where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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.



Equalities Monitoring
Trend data - Summar

Data is also shown after this report.

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male,

and for Wales 51% female and 49% male (census 2021). However, the split for people who have Social Services involvement is not in-line with the census data at 60.36% female and 39.02% male.

This year, in Adult Services 64.31% were recorded as female and 35.03% male. We have seen an increase in females compared to 62.82% in 2021-22.

The number of people reporting gender as “Unknown” in Adult Services has decreased from 0.96% in 2021-22 to 0.55% in 2022-23.

The number of adults recorded in the category of “Transgender” has remained consistent over the last 3 years.

As reported in the 2021 Census, the population across Wales has continued to age, and this is reflected in the Vale of Glamorgan. Between 2011 and 2021 in the Vale of Glamorgan there has been an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales.

Statistically females in Wales have a greater life expectancy (82.1 years) than males (78.3 years).

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethnic group categories.

The profile for Adult Services shows a similar picture with White background continuing to be the predominant ethnic group. However, the percentage of adults from mixed and other backgrounds this year is 1.65% which has steadily increased over the last 3 years.

The number of adults reporting as “disclosure declined / unknown” has decreased this year, despite a gradual increase over the previous 3 years.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.*

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In the data for this year, the percentage people in Adult Services with religion

recorded as “not known / not recorded” is 71.73%.

In the 2021 census, 44.1% of people in the Vale of Glamorgan answered that they were Christian, a decrease from 58.1% in 2011. The next largest affiliation in the Vale of Glamorgan was Muslim with 0.9% identifying as Muslim, up from 0.6% in 2011.

For Adult Services, the predominant religion recorded is “Church of England”, which although this has consistently been the case for the last 3 years, the overall percentage continues to show a downward trend from 11.7% in 2019-20 to 9.99% this year.

Nationality and Language: In Adult Services, British continues to be the predominant nationality recorded and is consistent with previous years. Welsh is showing a steady percentage increase over the last 3 years.

English remains the predominant language in Adult Services and in line with the census 2021 data which reported 98.2% of people the Vale of Glamorgan spoke English or Welsh as their main language which is a slight increase from 97.2% reported in the 2011.

The number of adults in Adult Services with Welsh language recorded has shown an upward trend over the last 3 years.

9. What does the data or the analysis tell you?

Our Director’s Report incorporates information from our service engagement work. This outlines the views experiences of vulnerable individuals who have received our services. This includes their views about what they feel has worked to meet needs and outcomes across adult services, and also what can be improved about their care and support.

During the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work will continue during 2023-24 and enable us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on the individual needs via assessment.

It is noted that men make up 49% of the general population but create only 35.03% demand

on Adult Services. We need to understand why proportionately fewer men access Adult Services when compared with the general population.

It is also noted that the mix of religious beliefs or non-beliefs in the general population is changing, with a small but growing population with non-Christian beliefs. It is important to understand if our services are equally accessible to all populations through targeted consultation with a diversity of religious and non-religious populations.

It is also noted that the most significant change in the population is the number of older people, showing an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales. Given that we know older people are statistically more likely to draw upon Adult Services, it is important that we better understand the need of this increasing population and ensure services are proactively accessible and preventative for this population.

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

Our work has demonstrated that we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meets their assessed needs.

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.

Communities for Work has been engaged to help open training and employment opportunities for some of the citizens attending the Day Service. This was carried out because of engagement work with the citizens.

Working in partnership with colleagues in Prevention and Partnership has resulted in securing funding through the Shared Prosperity Fund for three supported employment mentors to work with people with mental health, physical and/or learning disabilities, sensory needs and autism to develop skills and confidence to secure voluntary and paid employment.

Members of Vale People First are on the interview panel for all social care staff and manager appointments within learning disabilities and are key partners in monitoring the Supported Living Contract along with Contract and Commissioning and the Learning Disability Team.

Mental health and Substance Misuse appointments are all conducted with a person with lived experience as an equal partner on the interview panel and a proposal for a peer led research project looking at people's experience of being assessed under Mental health Act has been developed with the aim of delivery in 23-24. Project.

All the social workers within the Vale Locality Mental health Team received co-production training developed in liaison with Cardiff and Vale Action on Mental Health and delivered by a person with lived experience. Following this training a good practice tool kit has been developed for staff to utilise.

Two SMART houses have now been developed with a third planned, to allow people with a learning disability access to good quality modern accommodation that promotes their independence through development of their skills in using digital technology.

As seen above, Adult Services are actively developing diverse and accessible methods of interacting with people known to or engaging with services, through improved care planning and service design. This approach will ensure that barriers to engaging with services are reduced, but more work needs to be done to better understand the many diverse communities of interest, gender, sexuality, race, culture, and geography across the Vale so that we can direct appropriate resources to isolated or less understood populations to ensure all citizens can access preventative and care and support services.

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

Please provide examples.

Citizen Engagement: All consultation surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity have a say in improving the service they receive.

In all consultation reports we complete a feedback card for the citizens to provide an overview about what we did with the information and what we intend to do as a result. This ensures that people are involved in the way that their voices have shaped the service development.

The engagement and involvement process is as follows:

- Specific questions are included in our surveys to align with wellbeing objectives for citizens.

Engagement methodologies incorporate the following areas:

- Ensuring citizens feel safe and protected from abuse and neglect
Ensuring citizens feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring citizens and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring voices are heard, citizens have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.
- Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that citizens are supported to understand the areas of discussion.

Adult Placement: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with citizens and their hosts via social events and opportunities to complete the above surveys face to face or via video call. We currently include question areas such as matching processes and involvement in this, being included in the development of their Adult Plan, and expanded our questions about choice, and participation in family life/integration with hosts' family.

New Horizons Day Opportunities: Social inclusion - often clients can feel isolated within their disability and value the opportunity to meet like people with the same or similar disabilities. The New Horizons Gym was set up in 2011 and continues to go 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.

New Horizons League of Friends is a registered Charity to the day centre for over 27 years - raises funds which benefit our clients through Craft fayres, triathlon, product sales, raffles etc.

Day opportunities include a 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. There is also a 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 citizens and trips.

Activities continue to be provided to promote interaction and now include shopping, day trips and other community-based activities. These are tailored to need, verified through the engagement process. Citizens participate in a group feedback session to ensure all who wish to, have a say in the running of the day service, including food, activities, and transport. For day services for people with learning disabilities, one to one conversations were held at a venue where citizens could feel safe and listened to. In addition, social work team members and the policy and quality assurance officer have linked in with local leisure centre provision to enable citizens to get access to reduced rate physical activities and support to attend the gym. A pilot programme was developed to enable set times for citizens to access Barry Leisure Centre and attend a movement class, and also time for social interaction and refreshments afterwards. This is ongoing but will be further developed in 23/24 with further engagement in relation to their preferred activities and level of support.

Residential Services and Extra Care: Both relatives and residents have been involved in the feedback process which has been joined up with wider quality assurance requirements at a national level. Engagement involves group sessions and individual sessions where preferred. Communication needs are met where they are required. Work has developed to obtain the views of citizens with dementia so that they are supported to provide their views. This includes activities they participate in, interactive methods and one to one work. Some people with dementia preferred a family member or a friend to join the engagement conversation, so this was facilitated to ensure that that the person with dementia was able to speak openly for themselves, without the other person speaking for them.

VCRS: The citizens are sent a paper survey which is then followed up by home visits in some cases, or a telephone conversation if preferred. The wider conversation includes family members where possible and incorporates more detailed views about their experiences of care and support. This is so that we can gather as much information as possible and incorporate into our service development. Information was obtained about dignity and respect, reliability of staff and whether they feel they are supported to maintain independence.

Staff are also consulted in many areas to ensure their views on service provision are obtained. This has a direct impact on the service we provide, so has been incorporated into the engagement work in the last 2 years. We explore how supported staff feel, whether they are listened to and are supported in their roles to provide a good quality service to citizens.

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.

Services do consider an individual's personal protected characteristics as part of an assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. Services tend to be reactive in nature, responding to referrals rather than proactively engaging with populations to promote wellbeing. This is entirely due to the scarce resource available to Adult Services only just

keeping up with this demand.

To achieve the equality objectives of the Strategic Equality Plan, the wider council must work in partnership to proactively engage with the diversity of communities to better understand the strengths within the communities and any barriers to accessing support services when needed.

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.

Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible, and interactive (refer to above details in relation to engagement methods).

Policies have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014. For example, we led on the Regional Medication Policy which was finalised in September 2022 by the local authorities involved. Development of this included consideration of our support to maintain the citizens' independence.

All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it manifests itself and the impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change.

The Vale residential homes refurbishment has now been completed. The facilities which were built in the 60s exacerbated the challenges faced by older people and older people living with dementia. All four homes are now dementia friendly reflecting the population need and improve outcomes for residents. Inter-generational activity has recommenced, and new projects are planned in 23-24.

Gender	2020/21		2021/22		2022/23	
Female	2054	59.0%	3073	62.86%	3044	64.38%
Male	1396	40.1%	1769	36.18%	1658	35.07%

Other	*	*	*	*	*	*
Transgender	*	*	*	*	*	*
Unkown	30	0.9%	47	0.96%	26	0.55%
Totals	3480	100%	4889	100%	4728	100.00%

Ethnicity	2020/21		2021/22		2022/23	
Disclosure Declined /Unknown	1186	34.1%	1982	40.56%	1701	36.00%
Asian/ Asian British	14	0.4%	27	0.55%	22	0.47%
Black/Black British	*	*	*	*	*	*
Mixed	20	0.6%	26	0.53%	36	0.76%
Other	*	*	16	0.33%	12	0.25%
White	2254	64.8%	2835	58.02%	2954	62.52%
Totals	3474	#REF!	4886	100%	4725	100.00%

Religion	2020/21		2021/22		2022/23	
Agnostic	*	*	*	*	*	*
Anglican	10	0.3%	14	0.29%	11	0.23%
Atheist	13	0.4%	16	0.33%	11	0.23%
Baptist	49	1.4%	55	1.14%	50	1.07%
Buddhist	*	*	*	*	*	*
Catholic	138	4.0%	193	3.99%	163	3.48%
Christadelphian		0.0%		0.00%		0.00%
Christian	255	7.3%	299	6.17%	285	6.08%
Church of England	394	11.3%	532	10.98%	473	10.09%
Church of Ireland	*	*	*	*	*	*
Church of Scotland	*	*	*	*	*	*
Church of Wales	130	3.7%	160	3.30%	137	2.92%
Church of Wales or C of E		0.0%		0.00%		0.00%
Confucianism	*	*	*	*		0.00%
Congregational	*	*	*	*	*	*
Din-i-Ilahi		0.0%		0.00%		0.00%
Evangelist		0.0%		0.00%		0.00%
Greek Orthodox		0.0%		0.00%		0.00%
Hindu	*	*	*	*	*	*
Islam		0.0%		0.00%		0.00%
Isma'ilis		0.0%		0.00%		0.00%
Jehovahs Witness	10	0.3%	12	0.25%	17	0.36%

Methodist	55	1.6%	66	1.36%	59	1.26%
Mixed Religion		0.0%		0.00%		0.00%
Mormon	*	*	*	*	*	*
Muslim	*	*	*	*	*	*
No Religion	39	1.1%	320	6.61%	48	1.02%
Nonconformist	*	*	*	*	*	*
Not Known / not recorded	2320	66.7%	3136	64.75%	3395	72.42%
Occult and magical	*	*		0.00%	*	*
Orthodox Christian		0.0%		0.00%		0.00%
Other	11	0.3%	18	0.37%	19	0.41%
Other Non Christian		0.0%		0.00%		0.00%
Pagan	*	*	*	*	*	*
Pentecostalist	*	*	*	*	*	*
Plymouth Brethren		0.0%		0.00%		0.00%
Presbyterian	*	*	12	0.25%	10	0.21%
Protestant	*	*	10	0.21%	10	0.21%
Quaker	*	*	*	*	*	*
Religion not given - disclosure refused	*	*	*	*	*	*
Salvation Army	*	*	*	*	*	*
Shi'ite Muslim		0.0%		0.00%		0.00%
Spiritualist	*	*	*	*	*	*
Sufi Muslim		0.0%		0.00%		0.00%
Sunni Muslim		0.0%		0.00%		0.00%
United Reform Church	*	*	*	*	*	*
Wesleyan	*	*	*	*		0.00%
Totals	3424	98%	4843	100%	4688	100.00%

Nationality	2020/21		2021/22		2022/23	
Afghan					*	*
Afghanistan	*	*	0	0.00%	*	*
Albanian		0.0%		0.00%		0.00%
American	*	*	*	*	*	*
Australian		0.0%		0.00%		0.00%
Bangladeshi	*	*		0.00%		0.00%
Belgian					*	*
British	375	10.8%	440	9.02%	478	10.15%
British Ind. OT.	*	*	*	*	*	*
Bulgarian		0.0%		0.00%	*	*

Canadian		0.0%		0.00%		0.00%
Chinese		0.0%		0.00%		0.00%
Dutch		0.0%		0.00%		0.00%
English					*	*
French		0.0%		0.00%		0.00%
German	*	*	*	*	*	*
Greek		0.0%	*	*	*	*
Indian	*	*	*	*	*	*
Iraqi		0.0%		0.00%		0.00%
Irish	*	*	*	*	*	*
Italian	*	*	*	*	*	*
Netherland Ant.					*	*
NOT RECORDED	3009	86.5%	4326	88.68%	4091	86.84%
Other	*	*	*	*		0.00%
Pakistani	*	*	*	*		0.00%
Philippino	*	*	*	*	*	*
Spanish		0.0%		0.00%		0.00%
Swedish		0.0%		0.00%		0.00%
Syrian					*	*
Unknown	26	0.7%	46	0.94%	55	1.17%
Welsh	59	1.7%	66	1.35%	87	1.85%
Totals	3469	100%	4878	100%	4711	100.00%

Language	2020/21		2021/22		2022/23	
Not Recorded	2428	*	3755	77.06%	3561	75.41%
Arabic			*	*	*	*
Bengali		*		0.00%		0.00%
British Sign Language	*	*		0.00%	*	*
Bulgarian		*		0.00%		0.00%
Chinese	*	*	*	*	*	*
Chinese - Cantonese	*	*		0.00%	*	*
Dutch		*		0.00%		0.00%
Dynavox Communication Aid	*	*	*	*	*	*
English	1037	#REF!	1118	22.94%	1151	24.38%
French				0.00%		0.00%
German				0.00%		0.00%
Greek	*	*	*	*		0.00%
Italian	*	*	*	*	*	*
Makaton				0.00%		0.00%

Other				0.00%		0.00%
PECS				0.00%		0.00%
Punjabi				0.00%		0.00%
Tagalog	*	*	*	*	*	*
Unknown	*	*		0.00%	*	*
Urdu			*	*	*	*
Welsh	*	*	*	*	10	0.21%
Totals	3465	#REF!	4873	100%	4722	100.00%

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2022 – 31 March 2023



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area
Social Services - Children and Young People Services
2. Function
Social Services - Children and Young People 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 2022– 31 March 2023 or as at 31 March 2023.
<p>Some equalities information is part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment. This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.</p> <p>In the last quarter of 2022-23 we have started to produce weekly reports for managers to monitor and improve the recording of this information on our recording system Welsh Community Care Information System – WCCIS.</p> <p>Citizen Satisfaction – all consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.</p> <p>The data we have provided below is taken from our WCCIS System as at 31 March 2023.</p>

4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	✓✓	Pregnancy & 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?					
<p>Gender reassignment, sexual orientation, pregnancy, maternity and, socio-economic disadvantage – are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process.</p> <p>We are currently reviewing the assessment and care management tool and will be looking to see how we can improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in WCCIS as part of that process.</p> <p>The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.</p>					
6. What was the response rate, if applicable?					
Response rate information is detailed in our monitoring trend data on WCCIS (link below).					
7. Why did you collect the data?					
<p>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 and to ensure appropriate services are</p>					

put in place to support them where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

8. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 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.



Equalities Monitoring
Trend data - Summary

Data also shown following this report.

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male, and for Wales 51% female and 49% male (census 2021). This year's data from Children and Young People Services is in line with the census breakdown with 51.05% male and 48.44% female.

There has been a decrease with the number reporting gender as "Unknown" in Children and Young People Services (2021-22 1.10% and 2022-23 0.25%).

In the 2021 Census, the Vale of Glamorgan saw an increase of 4.3% in children aged under 15 years, this contrasts to a decrease of 1% for the whole of Wales. In 2021, it was estimated that 18.6% of the Vale of Glamorgan's population was aged 15 years and under.

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethnic group categories.

The profile for Children and Young People Services shows a similar picture with White categories being the predominant ethnic group. There has been an increase in children recorded from other and mixed background from 4.49% in 2021-22 to

6.62% (although this can partly be attributed to improved recording on our database).

There is a noticeable decrease in the number of children recorded as “disclosure declined / unknown” this year, as a direct result of the weekly monitoring we have recently introduced.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.*

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In Children and Young People Services this year, 76.45% of children have “not known or no religion” recorded. In addition, 11.52% were recorded in the separate category of “No religion”. This a decrease from 20.53% in 2021-22.

The next largest affiliation is the category of Christian at 6.49%. There has been a steady increase over the past 3 years of those recorded as Muslim.

Nationality and Language; In the 2021 Census, 98.2% people aged three years and over in the Vale of Glamorgan spoke English or Welsh as their main language, this is a slight increase from the 97.2% in 2011.

English remains the predominant language in Children and Young People Services and has consistently been the main language over the last 3 years.

The number with Welsh language recorded has remained consistent for Children and Young People Services over the last 3 years.

9. What does the data or the analysis tell you?

Our Director’s Report incorporates information from our service engagement work. This outlines the views and experiences of vulnerable individuals who have received our

services. This includes their views about what they feel has worked to meet their needs and outcomes across Children and Young People Services, and also what can be improved about their care and support.

During the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work will continue during 2023-24 and enable us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on individual needs via assessment.

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

Our work has demonstrated that we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meet their assessed needs.

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 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?

Please provide examples.

Citizen Engagement: All consultation and engagement communication and surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity to have a say in improving the service they receive. Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that children and young people are supported to understand the areas of discussion.

Specific questions are included in our surveys to align with wellbeing objectives and engagement methodologies incorporate the following areas:

- Ensuring children and young people feel safe and protected from abuse and neglect
- Ensuring children and young people feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring children and young people and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring children and young people's voices are heard, they have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.

Fostering service: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with foster carers via social events and opportunities to complete the above surveys face to face or via video call. In 2022/23 we redeveloped our foster carer surveys to produce three surveys;

- Recruitment and induction: to obtain views about the recruitment process and whether we provided sufficient information and support at that key time. We also included preparation for becoming a Foster Carer, assessment and approval process and matching.
- Training and development: to include question areas such as learning and development planning, learning and development needs, formal face to face training and self-directed learning (through iDev), relevance of training and reflection on learning and practice.

- Support: Communication and support throughout the time as a foster carer. Supervision was included so that we could ascertain the support to foster carers at all stages of the journey.

Adoption Service: For the Adoption Service, we developed more detailed questionnaires to ensure our question areas are reflective of the experiences of adopters throughout their adoption journey. These included information and initial training (obtaining feedback about the initial contact and our communication), contacting birth parents, Pre and Post TESSA communication and Pre-Children and Young person Co-ordinator Support and Post Children and Young Person Co-Ordinator Support experiences. These have been carried out by online surveys and the option of face-to-face conversations is offered to adopters.

Flying Start: surveys were developed for parents who received support from all areas of Flying Start including:

- Health Visiting
- Parenting Support
- Speech and Language
- Play Support

Engagement was designed considering the needs of parents and families, and opportunities were provided for parents to attend a drop-in session at the nursery settings to provide feedback so that they were on site if they were needed. We aimed to continue to provide a high quality and wide variety of communication methods to ensure that parents and families remain informed and involved. Maintain the involvement of the service with parents and families to ensure they continue to spend enough time and listen to their views. Ensure that information for parents and families is provided in a timely manner to ensure they are able to prepare for specific events. Attempts to be made to further encourage families to engage with activities provided by the service.

Appointments to senior posts: Young people are invited to participate in the recruitment/interviews process for Children and Young People Services Operational

Managers. They can suggest question areas and the marking scheme and final decision making incorporates their feedback.

Child Health and Disability Team: we developed our engagement process to include young people attending Ysgol Y Deri to find out about their experiences of their social worker support, activities they are able to participate in and the ongoing support provided by professionals. With parents, we explored their views about support for transition, working with families, quality of initial advice, social workers attitude and support and the quality of communication throughout their involvement.

We also spoke to professionals in regular liaison with the CHAD team to obtain their views about the communication and contact with us. This enabled us to achieve a wider range of feedback about the service and ensure that we are maintaining essential links to support high quality of support for children and young people and their families involved with the service.

14 Plus Team: For young people involved with the 14 Plus team, we expanded the question areas to include the level of involvement in planning for their future, current contact with social worker and YPA, communication and support post pandemic and beyond. We also included discussion about support from other services (signposting and how effective this has been) and also wellbeing support and how effective this has been.

We have also linked in with local leisure centre provision to enable young people to get more access to reduced rate physical activities and support to attend the gym. This is ongoing but will be further developed in 23/24 with further engagement in relation to their preferred activities and methods of inclusion.

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

Services do consider an individuals' personal protected characteristics as part of an

assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. By their nature, statutory services tend to be reactive, responding to referrals rather than proactively engaging with populations to promote wellbeing.

To achieve the equality objectives of the Strategic Equality Plan, the wider Council must work in partnership to proactively engage with the diversity of communities to better understand the strengths within the communities and any barriers to accessing support services when needed.

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.

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 completes a wellbeing assessment that 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. The wellbeing assessment is passed onto other services to build on to ensure that families do not have to repeat the information they have shared. 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.

Team Around the Family (TAF) – if a family are referred to TAF, the FFAL wellbeing assessment is shared and built on when the service meets with the families. This is achieved by listening, identifying, and further assessing their needs as well as recognising their strengths. They will then highlight potential agencies that may provide appropriate support for the families as well as offering direct 1-1 support. 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. TAF aims to encourage families through empowerment to sustain these changes.

Vale Parenting Service (VPS) – following a referral from FFAL, the wellbeing assessment is shared and built on when the service meets with families. This then identifies what specific parenting programme would best suit the needs of the families and whether group or 1-1 provision is more appropriate. VPS offer various parenting programmes that range from the antenatal stage up to teenage years and support families accessing tier 1 (universal) to tier 4 (statutory) services.

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, Healthy Relationship and Health and Well-Being support through Social Work, accident prevention advice, housing and benefit advice, adult learning sessions, food and nutrition/healthy eating on a budget, Early Language Development/Speech and Language Development, Rainbow Drop In and Sense of Play service for families with children with special and additional needs (0-5 years), and Play Support. All services are offered 1:1 in the home or via groups in the community. Flying Start also offer an outreach service to support the most in need families across the Vale, living outside the Flying Start targeted geographical areas.

Children and Young People Services –

- Ensure that our literature is bilingual - Welsh/ English
- Provide interpreters where required
- Making any adjustments where required for any parent presenting with disability

Citizen Engagement - Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible and interactive (refer to above details in relation to engagement methods).

Policies - have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014.

Training - All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it manifests itself and its impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change

Social Services – CYPS Equalities Monitoring Data

Gender	2019/20		2020/21		2021/22		2022/23	
Male	535	50%	555	48%	679	50.15%	802	51.31%
Female	508	47%	587	51%	660	48.74%	761	48.69%
Transgender	*	*	*	*	*	*	*	*
Unkown	32	3%	19	2%	15	1.11%	*	*
Other							*	*
Totals	1075	100%	1161	100%	1354	100%	1563	100.00%

Ethnicity - Children's services	2019/20		2020/21		2021/22		2022/23	
Disclosure Declined/Not obtained	353	33.1%	330	28.5%	489	36.28%	280	17.88%
Asian/Asian British	*	*	12	*	*	*	20	1.28%
Black/Black British	*	*	*	*	*	*	*	*
Mixed	17	1.6%	28	2.4%	38	2.82%	49	3.13%
Other	15	1.4%	12	1.0%	12	0.89%	30	1.92%
White	682	63.9%	777	67.0%	809	60.01%	1187	75.80%
Totals	1067	100.0%	1159	99.0%	1348	100%	1566	100%

Religion	2019/20		2020/21		2021/22		2022/23	
Agnostic	*	*	*	*	*	*	*	*
Atheist	*	*	*	*	*	*	*	*

Baptist	*	*	*	*	*	*	*	*
Buddhist		0.0%		0.0%		0.00%		
Catholic	12	1.1%	*	*	14	1.05%	29	1.89%
Chinese Buddhist		0.0%		0.0%		0.00%		
Christadelphian							*	*
Christian	69	6.5%	62	5.3%	93	6.98%	102	6.65%
Church of Wales	12	1.1%	12	1.0%	10	0.75%	*	*
Church of England	*	*	*	*	*	*	*	*
Church of Ireland		0.0%		0.0%		0.00%		
Hinduism	*	*	*	*	*	*	*	*
Islam	*	*	*	*	*	*	*	*
Jehovah's Witness	*	*	*	*		0.00%	*	*
Methodist	*	*		0.0%		0.00%		
Mixed Religion		0.0%		0.0%		0.00%		
Mormon	*	*		0.0%		0.00%		
Muslim	*	*	*	*	10	0.75%	20	1.30%
No Religion	312	29.2%	32	2.8%	279	20.93%	181	11.81%
NULL / Not Known	647	60.6%	1021	88.1%	927	69.54%	1201	78.34%
Occult and magical							*	*
Other		0.0%		0.0%	*	*	*	*
Orthodox Christian		0.0%		0.0%		0.00%		
Pagan	*	*	*	*	*	*	*	*
Pentecostal							*	*
Presbyterian	*	*	*	*	*	*	*	*
Protestant		0.0%		0.0%	*	*		
Religion not given - disclosure refused		0.0%		0.0%		0.00%		
Sikhism		0.0%	*	*	*	*		
Spiritualist		0.0%	*	*		0.00%	*	*
Wesleyan		0.0%	*	*	*	*		
Totals	1052	99%	1127	97%	1333	100%	1533	100.00%

Nationality	2019/20	2020/21	2021/22	2022/23
Afghanistan	*	*	*	*
Albanian			*	*
Azerbaijan			*	*

Bangladeshi							*	*
Brazilian		0.0%	*	*		0.00%	*	*
British	532	49.9%	774	66.8%	834	62.33%	1023	66.64%
British Ind.OT	*	*	*	*	*	*	*	*
Bulgarian	*	*	*	*	*	*		
Chinese		0.0%		0.0%		0.00%	*	*
Czech	*	*	*	*	*	*	*	*
English	*	*	*	*	10	0.75%	12	0.78%
Ethiopian							*	*
French					*	*		
Iranian							*	*
Irish		0.0%	*	*	*	*	*	*
NULL	480	45.0%	132	11.4%	241	18.01%	260	16.94%
Other		0.0%		0.0%		0.00%	*	*
Pakistani		0.0%	*	*	*	*	*	*
Philippine		0.0%	*	*	*	*	*	*
Philippino	*	*	*	*	*	*	*	*
Polish		0.0%	*	*		0.00%		
Portugese							*	*
Sudanese							*	*
Scottish						0.00%		
Somali	*	*	*	*		0.00%		
Swedish					*	*		
Syrian							*	*
Ugandan		0.0%	*	*		0.00%		
Ukrainian							*	*
Unkown	19	1.8%	105	9.1%	132	9.87%	112	7.30%
Welsh	27	2.5%	123	10.6%	121	9.04%	113	7.36%
Zambian					*	*		
Totals	1058	99%	1134	98%	1338	100%	1535	100.00%


Language	2019/20	2020/21	2021/22	2022/23
Albanian	0.0%		0.0%	*
Amharic				*
Arabic				*
Bengali	0.0%		0.0%	0.00%
Bulgarian	0.0%		0.0%	0.00%
Chinese - Cantonese	0.0%		0.0%	0.00%
Chinese - Mandarin	0.0%		0.0%	0.00%
Czech				*
Dari				*

Dynavox Communication Aid	*	*	*	*	*	*	*	*
English	658	61.7%	809	69.8%	867	64.37%	1181	76.44%
Faroese							*	*
Fijian		0.0%	*	*	*	*	*	*
Finnish							*	*
Hindi	*	*	*	*		0.00%		
Kurdish							*	*
Makaton		0.0%		0.0%		0.00%		
Malayalam							*	*
NULL / Not Recorded	411	38.5%	341	29.4%	480	35.63%	364	23.56%
Other	*	*	*	*	*	*		
Pashto	*	*	*	*	*	*	*	*
Punjabi, Panjabi		0.0%	*	*	*	*		
PECS		0.0%		0.0%		0.00%		
Somali	*	*	*	*		0.00%		
Spanish							*	*
Telugu					*	*		
Ukrainian							*	*
Urdu							*	*
Welsh	*	*	*	*	*	*	*	*
Totals	1069	100%	1150	99%	1347	100%	1545	100.00%

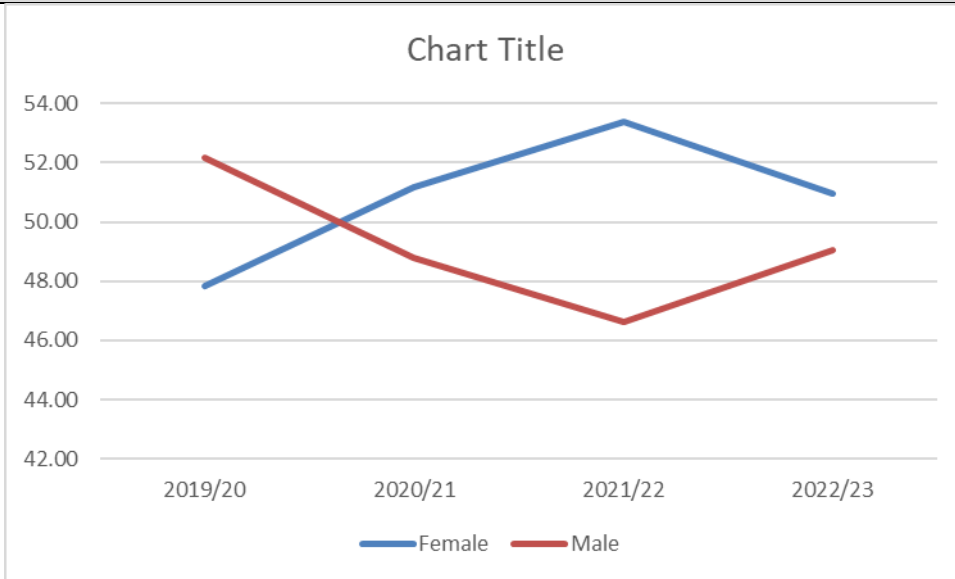
**Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2022 – 31 March 2023**



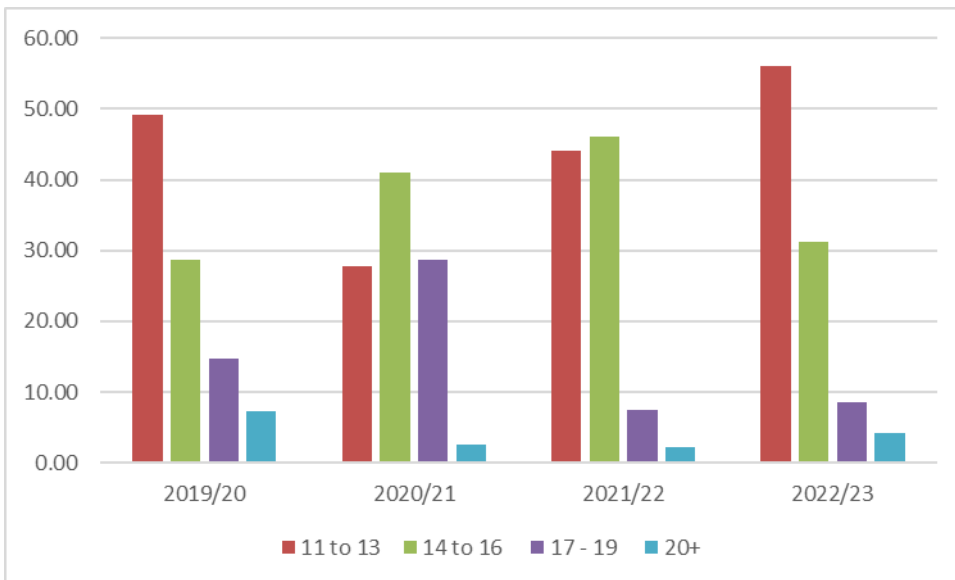
1. Department and Service Area					
Youth Service					
2. Function					
The Youth Service offers social and informal educational opportunities for young people in the age range of 11 to 25.					
3. Do you have effective arrangements for identifying and collecting equality information? Please describe 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 ESF project uses CEMP to collate its data. The data provided is young people who have accessed the service April 2022–March 2023					
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		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?			
<p>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</p>			
6. What was the response rate, if applicable?			
7. For what purpose was the data collected?			
<p>We collect data for Welsh Government Audit purposes, for funding providers and to monitor and improve provision</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. Where you have collected information for more than one year, please provide analysis of trends.			
<p>51% are female, 49% male. 56% of our membership are 11-13, 31% are 14-16, 9% are 17-19 and 4% are 20-25. Analysis of this year's data shows that 90% of our membership identifies as White (White, White British, White Welsh, Any Other White background) 1.2% of the membership were registered disabled.</p> <div style="text-align: center;">  <p>Youth service equalities data 2015 -</p> <p>Data can be viewed here</p> </div>			
9. What does analysis of the data tell you?			
<p>Recording of disability data is poor. Consideration of how this is monitored should be made to ensure we have up to date data recorded on the system. Meetings to take place with the data team to develop options for digital membership forms.</p>			

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



Trend for gender over the last few years indicates an increase in females accessing the service, however this year the gap has decreased with an increase in male members. Membership identifying as White (White, White British, White Welsh, Any Other White background) has remained at around 90% for the last four years.



The service continues to see the majority of members between 11 and 16. Numbers of 11-13 young people have increased in line with expectations due to increased activity following covid with year 7 and 8. The trend for 17 plus has seen a slow decline which is also expected as there has been a reduction in the post 16 NEET provision.

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 has not been effective. 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 a specifically aimed at this group. We recognise that we could do more to engage with ethnic minority groups and are utilising a Welsh government grant to research what this should encompass. This grant will also look to pilot a disability project.

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.

We run an 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. In addition, we fund disability dance and teenscheme activities through our WG grant funding which will support the ongoing development of projects with this group.

Youth service – further information about specified groups for young people with certain protected characteristics

I AM ME

I AM ME is a targeted youth club for young people who are part of LGBTQIA+ community or allies. The age range is 13-18. I AM ME aims to create a safe space for young people to express themselves, explore their identity and feel a sense of belonging. Current membership for the group is approximately 15 members from across the Vale of Glamorgan.

They meet once a week on Tuesdays from 6-8pm in the YMCA. In the last year I AM ME have had several guest speakers including SHOT who spoke with the young people about healthy relationships and safe sex, Mike Mainwaring from Children in Wales delivered LGBTQ+ training to the group. Members also took part in an interview on Youth Homelessness and provided feedback on the Transgender Toolkit. Members of the group also worked with our Hive Guys gardening project to build a digital garden bench in a community garden.

I AM ME members also requested pronoun badges. As a result, these were ordered for members and staff across the Vale Youth Service now wear these badges and badge making machine so pronoun and flag badges can be made at Youth Service events and sessions. Staff from I AM ME also attended Llantwit Comprehensives Schools wellbeing day to promote I AM ME in Spring 2023.

Youthy 18+

Youthy 18+ is our open access youth provision for 18-25 year olds. This runs every Thursday from the YMCA, 6-8pm. The aim of this group is to provide older young people with a safe space to meet with their friends, work on life skills such as cooking, college applications, CVs, and employment opportunities and support socialising. Membership is currently around 8 young people. The majority of our members have a range of ALN from mild autism to more profound ALN. Young people are able to attend with their own support workers if necessary.

The most recent project 18+ members have done is the 'Fake Away Project'. The aim of this project was to tackle the cost of living crisis, and provide young people with healthier and cheaper alternatives to fast food. Fast food consumption is something the members speak a lot about, as well as the affordability of it. This project has provided them with skills around budgeting, new cooking skills and new recipes. Some members are also very picky eaters so when they tried these new foods this was a huge achievement!

Previous projects also include money management where the young people completed an Agored Cymru accreditation on budgeting and money management, and as a reward the Youth Service paid for the young people to get their provisional driving licenses. Previously members have had guest speakers from Community for Work, Careers Wales, Mike Mainwaring from Children in Wales to deliver LGBTQ+ training and SHOT to deliver healthy relationships workshops.

Other supporting statements and evidence

Culture Book

Diversity, equality, and inclusion (DEI) have become top priorities for employers and building a culture of inclusion is not an option anymore. At the Vale of Glamorgan Council, we understand how DEI strategies have a significant and direct impact on employee attraction, engagement, and retention.

Our culture book seeks to support these strategies through stories that highlight best practice and our organisational values internally and externally. The culture book is for all staff and is also utilised as a tool for recruitment.

We will be updating the book over the next few weeks/months to include the latest networks to launch in the organisation this includes the Disability Support Network – prior to any additions to the book we consult with those who are involved with the group/project to ensure that the information is correct and reflects the work that they do. As the Culture Book is a living document, continuous updates are made reflecting changes that happen within the organisation, and that underpin our culture.

Our induction programme reinforces our organisational values and culture from the start of their employment journey with us. During the session the leader of the council joins us and discusses the value that a gender balanced council brings to the organisation. We advertise the many networks within the organisation and encourage new starters to get involved as much as possible.

Menopause Café

As an organisation we are committed to supporting all our staff affected by the menopause. We have been delivering menopause awareness sessions and are currently looking at ways to develop an online learning that all staff can access as it is evident that men and younger members of staff especially face barriers in recognising how they may be affected by the menopause and as a result are not engaging in education and learning about the menopause and how they may offer support or be supported within the workplace.

We have now hosted three Menopause Cafes in the Civic Offices, Barry. Attendance has not been as good as we had expected or hoped and initially we attributed that to the amount of staff hybrid working. Those staff that did attend found the café to be a welcoming place and were comfortable to share experiences, which felt successful and worthwhile.

Our next café will be at the end of June again in the Civic Offices but we are considering if, as more staff return to the workplace whether we can also hold cafes in the Docks Offices and at the Alps Depot. We are such a large organisation on so many different sites that sadly it is a logistic impossibility to reach all staff at the same time. We encourage school-based staff to have their own cafés and have offered my support in getting these up and running.

Menopause is so topical at the moment and we are working really hard as an organisation to address what we can do to support our staff in a meaningful way – our procedural guidelines are currently under review and we are aiming to achieve The Menopause Friendly Accreditation in recognition of what we offer in awareness, education and support.

Older People and the Vale 50+ Strategy Forum

Our Vale 50 Plus Strategy Forum is fully operational, following the pandemic, with a programme of meetings (all face to face) through to the autumn this year. The Forums were established in every Welsh local authority in 2003, along with the Older People's Commissioner, to ensure that at every level of government the interests and welfare of older people were considered. Fighting age discrimination is a key aim. More recently Welsh Government has funded posts in local authorities to advance the mission of all local authorities becoming "age friendly". Our Forum receives modest financial support from the Vale Council together with administrative and policy support. An elected member of the Council is our Vale Older People's Champion.

The Forum has an Executive Committee and sub-groups covering Transport, Health and Social Care, Housing, Race equality, Arts and Leisure, and Climate Change. The Transport Group is preparing a response to a Welsh Government consultation, highlighting both national and Value issues for older people in accessing transport services. Similarly the Health/Social Care group is focusing on accessing health care (GPs, dental, optical, foot care and hearing services). The University Health Board is refreshing its strategy for the next five years and we will feed into that. Welsh Government is formulating its policy on social care provision, and this will be a live issue over the coming year. There are particular issues in the Vale such as progress in establishing "wellbeing hubs" and services in more rural parts of the Vale.

One of the aims of the forum is to draw on the experiences of older people in the Vale and ensure these are communicated to the Council, the Health Board and Welsh Government. We recently held a Have Your Say open meeting focused on the cost-of-living crisis. We have strong links with third sector organisations working with older people in the Vale e.g., Age Connects, GVS, Care and Repair.

Health and social care services are under much pressure at present and the Ageing well agenda is important to the Forum for its contribution to preventive health of older people and enhancing the quality of life for all older people.

Veterans Group

The LGBTQ+ Veterans Hub was launched at Cardiff Castle Firing Line museum in October 2022. The purpose of the hub is to allow the Veterans from the LGBTQ+ Community a place to talk and to use the group as a stepping stone to joining one of their local Veteran Groups when they feel ready. When speaking to the Veterans some felt they were not ready to walk into a veteran group and some said they did not feel like a veteran. We are very pleased to have the help of Fighting with Pride who supports the health and wellbeing of LGBTQ+ Veterans, service personnel and their families.

Appendix 5: Employment Information



The information we use in this report is for the period April 2022 to March 2023. 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 2023.

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 2022 and 31 March 2023
4. Employees who applied to change jobs between 1 April 2022 and 31 March 2023

5. Employees who applied for training between 1 April 2022 and 31 March 2023
6. Employees who attended training between 1 April 2022 and 31 March 2023
7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures between 1 April 2022 and 31 March 2023.
8. Employees who left our employment between 1 April 2022 and 31 March 2023
9. Differences in salary.
10. Gender Pay Report.
11. Ethnicity Pay Gap Report

1. People employed

Age

	2021/2022		2022/2023	
Age band in years	Number	%	Number	%
16-24	103	3.9	111	4.1
25-29	196	7.4	190	7.1
30-34	228	8.6	236	8.8
35-39	269	10.1	281	10.4
40-44	328	12.3	334	12.4
45-49	294	11.0	285	10.6
50-54	417	15.6	399	14.8
55-59	426	16.0	421	15.6
60-64	287	10.8	310	11.5
65+	118	4.4	127	4.7
Total	2666	100	2694	100

The total number of people we employ has continued to increase each year from 2019/2020.

The largest number of staff is still from the 55 to 59 age group, although there has been a decrease in the number of employees in this group. There have also been decreases in the 25 to 29 year olds, 45 to 49 year olds and 50 to 54 year old groups. The percentage shares for each age group have remained largely the same, with the biggest changes in 50 to 54 year olds from 15.6% to 14.8% and 60 to 64 year olds from 10.8% to 11.5%.

Our Workforce Plan 2021 - 2025 includes a target to employ more young people, whilst supporting and developing all our employees. It is good to see that the number of 16 to 24 year olds has increased.

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

	2021/2022		2022/2023	
Gender	Number	%	Number	%
Female	1793	67.3	1786	66.3
Male	873	32.7	908	33.7
Total	2666	100	2694	100

In 2022/2023 the number of female employees has decreased from 1793 to 1786 and the number of male employees has increased from 873 to 908. Despite the changes, the actual percentages remain 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 (*).

	2021/2022		2022/2023	
Gender at Birth	Number	%	Number	%
Female	1255	47.07	1283	47.62
Male	572	21.46	601	22.31
Intersex	0	0.00	0	0.00
Not recorded	833	31.25	804	29.84

Prefer not to say	*	*	*	*
Total	2666	100	2694	100

The number of people who told us they are female or male at birth has increased for both men and women. The number of responses not recorded has decreased.

The overall percentages remain very similar to the previous year.

National Identity

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

	2021/2022		2022/2023	
National Identity	Number	%	Number	%
British	1119	42.0	1056	39.2
English	111	4.2	121	4.5
Northern Irish	*	*	*	*
Not recorded	352	13.2	300	11.1
Other	77	2.9	91	3.4
Prefer not to say	10	0.4	24	0.9
Scottish	*	*	10	0.4
Welsh	983	36.9	1087	40.3
Total	2666	100.0	2694	100.0

Most employees said they were British or Welsh. The number who said they were British has decreased but the number who said they were Welsh has increased by 104 from 983 to 1087.

The number not recorded has decreased by 52 whereas the number who prefer not to say has increased by 14.

Race and Ethnicity

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

	2021/2022		2022/2023	
Ethnic Background	Number	%	Number	%
White and British	1696	63.6	1798	66.7
White and English	23	0.9	21	0.8
White and Scottish	20	0.8	18	0.7
White and Welsh	361	13.5	317	11.8
White and Irish	*	*	*	*
White Other	89	3.3	87	3.2
White and Black Caribbean	12	0.5	10	0.4
White and Black African	*	*	11	0.4
White and Asian	*	*	*	*
Mixed Other	*	*	*	*
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	14	0.5	13	0.5
Caribbean	*	*	*	*
African	*	*	20	0.7
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	*	*
Not disclosed	24	0.9	29	1.1
Not recorded	366	13.7	314	11.7

Total	2666	100	2694	100
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Most employees were White – 83.5% which just about the same as the previous year. The number of employees who said they are White and British has increased, but there have been decreases in the number who said they are White and English, White and Scottish, and White and Welsh.

The biggest increase has been in the number of African employees, from under 10 to 20 in 2022/2023.

The number who did not disclose or record their ethnicity has increased on the previous year.

Disability

	2021/2022		2022/2023	
Disabled	Number	%	Number	%
No	2081	78.1	2081	77.2
Not recorded	481	18.0	477	17.7
Prefer not to say	25	0.9	49	1.8
Yes	*	*	*	*
Yes - limited a little	67	2.5	76	2.8
Yes - limited a lot	*	*	*	*
Total	2666	100	2694	100

The number of employees who prefer not to say has increased from 25 to 49.

The number of employees who say they have a disability that limits a little has also increased. The number who say they have no disability has remained the same.

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 (*).

	2021/2022		2022/2023	
Sexual Orientation	Number	Number	Number	%
Bisexual	18	0.7	22	0.8
Gay or lesbian	50	1.9	52	1.9
Heterosexual	1771	66.4	1788	66.4
Not recorded	768	28.8	750	27.8
Other	*	*	*	*
Prefer not to say	58	2.2	81	3.0
Total	2666	100	2694	100

Most of our employees said they were heterosexual (66.4%). This is the same percentage as last year.

The number of employees who have told us they were gay, lesbian or bisexual has increased.

Those not recorded has decreased since the previous year but the number who preferred not to say has increased.

Religious Belief

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

	2021/2022		2022/2023	
Religious Belief	Number	Number	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	768	28.8	769	28.5
Hindu	*	*	*	*
Jewish	*	*	*	*
Muslim	11	0.4	15	0.6
No religion	986	37.0	1001	37.2
Not recorded	785	29.4	771	28.6
Other	16	0.6	15	0.6
Prefer not to say	87	3.3	107	4.0
Sikh	*	*	*	*
Total	2666	100	2694	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 prefer not to say but a decrease in the number not recorded.

The number of employees who recorded their belief as Christian has slightly increased and remains the highest belief group.

Marital Status

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

	2021/2022		2022/2023	
Marital Status	Number	%	Number	%
Civil Partnership	*	*	*	*
Divorced	204	7.7	206	7.6
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	10	0.4	*	*
Legally separated	*	*	*	*
Living together	*	*	*	*
Married	1150	43.1	1159	43.0
Not recorded	211	7.9	178	6.6
Partner	10	0.4	*	*
Prefer not to say	74	2.8	103	3.8
Separated but still legally married	36	1.4	39	1.4
Separated but still legally in a same-sex civil partnership	0	0.00	*	*
Single	940	35.3	960	35.6
Unspecified	*	*	*	*

Widowed	17	0.6	18	0.7
Total	2666	100.0	2694	100.0

The number of those who are married has increased and remains the highest category of marital status. This is followed by those who told us they are single, which has increased from 940 to 960 since the previous year.

The percentage of those who prefer not to say has increased from 2.8% to 3.8% whereas the percentage who did not record a response has decreased from 7.9% to 6.6%.

Maternity, Paternity and Adoption

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

	2021/2022		2022/2023	
Leave Category	Number	%	Number	%
Maternity	51	81.0	52	89.7
Paternity	12	19.0	*	*
Adoption	0	0.0	0	0.0
Total	63	100	58	100

There were 58 employees who had maternity, paternity or adoption pay and leave during 2022/2023. This number has decreased by 5 when compared to the previous year.

There are no employees on adoption leave this year but the number on paternity leave has decreased since the previous year.

Welsh Language

2021/2022	Understanding	Speaking	Reading	Writing
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	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

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	836	31.0	899	33.4	944	35.0	1043	38.7
Basic	482	17.9	402	14.9	335	12.4	243	9.0
Competent	23	0.9	19	0.7	23	0.9	22	0.8
Good	23	0.9	18	0.7	23	0.9	22	0.8
Fluent	78	2.9	70	2.6	73	2.7	59	2.2
Not recorded	1252	46.5	1286	47.7	1296	48.1	1305	48.4
Total	2694	100	2694	100	2694	100	2694	100

There has been a significant increase in the number of employees with Basic Welsh skills in Understanding, Speaking, Reading and Writing. This is pleasing as the number of not recorded responses have also increased.

The number who have selected None has increased whereas the number of who have selected Fluent has decreased. This is the same pattern across Understanding,

Speaking, Reading and Writing, which raises concerns and highlights the need for further analysis and audit of Welsh language skills.

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	2021/2022						2022/2023					
		Female		Male		All Jobs		Female		Male		All Jobs	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Apprentice / Kickstart	NM W	17	0.9	10	1.1	27	1.0	6	0.3	6	0.7	12	0.4
Single Status	1	161	9.0	38	4.4	199	7.5	141	7.9	27	3.0	168	6.2
	2	21	1.2	61	7.0	82	3.1	31	1.7	57	6.3	88	3.3
	3	313	17.5	93	10.7	406	15.2	235	13.2	102	11.2	337	12.5
	4	210	11.7	107	12.3	317	11.9	269	15.1	113	12.4	382	14.2
	5	210	11.7	99	11.3	309	11.6	200	11.2	56	6.2	256	9.5
	6	181	10.1	97	11.1	278	10.4	209	11.7	163	18.0	372	13.8
	7	107	6.0	82	9.4	189	7.1	119	6.7	78	8.6	197	7.3
	8	105	5.9	80	9.2	185	6.9	114	6.4	87	9.6	201	7.5
	9	186	10.4	71	8.1	257	9.6	199	11.1	88	9.7	287	10.7
	10	43	2.4	28	3.2	71	2.7	43	2.4	29	3.2	72	2.7
	11	49	2.7	30	3.4	79	3.0	48	2.7	30	3.3	78	2.9
Other Authority	Total	20	1.1	*	*	29	1.1	14	0.8	*	*	22	0.8
Chief Officer	Total	23	1.3	27	3.1	50	1.9	25	1.4	28	3.1	53	2.0
Soulbury	Total	*	*	*	*	12	0.5	101	5.7	23	2.5	124	4.6
Teachers	Total	17	0.9	*	*	18	0.7	16	0.9	*	*	18	0.7

Youth and Comm	Total	122	6.8	36	4.1	158	5.9	16	0.9	11	1.2	27	1.0
Total		1793	100	873	100	2666	100	1786	100	908	100	2694	100

We employed most of our employees on 'single status' terms and conditions of employment (90.6%).

The number of staff employed in Apprentice / Kickstart has decreased in 2022/2023. The Council has implemented the Government Kickstart Scheme which will hopefully increase the number of apprentices in future years. We hope this number will increase each year.

Most female employees were on grade 4 (15.1%) which is a change from last year where most female employees were on grade 3 (17.5%). Most males were on grade 6 (18.0%) which has changed from grade 4 (12.3%) last year.

Pay

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

Salary Band (£)	2021/2022						2022/2023					
	Female		Male		All Jobs		Female		Male		All Jobs	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
0 -14,999	*	*	*	*	*	*	*	*	*	*	*	*
15,000-19,999	573	32.0	224	25.7	797	29.9	*	*	*	*	*	*
20,000-24,999	483	26.9	244	27.9	727	27.3	880	49.3	35	39.1	1235	45.8
25,000-29,999	217	12.1	117	13.4	334	12.5	346	19.4	214	23.6	560	20.8
30,000-34,999	180	10.0	123	14.1	303	11.4	132	7.4	86	9.5	218	8.1

35,000-39,999	198	11.0	72	8.2	270	10.1	136	7.6	92	10.1	228	8.5
40,000-44,999	64	3.6	34	3.9	98	3.7	166	9.3	68	7.5	234	8.7
45,000-49,999	43	2.4	27	3.1	70	2.6	35	2.0	23	2.5	58	2.2
50,000+	30	1.7	28	3.2	58	2.2	85	4.8	64	7.0	149	5.5
Total	1793	100	873	100	2666	100	1786	100	908	100	2694	100

The salary bands show basic pay for a year for a full-time equivalent. They do not include other allowances.

There has been a significant decrease in the number of employees on the second salary band between £15,000 and £19,999. This is because we increased salaries to the equivalent of the Real Living Wage and implemented new pay awards across the organisation. We agreed to increase pay for staff on first two grades of Council's scale to £9.90 per hour from £9.60 and £9.79 per hour. Subsequently, there is a significant increase in the number of employees in the third salary band, £20,000 to £24,999. This is now the highest salary band, with 45.8% of employees.

There has been an increase in the numbers of both male and female employees in the £25,000 to £29,999, £40,000 to £44,999 and £50,000+ salary bands.

LGBT+ Pay

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

Salary Band £	2021/2022		2022/2023	
	Number	%	Number	%
0,000-19,999	24	32	23	31
20,000-29,999	28	38	29	39
30,000-39,999	14	19	14	19
40,000+	*	*	*	*
Total	74	100	74	100

There was a total of 74 LGBT+ employees in 2022/2023, the same as last year. The highest salary band was £20,000 - £29,999 (39%).

Contract Type and Working Pattern

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

	2021/2022						2022/2023					
	Female		Male		All Jobs		Female		Male		All Jobs	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Full time - Permanent	644	35.9	577	66.1	1221	45.8	691	38.7	619	68.2	1310	48.6
Full time - Temporary	126	7.0	51	5.8	177	6.6	125	7.0	59	6.5	184	6.8
Part time - Permanent	556	31.0	60	6.9	616	23.1	642	35.9	78	8.6	720	26.7
Part time - Temporary	60	3.3	16	1.8	76	2.9	95	5.3	19	2.1	114	4.2
Term time only	156	8.7	29	3.3	185	6.9	*	*	0	0.0	*	*
Relief	251	14.0	140	16.0	391	14.7	232	13.0	133	14.6	365	13.5
Total	1793	100	873	100	2666	100	1786	100	908	100	2694	100

The number of full-time permanent employees remains the highest category at 1310 or 48.6%.

The percentage of relief staff has decreased from 14.7% to 13.5%. The number of term time only staff has reduced to under 10.

The number of males in all part-time and full-time employment has increased. The number of females in full-time temporary posts has decreased by just 1.

Most females continued to work in permanent full-time jobs (691 employees in 2022/23). This has increased from 644 in the previous year. The number of females in permanent part-time jobs has increased from 556 to 642.

Most males continued to work in permanent full-time permanent jobs (619 employees in 2022/23). This has increased from 577 in the previous year. The number of males in the relief positions has increased from 140 to 133 since the previous year.

3. People who applied for jobs between 1 April 2022 and 31 March 2023

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 (*).

	2021/2022		2022/2023	
Age band in years	Number	%	Number	%
16 – 19	62	1.9	86	2.5
20 - 24	512	15.6	439	12.6
25 - 29	470	14.3	545	15.7
30 - 34	390	11.9	509	14.7
35 - 39	338	10.3	477	13.7
40 - 44	309	9.4	388	11.2
45 - 49	240	7.3	266	7.7
50 - 54	208	6.3	276	7.9
55 – 59	165	5.0	176	5.1

60 - 64	88	2.7	79	2.3
65+	17	0.5	13	0.4
Not recorded	483	14.7	220	6.3
Total	3282	100	3474	100

We had an increase in the number of applications for jobs that we advertised than in the previous year (from 3282 to 3474). The highest percentage of applications was in the 25-29 age band (15.7%). This has changed from last year which was the 20-24 age band.

The biggest increase was in the 35 to 39 age group from 338 to 447. There have also been increases in all age groups except 20 to 24, 60 to 64, and over 65s. It is pleasing to see an increase in applications from the 16 to 19 year old age group.

The number of not recorded responses has decreased from 483 to 220

Gender

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

Gender	2021/2022		2022/2023	
	Number	%	Number	%
Female	1883	57.4	2113	60.8
Male	924	28.2	1144	32.9
Not disclosed	475	14.5	217	6.2
Total	3282	100	3474	100

The majority number of people applying for jobs were female (60.8%). This is nearly double the number of males applying for jobs (32.9%).

The number who did not disclose their gender on applying for jobs has decreased from 475 to 217, reversing the increase seen last year.

Gender Reassignment

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

	2021/2022		2022/2023	
Gender at Birth	Number	%	Number	%
Female	1777	54.1	2106	60.6
Male	830	25.3	1134	32.6
Intersex	0	0.0	0	0.0
Not recorded	652	19.9	217	6.2
Prefer not to say	23	0.7	17	0.5
Total	3282	100	3474	100.0

The numbers and percentages for gender at birth for both males and females have increased on the previous year (females 1777 / 54.1% to 2106 / 60.6% and males 830 / 25.3% to 1134 / 32.6%).

The percentage who did not record their gender at birth or preferred not to say have both decreased.

National Identity

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

	2021/2022		2022/2023	
National Identity	Number	%	Number	%
British	608	18.5	702	20.2
English	275	8.4	334	9.6
Northern Irish	*	*	11	0.3
Not recorded	652	19.9	217	6.2

Other	136	4.1	368	10.6
Prefer not to say	13	0.4	51	1.5
Scottish	17	0.5	10	0.3
Welsh	1576	48.0	1781	51.3
Total	3282	100.0	3474	100.0

Most applicants said they were Welsh, 51.3%, which is an increase from the 48.0% declared as Welsh in the previous year.

The number of applicants recording their national identity as British, English, and Northern Irish have also all increased.

The number of applicants who preferred not to say or selected 'other' have increased, but the number of not recorded responses has significantly decreased from 652 to 217.

Race and Ethnicity

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

Ethnic Background	2021/2022		2022/2023	
	Number	%	Number	%
White and British	2389	72.6	2440	70.2
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	15	0.5	11	0.3
White Other	138	4.2	188	5.4
White and Black Caribbean	20	0.6	24	0.7
White and Black African	20	0.6	21	0.6
White and Asian	16	0.5	15	0.4

Mixed Other	11	0.3	31	0.9
Indian	33	1.0	74	2.1
Pakistani	13	0.4	29	0.8
Bangladeshi	*	*	13	0.4
Asian Other	27	0.8	59	1.7
Caribbean	*	*	*	*
African	41	1.2	268	7.7
Black Other	*	*	11	0.3
Chinese	15	0.5	20	0.6
Other	0	0.0	*	*
Not disclosed	61	1.9	259	7.5
Not recorded	475	14.4	0	0
Total	3292	100	3474	100.0

White and British remains the highest category for applicants at 70.2%, which is a decrease from 72.6% last year.

The number who chose to not record their ethnicity has significantly decreased to zero, whereas there has been an increase in the number who chose not to disclose their ethnicity from 61 to 259.

There was a significant increase in the number of applicants recording their ethnicity as African, from 41 to 268 which is a percentage increase of 6.5%.

Disability

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

	2021/2022		2022/2023	
Disabled	Number	%	Number	%

No	2571	78.3	2963	85.3
Not recorded	475	14.5	217	6.2
Prefer not to say	84	2.6	115	3.3
Yes	0	0.0	0	0.0
Yes - limited a little	147	4.5	173	5.0
Yes - limited a lot	*	*	*	*
Total	3282	100	3474	100.0

The number of people who said that they had no disability increased from 2571 to 2963 on the previous year, a percentage change from 78.3% to 85.3%. The number who said Yes, limited a little increased from 147 to 173.

The percentage who did not record a response decreased from 14.5% to 6.2%. There was however an increase in those who preferred not to say.

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 (*).

Sexual Orientation	2021/2022		2022/2023	
	Number	%	Number	%
Bisexual	79	2.4	106	3.1
Gay or lesbian	76	2.3	110	3.2
Heterosexual	2368	72.2	2875	82.8

Not recorded	652	19.9	217	6.2
Other	*	*	0	0.0
Prefer not to say	106	3.2	166	4.8
Total	3282	100	3474	100.0

There has been an increase in the number of applications from Bisexual, Gay and Lesbian applicants.

The percentage of applicants who told us they were Heterosexual remains the highest at 82.8%, an increase from 72.2% last year.

Those who chose not to record their sexual orientation has decreased but the number who prefer not to say has increased.

LGBT+ - Monitoring of application to successful appointment

This section of this report shows data in regard to LGBT+ Monitoring of application to successful appointment.

LGBT +	2021/2022	2022/2023
Number of Applications	226	216
Successful Appointments	33	53
%	15%	25%

There were fewer applications from LGBT+ people but a greater percentage of those applications were successful.

Religious Belief

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

	2021/2022		2022/2023	
Religious Belief	Number	%	Number	%

Buddhist	*	*	24	0.7
Christian (all denominations)	795	24.2	1056	30.4
Hindu	11	0.3	31	0.9
Jewish	*	*	*	*
Muslim	31	0.9	104	3.0
No religion	1604	48.9	1773	51.0
Not recorded	652	19.9	221	6.4
Other	19	0.6	*	*
Prefer not to say	153	4.7	253	7.3
Sikh	*	*	*	*
Total	3282	100	3474	100

The group with the highest response was no religion, with 1773 or 51.0%. Christianity remains the highest religious belief at 30.4% of applicants.

The number of applicants that said their religious belief was Buddhist, Christian, Hindu, Muslim, Sikh, no religion, and prefer not to say all decreased on the previous year.

However, the percentage of applicants who prefer not to say increased from 153 to 253, a percentage increase from 4.7% to 7.3%.

Marital Status

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

	2021/2022		2022/2023	
Marital Status	Number	%	Number	%
Civil partnership	0	0.0	0	0.0
Divorced	182	5.5	232.6.7	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	10	0.3	11	0.3
Legally separated	0	0.0	0	0.0
Living together	0	0.0	0	0.0
Married	779	23.7	1265	36.4
Not recorded	0	0	*	*
Partner	0	0.0	0	0.0
Prefer not to say	114	3.5	130	3.7
Separated but still legally married	67	2.0	68	2.0
Separated, but still legally in a same-sex civil partnership	*	*	*	*
Single	1434	43.7	1519	43.7
Surviving partner of a same-sex civil partnership	*	*	0	0.00
Unspecified	652	19.9	209	6.0
Widowed	37	1.1	29	0.8
Total	3282	100	3474	100.0

The highest marital status category for applicants was Single, at 43.7% which is the same percentage as last year but has increased from 1434 to 1519.

The number who told us they are divorced has increased from 182 to 232, a percentage change from 5.5% to 6.7%. Those who told us they were married has increased from 779 to 1265, which is the biggest increase from 23.7% to 36.4%.

The number of unspecified responses has decreased from 652 to 209.

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

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

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	1657	47.7	1846	53.1	1953	56.2	2155	62.0
Basic	1249	36.0	1081	31.1	961	27.7	777	22.4
Competent	70	2.0	61	1.8	72	2.1	78	2.2
Good	61	1.8	54	1.6	56	1.6	55	1.6
Fluent	166	4.8	161	4.6	161	4.6	138	4.0
Not recorded	271	7.8	271	7.8	271	7.8	271	7.8
Total	3474	100	3474	100	3474	100	3474	100

The highest percentage of applications came from people with no Welsh skills. The next highest group is those with basic Welsh understanding.

It is pleasing to see increases in applications from people with basic, good, and fluent Welsh language skills across all competencies. There has however been a decrease in the number of applications from people with competent Welsh language skills across the four competencies.

The number of not recorded responses has decreased.

4. Employees who applied to change jobs between 1 April 2022 and 31 March 2023

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 2022 and 31 March 2023

We hope to be able to report on this in future years.

6. Employees who attended training between 1 April 2022 and 31 March 2023

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 (*).

	2021/2022		2022/2023	
Age Band in Years	Number	%	Number	%
16 - 19	*	*	*	*
20 – 24	49	2.8	65	3.1
25 - 29	127	7.2	147	7.0
30 - 34	147	8.4	183	8.7
35 - 39	187	10.7	218	10.4
40 - 44	223	12.7	268	12.7
45 - 49	230	13.1	230	10.9
50 - 54	300	17.1	322	15.3
55 - 59	278	15.9	330	15.7
60 - 64	168	9.6	245	11.7

65+	42	2.4	89	4.2
Total	1753	100.0	2102	100.0

The overall numbers who attended training has significantly increased from the previous year, from 1753 to 2102.

The age group with the highest percentage of training attendance is 55 to 59 year olds, at 15.7%. The number has increased from last year from 278 to 330 but the percentage is lower.

There have been increases in most age groups, but percentages remain around the same, with some small increases and decreases. The 45 to 49 age group has stayed the same, with 230 attendances.

Less than ten members of staff from the 16 to 19 year old group attended training, with the next lowest age groups being 20 to 24 year olds (3.1%) and 65 + group (4.2%).

As a high number of our leavers are from the 20 to 24 age group, there may be further investigation required into the correlation of quality training and job retention for this age group.

Gender

	2021/2022		2022/2023	
Gender	Number	%	Number	%
Female	1166	66.5	1404	66.8
Male	587	33.5	698	33.21
Total	1753	100	2102	100

The percentages for males and females who attended training have remained the same, with around 2/3 of attendances from females and 1/3 from males.

The numbers of attendances have increased.

Gender Reassignment

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

	2021/2022		2022/2023	
Gender at Birth	Number	%	Number	%
Female	846	48.2	1024	48.7
Male	410	23.4	490	23.3
Intersex	0	0.0	0	0.0
Not recorded	493	28.1	583	27.7
Prefer not to say	*	*	*	*
Total	1321	100	2102	100

The percentage of people who were female at birth who attended training increased slightly from 48.2% to 48.7%, but the number increased from 753 to 846.

The percentage of people who were male at birth who attended training decreased slightly from 23.4% to 23.3% but the number has increased from 410 to 480.

The percentage of not recorded responses has decreased.

National Identity

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

	2021/2022		2022/2023	
National Identity	Number	%	Number	%
British	771	44.0	832	39.6
English	61	3.5	95	4.5

Northern Irish	*	*	*	*
Not recorded	237	13.5	232	11.0
Other	29	1.7	68	3.2
Prefer not to say	*	*	15	0.7
Scottish	*	*	*	*
Welsh	638	36.4	847	40.3
Total	1753	100	2102	100.0

The highest national identity for those who attended training was Welsh, which has increased from 638 to 847 (36.4% to 40.3%).

The second highest is British. 39.6% of people attending training said they were British.

The percentage of those who did not record their national identity has decreased but the number who prefer not to say has increased.

Race and Ethnicity

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

Ethnic Background	2021/2022		2022/2023	
	Number	%	Number	%
White and British	1129	64.4	1418	67.5
White and English	19	1.1	19	0.9
White and Scottish	14	0.8	13	0.6
White and Welsh	270	15.4	253	12.0
White and Irish	*	*	*	*
White Other	48	2.7	66	3.1

White and Black Caribbean	10	0.6	*	*
White and Black African	*	*	*	*
White and Asian	*	*	*	*
Mixed Other	*	*	*	*
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	*	*	*	*
Caribbean	*	*	*	*
African	*	*	18	0.9
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	*	*
Not disclosed	10	0.6	20	1.0
Not recorded	200	11.4	230	10.9
Total	1753	100	2102	100

The number of people who attended training who recorded their ethnicity as African, White Other, and White and British have all increased. White and British remains the highest ethnicity at 67.5%.

The next highest group is White and Welsh at 12.0%. This has decreased from 15.4% last year.

The number and percentage of people attending training who chose not to disclose or record their ethnicity have increased.

Disability

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

	2021/2022		2022/2023	
Disabled	Number	%	Number	%
No	1447	82.5	1662	79.1
Not recorded	228	13.0	324	15.4
Prefer not to say	19	1.1	38	1.8
Yes	*	*	*	*
Yes - limited a little	50	2.9	68	3.2
Yes - limited a lot	*	*	*	*
Total	1753	100	2102	100

The highest group is those without a disability which has increased to 1662 but a decrease in percentage from 82.5% to 79.1%.

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 (*).

	2021/2022		2022/2023	
Sexual Orientation	Number	%	Number	%
Bisexual	*	*	18	0.9
Gay or lesbian	31	1.8	43	2.0
Heterosexual	1231	70.2	1440	68.5
Not recorded	439	25.0	535	25.5

Other	*	*	*	*
Prefer not to say	43	2.5	65	3.1
Total	1753	100	2102	100

The percentage of those attending training who did not record their sexual orientation or preferred not to say have increased.

There have also been increases in the number and percentages of people who attended who said they were bisexual, gay or lesbian.

68.5% said they were heterosexual, which is a decrease from the previous year but an actual increase in number from 1231 to 1440.

Religious Belief

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

Religious Belief	2021/2022		2022/2023	
	Number	%	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	571	32.6	626	29.8
Hindu	*	*	*	*
Jewish	*	*	*	*
Muslim	*	*	12	0.6
No religion	656	37.4	815	38.8
Not Recorded	448	25.6	551	26.2
Other	*	*	*	*
Prefer not to say	52	3.0	79	3.8
Sikh	*	*	*	*

Total	1753	100	2102	100
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Most of the employees who attended training have no religion (38.8%), which is a slight increase on the previous year (37.4%).

The next highest was Christian, which increased from 571 to 626 but a percentage decrease from 32.6% to 29.8%.

There was an increase in the percentage who chose not to record their religion or preferred not to say from 28.6% to 30.0%.

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	134	7.6	164	7.8
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	*	*	*	*
Married	805	45.9	934	44.4
Not recorded	116	6.6	137	6.5
Partner	*	*	*	*
Prefer not to say	41	2.3	67	3.2

Separated but still legally married	26	1.5	30	1.4
Separated but still legally in a same-sex civil partnership	0	0.00	*	*
Single	594	33.9	724	34.4
Unspecified	0	0.0	*	*
Widowed	11	0.6	18	0.9
Total	1753	100	2102	100

There has been an increase in the number who attended training saying they are married from 805 to 934, a percentage decrease from 45.9% to 44.4%.

The number of single people and divorced people have both also increased but the percentage remains around the same.

Most percentages remain around the same, with the biggest change for people who prefer not to say which increased from 2.3% to 3.2%.

Maternity, Paternity and Adoption

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

	2021/2022		2022/2023	
Leave Category	Number	%	Number	%
Maternity	43	78.2	44	88.0
Paternity	12	21.8	*	*
Adoption	0	0.00	0	0.00
Total	55	100	50	100.0

There were 50 people who had training in the same year as maternity, paternity or adoption leave. This is an increase from 55 people the previous year.

Welsh Language

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

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

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	688	32.7	738	35.1	778	37.0	861	41.0
Basic	404	19.2	343	16.3	289	13.7	214	10.2
Competent	19	0.9	15	0.7	16	0.8	14	0.7
Good	21	1.0	16	0.8	21	1.0	18	0.9
Fluent	65	3.1	59	2.8	62	2.9	52	2.5
Not recorded	905	43.1	931	44.3	936	44.5	943	44.9
Total	2102	100	2102	100	2102	100	2102	100

The numbers across most categories and proficiencies have decreased.

There have been significant increases in each proficiency and category for not recorded.

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 2022 and 31 March 2023

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	2021/2022		2022/2023	
	Number	%	Number	%
Dismissal	43	14.4	31	8.5
Other	34	11.4	54	14.9
Redundancy	*	*	*	*
Resignation	163	54.7	225	62.0
Retirement	55	18.5	52	14.3
Total	298	100	363	100

The number of employees who left our employment has increased from the previous year. 62.0% were resignations which remains the highest reason and is an increase from 54.7% last year.

The number of dismissals and retirements have both decreased.

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	2021/2022		2022/2023	
	Number	%	Number	%
16 - 19	*	*	*	*
20 - 24	48	16.1	44	12.1
25 - 29	29	9.7	41	11.3
30 - 34	23	7.7	26	7.2
35 - 39	27	9.1	31	8.5
40 - 44	24	8.1	40	11.0
45 - 49	20	6.7	32	8.8
50 - 54	14	4.7	34	9.4
55 - 59	33	11.1	45	12.4
60 - 64	37	12.4	27	7.4
65+	42	14.1	34	9.4
Total	298	100	363	100.0

The highest age band for employees who leave was 55 to 59 year olds. This increased from 33 to 45, a percentage increase from 11.1% to 12.4%.

The second highest group was 20 to 24 year olds at 12.1%, a decrease from 16.1% last year. 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.

There were increases in all other age groups apart from 60 to 64 year olds and 65+ which have decreased.

Gender

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

	2021/2022		2022/2023	
Gender	Number	%	Number	%
Female	190	63.8	270	74.4
Male	108	36.2	93	25.6
Total	298	100	363	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 increased from 63.8% to 74.4% this year, nearly 3/4 of staff who left.

The percentage of people who left their jobs and were male has increased from 36.2% to 25.6%.

Gender Reassignment

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

	2021/2022		2022/2023	
Gender at Birth	Number	%	Number	%
Female	138	46.3	192	52.9
Male	82	27.5	56	15.4
Not recorded	76	25.5	115	31.7
Prefer not to say	*	*	0	0.0
Intersex	0	0.0	0	0.0
Total	298	100	363	100

The number and percentage of people who recorded their gender at birth as female has increased from 138 to 192 (46.3% to 52.9%).

The number of people who recorded their gender at birth as male has decreased from 82 to 56, a percentage change from 27.5% to 15.4%.

The percentage of people who have left who did not record their gender at birth has increased from 25.5% to 31.7%.

National Identity

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

	2021/2022		2022/2023	
National Identity	Number	%	Number	%
British	110	36.9	132	36.4
English	17	5.7	16	4.4
Northern Irish	0	0.0	*	*
Not recorded	37	12.4	50	13.8
Other	*	*	25	6.9
Prefer not to say	0	0.0	0	0.0
Scottish	*	*	0	0.0
Welsh	127	42.6	139	38.3
Total	298	100	363	100.0

The highest national identity for leavers is Welsh, at 139 which has increased from 127 last year. The percentage has decreased from 42.6% to 38.3% this year.

British remains the second highest national identity for leavers at 36.4%, a decrease from 36.9% last year but an increase in number.

The number who left who did not record their national identity has increased from 12.4% to 13.8%. The number who recorded 'other' has also increased.

Race and Ethnicity

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

	2021/2022		2022/2023	
Ethnic Background	Number	%	Number	%
White and British	206	69.1	213	58.7
White and English	*	*	*	*
White and Scottish	*	*	*	*
White and Welsh	21	7.0	36	9.9
White and Irish	*	*	*	*
White Other	*	*	23	6.3
White and Black Caribbean	*	*	*	*
White and Black African	0	0.0	*	*
White and Asian	*	*	*	*
Mixed Other	*	*	0	0.0
Indian	0	0.0	*	*
Pakistani	0	0.0	*	*
Asian Other	*	*	*	*
Caribbean	*	*	*	*
Black Other	*	*	*	*
Chinese	0	0.0	0	0.0
Other	0	0.0	0	0.0
Not disclosed	0	0.0	*	*
Not recorded	50	16.8	62	17.1

Total	298	100	363	100
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Over 78% 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 58.7%.

The number of responses not disclosed has increased from 16.8% to 17.1%.

Disability

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

	2021/2022		2022/2023	
Disabled	Number	%	Number	%
No	234	78.5	260	71.6
Not recorded	51	17.1	90	24.8
Prefer not to say	*	*	*	*
Yes	0	0.0	0	0.0
Yes - limited a little	*	*	*	*
Yes - limited a lot	*	*	*	*
Total	298	100	363	100

The number of leavers who selected no disability increased from 234 to 260, a percentage decrease from 78.5% to 71.6%.

The number who did not record a disability option increased from 17.1% to 24.8%.

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 (*).

	2021/2022		2022/2023	
Sexual Orientation	Number	%	Number	%
Bisexual	*	*	*	*
Gay or lesbian	*	*	*	*
Heterosexual	199	66.8	227	62.5
Not recorded	73	24.5	119	32.8
Other	0	0.0	0	0.0
Prefer not to say	11	3.7	*	*
Total	298	100	363	100

Over 62% of leavers were heterosexual, a percentage decrease from 66.8% last year but an increase from 199 to 227.

There has been an increase in the number of not recorded responses from 73 to 119, a percentage increase from 24.5% to 32.8%.

Religious Belief

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

	2021/2022		2022/2023	
Religious Belief	Number	%	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	86	28.9	90	24.8
Hindu	0	0.0	0	0.0
Jewish	0	0.0	*	*
Muslim	0	0.0	*	*

No religion	121	40.6	140	38.6
Not recorded	72	24.2	119	32.8
Other	*	*	*	*
Prefer not to say	15	5.0	11	3.0
Sikh	0	0.0	0	0.0
Total	298	100	363	100

The highest percentage of leavers said they have no religion, at 38.6%. The number of not recorded has also increased from 24.2% to 32.8%.

The highest declared religion or belief of leavers remains as Christianity, at 24.8%.

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	*	*
Divorced	27	9.1	34	9.4
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	*	*
Legally separated	0	0.0	0	0.0
Living together	0	0.0	0	0.0
Married	102	34.2	118	32.5
Not recorded	26	8.7	44	12.1

Partner	0	0.0	0	0.0
Prefer not to say	*	*	11	3.0
Separated but still legally married	*	*	*	*
Single	128	43.0	144	39.7
Unspecified	0	0.0	0	0.0
Widowed	*	*	*	*
Total	298	100	363	100

The percentage of those who are single is the highest marital status at 39.7% which has decreased from 43.0% last year. The next is married, at 32.5%, a slight increase from 34.2%.

The number of divorced leavers also increased from 9.1% to 9.4%.

The number of not recorded and prefer not to say have also both increased.

Maternity, Paternity and Adoption

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

	2021/2022		2022/2023	
Leave Category	Number	%	Number	%
Maternity	*	*	*	*
Paternity	*	*	*	*
Adoption	*	*	*	*
Total	*	100	11	100

The number of leavers that had taken maternity, paternity or adoption leave is too small to disclose details.

Welsh Language

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

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

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	91	25.1	76	20.9	68	18.7	71	19.6
Basic	25	6.9	40	11.0	52	14.3	43	11.8
Competent	*	*	*	*	*	*	*	*
Good	*	*	*	*	*	*	*	*
Fluent	*	*	*	*	*	*	*	*
Not recorded	230	63.4	229	63.1	223	61.4	229	63.1
Total	363	100	363	100	363	100	363	100

The percentage of people leaving us stating they have no Welsh language skills has decreased across all proficiencies.

The number with basic Welsh skills has decreased across Speaking, Reading and Writing but increased for Understanding.

The number who did not record their Welsh language skills has increased.

9. Differences in salary

The average salary (£) is based on full time equivalent salaries and number of employees (headcount).

Age

	2021/2022	2022/2023
Age Range (years)	Average Salary (£)	Average Salary (£)
16 – 19	16,434	20,537
20 - 24	21,066	23,300
25 - 29	22,997	25,003
30 - 34	25,341	27,833
35 - 39	27,473	29,135
40 - 44	29,364	32,373
45 - 49	28,207	30,554
50 - 54	28,866	30,554
55 - 59	28,495	31,345
25,060	25,060	27,503
65+	23,980	27,011

All average salaries have increased and are now above £20,000 for the first time.

Four age groups are now above £30,000.

The biggest increase was for 16 to 19 year olds, an increase of £4,103. The smallest increase was for the 35 to 39 age group, £1,662.

The highest average salary is for people in the 55 to 59 age group, £31,345 which has changed from the 40 to 44 age group last year. This is £10,808 more than the lowest average salary which is £20,537 in the 16 to 19 age group.

Gender

	2021/2022	2022/2023
Gender	Average salary (£)	Average salary (£)
Female	26,590	28,783
Male	27,803	30,374

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 £2,193 rise for women compared to £2,571 rise for men.

Gender Reassignment

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

	2021/2022	2022/2023
Gender at Birth	Average Salary (£)	Average salary (£)
Female	26,578	28,685
Male	28,850	31,374
Intersex	0	0
Not recorded	26,309	28,809
Prefer not to say	28,834	27,509

The average pay has increased for all groups apart from those who prefer not to say.

For males, average pay increased by £2,524 but only by £2,107 for females and £2,500 for those who did not record a response.

The average salary for those who prefer not to say is higher than the average female at birth salary but lower than the average male at birth salary.

National Identity

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

	2021/2022	2022/2023
National Identity	Average Salary (£)	Average Salary (£)
British	27,094	29,558
English	27,098	28,746
Northern Irish	42,576	42,832
Not Recorded	26,883	29,600
Other	23,866	26,467
Prefer not to say	29,785	27,928
Scottish	26,545	27,865
Welsh	27,030	29,294

The highest average salary group remains Northern Irish at £42,832. This is the national identity with the smallest number of employees.

There is a decrease in the average salary for those who prefer not to say, from £29,785 to £27,928. All other groups increased.

The biggest increase was in the group who did not record their national identity, an increase of £2,717.

Race and Ethnicity

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

	2021/2022	2022/2023
Ethnic Background	Average Salary (£)	Average Salary (£)
White and British	27,774	29,812
White and English	25,418	27,408
White and Scottish	22,764	25,060
White and Welsh	25,499	28,245
White and Irish	30,706	31,960
White Other	26,568	29,940
White and Black Caribbean	24,607	29,234
White and Black African	27,188	25,375
White and Asian	22,255	25,395
Mixed Other	36,795	33,779
Indian	24,287	26,536
Pakistani	30,012	34,665
Bangladeshi	19,480	21,699
Asian Other	21,764	23,580
Caribbean	31,480	30,945
African	26,446	23,705
Black Other	28,496	28,129
Chinese	25,573	27,225
Other	19,457	23,315
Not disclosed	25,284	28,858

Not recorded	25,507	28,615
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The group with the highest average pay was Pakistani (£34,665). The lowest average salary is the Other group (£23,315).

There was a decrease in average salary for White and Black African, Mixed Other, Caribbean, African, and Black Other.

There was an increase in average pay for all other ethnic groups and those who chose not to record or disclose their ethnicity.

The biggest increases were for White and Black Caribbean (£24,607 to £29,234) and Pakistani (£30,012 to £34,665).

The smallest increase was for White and Irish (£30,706 to £31,960).

Disability

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

	2021/2022	2022/2023
Disabled	Average Salary (£)	Average Salary (£)
No	26,954	29,354
Not recorded	27,019	29,306
Prefer not to say	25,914	27,753
Yes	27,445	29,392
Yes - limited a little	28,080	29,130
Yes - limited a lot	28,429	30,467

The average salary increased in all groups.

The biggest increase was for those with no disability from £26,954 to £29,354, an increase of £2400. The smallest increase was for those who said they were limited a little, £1,050.

Those who told us yes, they are limited a lot have the highest average salary (£30,467). This group was also highest in the previous year.

Sexual Orientation

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

	2021/2022	2022/2023
Sexual Orientation	Average Salary (£)	Average Salary (£)
Bisexual	20,039	23,330
Gay or Lesbian	29,615	31,997
Heterosexual	27,221	29,570
Not recorded	26,184	28,618
Other	30,095	32,020
Prefer not to say	30,276	30,138

The highest average salary is 'other' (£32,020), a change from last year which was those who preferred not to say. The prefer not to say group has seen a small decrease in average salary.

All other groups have increased. The biggest increase was for bisexuals, an increase of £3,291 from £20,039 to £23,330. This is the lowest average salary.

Religious Belief

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

	2021/2022	2022/2023
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Religious Belief	Average Salary (£)	Average Salary (£)
Buddhist	24,641	26,284
Christian (all denominations)	28,341	30,746
Hindu	34,833	31,697
Jewish	20,366	21,318
Muslim	26,883	28,648
No religion	26,549	28,901
Not Recorded	26,223	28,669
Other	23,070	22,961
Prefer not to say	27,866	29,084
Sikh	24,432	26,845

The highest average salary is still for employees who told us they are Hindu, £31,697. This has decreased from £34,833 last year.

There has been an increase in the average salary for all groups except Hindu and other.

The biggest increase in average salary was for not recorded, an increase of £2,447.

The lowest average salary is for employees who told us they are Jewish, £21,318. This is more than £10,000 less than the highest average salary.

Marital Status

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

	2021/2022	2022/2023
Marital Status	Average Salary (£)	Average Salary (£)
Civil partnership	38,972	36,298

Divorced	26,003	28,082
Formerly in a same-sex civil partnership which is now legally dissolved	0	37,261
In a registered same-sex civil partnership and living with your partner	25,167	29,320
Legally separated	37,056	38,467
Living together	21,554	23,604
Married	28,633	31,070
Not recorded	27,918	31,022
Partner	21,149	23,481
Prefer not to say	28,384	28,810
Separated but still legally married	24,761	28,062
Separated but still legally in a same-sex civil partnership	0	21,189
Single	25,107	27,421
Unspecified	26,437	28,825
Widowed	23,431	25,144

The highest pay was for people who are legally separated (£38,467). The lowest average pay was for people who are separated but still legally in a same-sex civil partnership (£21,189).

The biggest increase was for people formerly in a same-sex civil partnership which is now legally dissolved, which increased from £0 to £37,261.

Average pay increased for all groups except for those in a civil partnership.

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 (£)	2021 / 2022	2022 / 2023	2021 / 2022	2022 / 2023	2021 / 2022	2022 / 2023	2021 / 2022	2022 / 2023
None	28,143	30,764	28,543	31,062	28,624	31,156	28,733	31,248
Basic	28,347	30,848	28,336	31,020	28,456	30,944	28,284	30,849
Competent	29,093	31,505	31,492	36,090	25,336	29,562	30,408	36,258
Good	35,145	36,526	31,969	32,086	30,226	33,896	29,439	32,562
Fluent	29,355	32,495	28,697	32,083	30,400	33,368	27,707	31,209
Not recorded	24,820	27395	24,684	27,280	24,662	27,247	24,676	27,236

There has been an increase in the average salary in for all competencies and areas. The highest average salary is good understanding, £36,526, which is an increase of £1,381 from last year.

The higher average salaries are in the competent, good and fluent fields across the competencies.

The lowest average salary is the not recorded writing field, £27,236. All the not recorded fields are between £27,200 and £27,400. All other average salaries are above £30,000.

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.

	2021/2022	2022/2023
Mean Gender Pay Gap	Hourly Rate	Hourly Rate
Male	£15.21	£16.14
Female	£14.50	£15.11

The difference in mean hourly rate between Male and Female is £1.03 which is an increase compared to last year (£0.71). The Mean gender pay gap as a percentage of men's pay is 6.38%.

Median Gender Pay Gap in Hourly Pay

This table illustrates the 'median' hourly rate of pay for full-time equivalent employees.

	2021/2022	2022/2023
Median Gender Pay Gap	Hourly Rate	Hourly Rate
Male	£13.44	£14.44
Female	£12.67	£13.41

The difference in median hourly rate between Male and Female is £1.02. The Median gender pay gap as a percentage of men's pay is 7.06%. This is lower than the UK figure shown below.

In the UK the Median Gender Pay Gap is 8.3% (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.

	2021/2022	2022/2023
Mean Ethnicity Pay Gap	Hourly Rate	Hourly Rate
White British	£14.73	£15.47
Ethnic Minorities	£14.44	£14.82

The difference in mean hourly rate between White British and Ethnic Minorities is £0.65 which is more than last year. The Mean Ethnicity pay gap as a percentage is 4.20%.

Median Ethnicity pay gap in hourly pay

This table illustrates the ‘median’ hourly rate of pay for full-time equivalent employees by Ethnic group.

	2021/2022	2022/2023
Median Ethnicity Pay Gap	Hourly Rate	Hourly Rate
White British	£12.82	£13.91

Ethnic Minorities	£12.67	£13.54
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The difference in median hourly rate between White British and Ethnic Minorities is £0.37 which is an increase from £0.15 last year. The Median Ethnicity pay gap as a percentage is 2.66%.